

Example of the synthesis table resulting from an individual assessment for a Sales Manager position:

Candidate's Profile

Job Profile

Strengths	Weaknesses
<ul style="list-style-type: none"> ✓ Knowledge of product A ✓ Personal balance ✓ Autonomy ✓ Leadership ✓ Teamwork ✓ Listening ✓ Transparency ✓ Customer-orientation ✓ Personal presentation ✓ Self-assurance ✓ Oral expression ✓ Business-orientation 	<ul style="list-style-type: none"> ✗ Management skills ✗ Delegation skills ✗ Knowledge of Products B, C ✗ Computer skills ✗ Design of Business Plans ✗ Ambition ✗ Geographic mobility



Success criteria
<ul style="list-style-type: none"> ▪ Excellent personal basis ▪ Resistance to stress ▪ Ability to cool down and stimulate the team ▪ Frankness and transparency regarding numbers ▪ Ability to manage conflicts and reclaims ▪ Ability to set goals to the team ▪ Delegation of customer-related responsibilities ▪ Management of administrative tasks ▪ Knowledge of all products in the sector: A, B and C