



PsychCorp Assessment Center



TROUTWINE

Career Automotive Retailing Scale Profile Report TM

John Sample

Organization: ABC Organization

Date: 8/31/2004 8:48:30 PM

Admin Id: A1716119

Tester Id: T3880124

Email:

This report should be treated as confidential and personal information. The CARS is designed only for use in sales, personnel selection, and training. A decision to terminate employment based upon CARS is inappropriate and likely contrary to law.

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CARS Profile Report

Name: John Sample

Date: 8/31/2004 8:48:30 PM

Organization: ABC Organization

This applicant is projected to sell **9 +/- 2** units per month based upon the overall score. You can use this value to rank applicants, along with their work history, resume, interview, and other information. Based on past research, this applicant's selling performance is most likely to be **average**. Finally, responses indicate this applicant is best suited for either new or used car sales.

Based on this applicant's responses to the questions in the survey, you can expect the following tendencies:

Success Factors

- Typical reaction to rejection
- Average "stick to itiveness"
- At times lacks purpose
- Sometimes inefficient

Secondary Tendencies

- Needs some supervision at times
- Average in take-action approach
- Moderately socially skilled
- Some adapting to different folks

Interview Questions

The following are some other important areas to cover in the interview. Ask the applicant to give you a past **example** of what they did ("Tell me what you did when...") in the following situations:

- The same, old approach no longer worked
- Needed a creative solution
- The customer wanted too much
- A project done on his/her own
- The customer needed to be deceived

Areas of Development

CARS is also a useful tool in managing your people. The following offers some suggestions to help this applicant to become a more productive employee, if provided this type of coaching, training and counseling. In other words, this applicant would benefit from improvements in:

- Sharing enthusiasm with coworkers
- Seeing the big picture
- Taking action without boss approval
- Being more genuine
- Improving sales approach
- Dealing with routine tasks
- How to qualify prospects

Research on the CARS was conducted in accordance with American Psychological Association standards. The information provided on the applicant is intended to supplement other selection methods such as applications, interviews, and reference checks which should also weigh in the selection process. **CARS** is not intended to be used as the only selection criteria.