

SALES 360: By PEGASUS

Prepared For

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Respondent Summary

Rater	Forms
Self:	1
Manager:	2
Customer:	4
MDM/SC:	4
Unidentified:	0

SALES 360: INTRODUCTION

The following pages provide you with your Sales 360 data presented in various formats.
The actual 7-point rating for each of the 68 items used the following frequency scale:

- 7 = Always
- 6 = Usually
- 5 = Often
- 4 = Sometimes
- 3 = Occasionally
- 2 = Seldom
- 1 = Never

The "Overview" page shows the results for all 11 factors by each of the rating groups: Self, Manager, Customer, and MDM/Sales Coordinator. Each rating group is represented by a bar with a different fill pattern. If there are no raters in one of the groups an "na" appears in place of that the bar. Also, if there are fewer than 3 Customers or fewer than 3 MDM/Sales Coordinators, bars for that data will not be printed in order to protect the anonymity of the rating groups.

The "Strengths and Needs Factor Summary" page is a sort of the 11 factors according to the average ratings of all raters other than the "Self." The averages for the 4 highest rated factors ("Performance Strengths") and the 4 lowest rated factors ("Developmental Needs") are summarized on this page.

The next 2 pages are sorts of all 68 items, again by the average ratings of all raters other than yourself. The 10 highest rated items are listed on the "Performance Strengths Item Summary" with the 10 lowest rated items on the "Developmental Needs Item Summary." On both of these lists, if the 11th item has the same overall rating as the 10th item, the 11th item also appears, and so forth until the tie is broken or the page is filled. Also note that the factor the item belongs to is indicated by a 4-letter factor code.

The next 11 pages summarize the data for a single factor by rating group showing the data for each item belonging to that factor.

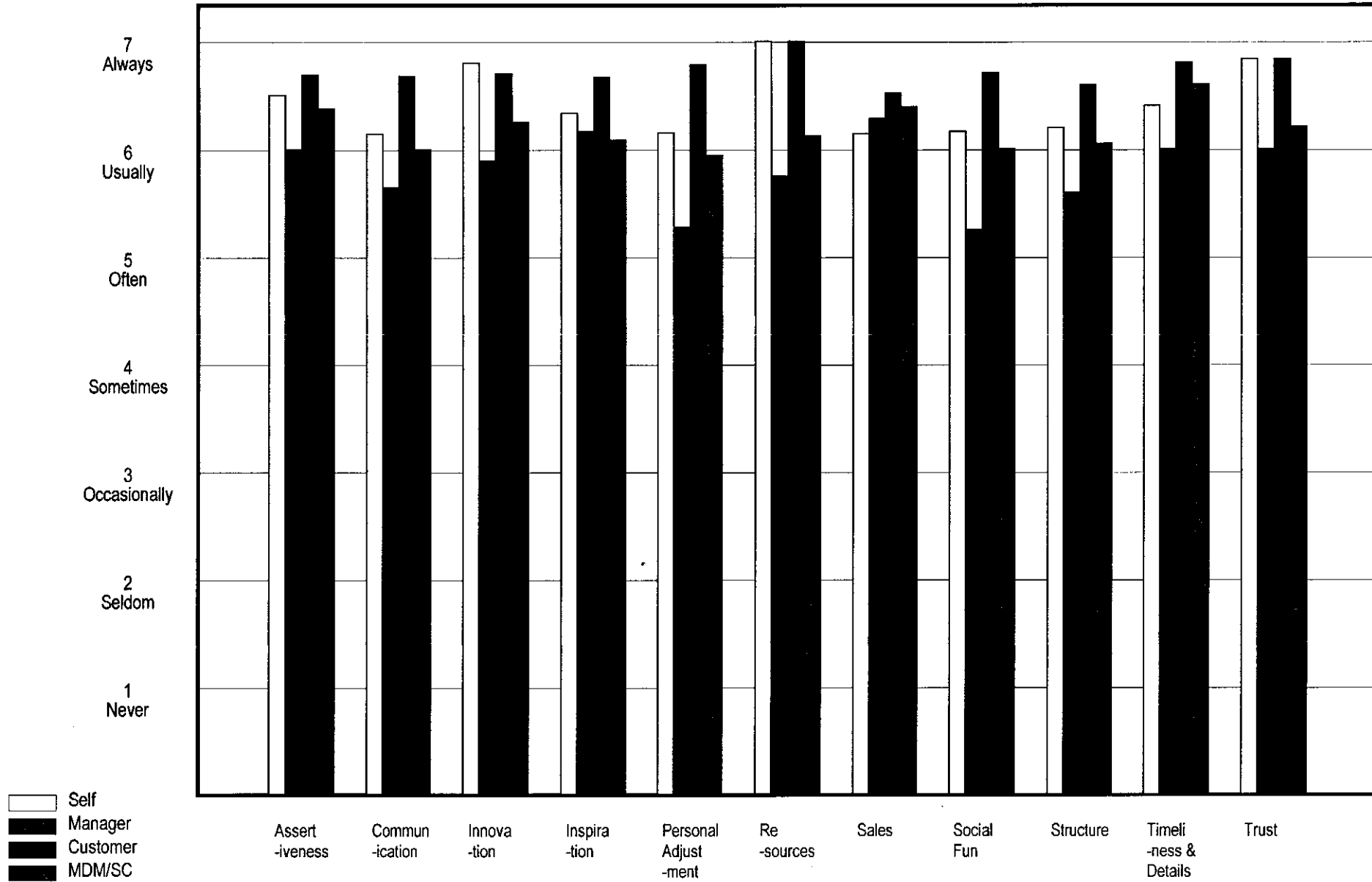
That last page shows the "Items with the Most DO LESS and DO MORE Suggestions." These suggestions are sums for all rating groups other than "Self." These "Less" and "More" suggestions can help focus on your developmental needs arising in your particular situation.

Further suggestions for analyzing your Sales 360 results include paying special attention to

- areas where your self-ratings were markedly different from those of your other raters
- areas where some of your rating groups contrast markedly from other rating groups.

SALES 360 OVERVIEW

FACTOR SUMMARY .. ALL GROUPS



SALES 360
STRENGTHS AND NEEDS FACTOR SUMMARY
 January, 2012

PERFORMANCE STRENGTHS FACTOR SUMMARY

FACTOR	RATINGS			
Timeliness and Details	Average of All Others:			6.6
	Self	Mngr	Cust	MDM/SC
	6.4	6.0	6.8	6.6
Assertiveness	Average of All Others:			6.4
	Self	Mngr	Cust	MDM/SC
	6.5	6.0	6.7	6.4
Sales	Average of All Others:			6.4
	Self	Mngr	Cust	MDM/SC
	6.1	6.3	6.5	6.4
Trust	Average of All Others:			6.4
	Self	Mngr	Cust	MDM/SC
	6.8	6.0	6.8	6.2

DEVELOPMENTAL NEEDS FACTOR SUMMARY

FACTOR	RATINGS			
Social Fun	Average of All Others:			6.1
	Self	Mngr	Cust	MDM/SC
	6.2	5.3	6.7	6.0
Personal Adjustment	Average of All Others:			6.1
	Self	Mngr	Cust	MDM/SC
	6.2	5.3	6.8	5.9
Structure	Average of All Others:			6.2
	Self	Mngr	Cust	MDM/SC
	6.2	5.6	6.6	6.1
Communication	Average of All Others:			6.2
	Self	Mngr	Cust	MDM/SC
	6.1	5.6	6.7	6.0

SALES 360
PERFORMANCE STRENGTHS ITEM SUMMARY
 January, 2012

PERFORMANCE STRENGTHS ITEMS

ITEM	RATINGS				
TDET 44. Is generally on time.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.5	6.8	7.0	6.8
SALE 12. Knows his or her product and the plant limitations.	Self	Mngr	Cust	MDM/SC	All Others
	6.0	6.5	6.8	6.8	6.7
SALE 37. Presents him or herself in a professional manner.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.5	7.0	6.5	6.7
TDET 60. Takes time to answer your questions.	Self	Mngr	Cust	MDM/SC	All Others
	6.0	6.0	7.0	6.8	6.7
SALE 3. Keeps retailer's samples and literature updated.	Self	Mngr	Cust	MDM/SC	All Others
	6.0	6.5	7.0	6.5	6.7
SALE 2. Helps on service or parts issues.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.5	6.5	6.8	6.6
COMM 4. Communicates ideas and information clearly to others.	Self	Mngr	Cust	MDM/SC	All Others
	6.0	6.0	6.8	6.8	6.6
TRUS 8. Expresses views honestly.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.0	7.0	6.5	6.6
TRUS 42. Is truthful when trying to influence others.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.0	7.0	6.5	6.6
INNO 63. Stands up for beliefs and convictions.	Self	Mngr	Cust	MDM/SC	All Others
	7.0	6.0	7.0	6.5	6.6

**SALES 360
DEVELOPMENTAL NEEDS ITEM SUMMARY
January, 2012**

DEVELOPMENTAL NEEDS ITEMS

ITEM	RATINGS				
SALE 22. Visits his or her retail locations on a timely basis.	Self 4.0	Mngr 5.5	Cust 5.0	MDM/SC 5.8	All Others 5.4
PADJ 11. Uses the feedback from others to guide his or her personal development.	Self 6.0	Mngr 4.0	Cust 6.3	MDM/SC 5.5	All Others 5.4
SFUN 67. Is able to inject fun into the workplace.	Self 6.0	Mngr 4.5	Cust 6.5	MDM/SC 5.8	All Others 5.8
STRU 20. Does not over analyze.	Self 6.0	Mngr 5.0	Cust 6.5	MDM/SC 5.8	All Others 5.9
PADJ 15. Admits it when wrong.	Self 6.0	Mngr 4.5	Cust 6.8	MDM/SC 5.8	All Others 5.9
STRU 7. Makes plans far enough ahead to be pro-active.	Self 6.0	Mngr 5.0	Cust 6.3	MDM/SC 6.0	All Others 5.9
PADJ 57. Remains flexible and adapts easily to change.	Self 6.0	Mngr 5.0	Cust 6.8	MDM/SC 5.8	All Others 6.0
COMM 55. Keeps actions and decisions consistent with organization's vision.	Self 6.0	Mngr 5.5	Cust 6.8	MDM/SC 5.5	All Others 6.0
PADJ 50. Has an open mind to different views.	Self 6.0	Mngr 5.0	Cust 6.8	MDM/SC 5.8	All Others 6.0
COMM 48. Shares important news in a timely manner.	Self 7.0	Mngr 5.0	Cust 6.3	MDM/SC 6.3	All Others 6.0
SFUN 32. Promotes cooperation and teamwork.	Self 6.0	Mngr 4.5	Cust 6.8	MDM/SC 6.0	All Others 6.0
SFUN 27. Has a good sense of humor.	Self 6.0	Mngr 5.0	Cust 6.8	MDM/SC 5.8	All Others 6.0

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Assertiveness Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
13. Deals directly with problems.	7.0	6.0	6.8	6.5	6.5
18. Resolves problems in a timely manner.	6.0	6.0	6.5	6.3	6.3
40. Deals with problems without procrastinating.	6.0	5.5	7.0	6.5	6.5
49. Remains consistently competitive and achievement-oriented.	7.0	6.5	6.5	6.3	6.4

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Communication Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
4. Communicates ideas and information clearly to others.	6.0	6.0	6.8	6.8	6.6
21. Actively promotes important organizational values.	6.0	6.0	7.0	5.3	6.1
45. Involves the appropriate people in problem solving.	6.0	5.0	6.8	6.3	6.2
46. Works hard to reach consensus over problematic issues.	6.0	6.0	6.8	6.0	6.3
48. Shares important news in a timely manner.	7.0	5.0	6.3	6.3	6.0
55. Keeps actions and decisions consistent with organization's vision.	6.0	5.5	6.8	5.5	6.0
62. Conveys enthusiasm for the organization's vision.	6.0	6.0	6.5	6.0	6.2

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
 January, 2012

Innovation Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
25. Is an innovative problem-solver.	7.0	6.0	6.5	6.5	6.4
34. Is curious and inquisitive.	7.0	6.0	6.5	6.0	6.2
54. Asks questions which challenge old assumptions.	7.0	5.5	6.5	6.0	6.1
61. Focuses on important issues.	6.0	6.0	7.0	6.3	6.5
63. Stands up for beliefs and convictions.	7.0	6.0	7.0	6.5	6.6

**SALES 360
 FACTOR SUMMARY ITEM ANALYSIS
 January, 2012**

Inspiration Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
28. Gets results.	7.0	6.0	6.8	6.0	6.3
35. Is good at positively motivating people to perform.	6.0	6.0	6.5	6.0	6.2
64. Demonstrates commitment to superior performance.	6.0	6.5	6.8	6.3	6.5

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Personal Adjustment Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
11. Uses the feedback from others to guide his or her personal development.	6.0	4.0	6.3	5.5	5.4
15. Admits it when wrong.	6.0	4.5	6.8	5.8	5.9
19. Is sensitive to the needs and motivations of others.	6.0	5.5	6.5	6.3	6.2
23. Exercises tact in dealing with others.	6.0	6.5	7.0	6.0	6.5
30. Remains positive after setbacks and disappointments.	6.0	5.0	7.0	5.8	6.1
39. Remains calm in stressful situations.	6.0	5.5	6.8	6.5	6.4
43. Listens to what is said.	7.0	5.0	6.8	6.0	6.1
50. Has an open mind to different views.	6.0	5.0	6.8	5.8	6.0
51. Controls anger when upset.	6.0	5.5	7.0	6.0	6.3
52. Accepts feedback from others without becoming defensive.	6.0	5.5	6.8	5.8	6.1
56. When listening to others does not interrupt.	6.0	6.0	6.8	6.0	6.3
57. Remains flexible and adapts easily to change.	6.0	5.0	6.8	5.8	6.0
58. Exhibits an optimistic outlook.	7.0	5.5	7.0	6.3	6.4

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Resources Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
17. Uses the organization's resources wisely.	7.0	5.5	7.0	6.0	6.3
31. Quickly grasps new ideas and concepts.	7.0	6.0	7.0	6.3	6.5

**SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012**

Sales Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
2. Helps on service or parts issues.	7.0	6.5	6.5	6.8	6.6
3. Keeps retailer's samples and literature updated.	6.0	6.5	7.0	6.5	6.7
12. Knows his or her product and the plant limitations.	6.0	6.5	6.8	6.8	6.7
22. Visits his or her retail locations on a timely basis.	4.0	5.5	5.0	5.8	5.4
37. Presents him or herself in a professional manner.	7.0	6.5	7.0	6.5	6.7
53. Actively trains retail sales people through feature/benefit presentations.	7.0	6.5	6.5	6.3	6.4
66. Practices good follow-up habits.	6.0	6.0	7.0	6.3	6.5

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Social Fun Items

ITEM	Self	Mgr	Cust	MDW/SC	All Others
27. Has a good sense of humor.	6.0	5.0	6.8	5.8	6.0
29. Works effectively with all types of people.	7.0	6.5	6.8	6.3	6.5
32. Promotes cooperation and teamwork.	6.0	4.5	6.8	6.0	6.0
33. Obviously enjoys working with people.	6.0	5.0	6.8	6.3	6.2
65. Puts enthusiasm into his or her work.	6.0	6.0	6.8	6.0	6.3
67. Is able to inject fun into the workplace.	6.0	4.5	6.5	5.8	5.8

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Structure Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
6. Gathers enough information about a problem before making a decision.	6.0	6.0	6.5	6.0	6.2
7. Makes plans far enough ahead to be pro-active.	6.0	5.0	6.3	6.0	5.9
10. Makes effective decisions.	6.0	6.0	6.5	6.0	6.2
16. Stays focused without getting side tracked.	6.0	6.0	6.8	6.0	6.3
20. Does not over analyze.	6.0	5.0	6.5	5.8	5.9
24. Pays appropriate attention to detail.	7.0	6.0	6.8	6.5	6.5
26. Is generally well organized.	6.0	5.0	6.8	6.3	6.2
41. Utilizes time wisely, both on the road and in the office.	7.0	6.5	6.8	6.0	6.4
47. Anticipates problems in time to make adjustments.	6.0	6.0	6.5	5.8	6.1
68. Emphasizes setting and achieving goals.	6.0	4.5	6.8	6.3	6.1

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Timeliness and Details Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
1. Returns quotes promptly and accurately.	6.0	6.0	6.8	6.5	6.5
36. Returns phone calls in a reasonable time period.	6.0	5.5	6.8	6.5	6.4
38. Is accessible when needed.	7.0	6.0	6.8	6.3	6.4
44. Is generally on time.	7.0	6.5	6.8	7.0	6.8
60. Takes time to answer your questions.	6.0	6.0	7.0	6.8	6.7

SALES 360
FACTOR SUMMARY ITEM ANALYSIS
January, 2012

Trust Items

ITEM	Self	Mgr	Cust	MDM/SC	All Others
5. Is someone you can trust.	7.0	6.0	7.0	5.8	6.3
8. Expresses views honestly.	7.0	6.0	7.0	6.5	6.6
9. Can be counted on to do what they agree to do.	7.0	6.0	6.5	6.5	6.4
14. Follows the policies and procedures others are expected to follow.	6.0	6.0	6.8	5.5	6.1
42. Is truthful when trying to influence others.	7.0	6.0	7.0	6.5	6.6
59. Follows through on commitments.	7.0	6.0	6.8	6.5	6.5

SALES 360
ITEMS WITH THE MOST DO LESS and DO MORE SUGGESTIONS
January, 2012

All Others

ITEMS	Do Less	Do More
SALE 22. Visits his or her retail locations on a timely basis.	0	3
COMM 48. Shares important news in a timely manner.	0	3
SFUN 67. Is able to inject fun into the workplace.	0	2
SALE 2. Helps on service or parts issues.	0	1
STRU 7. Makes plans far enough ahead to be pro-active.	0	1
PADJ 11. Uses the feedback from others to guide his or her personal development.	0	1
TRUS 14. Follows the policies and procedures others are expected to follow.	0	1
PADJ 30. Remains positive after setbacks and disappointments.	0	1
COMM 45. Involves the appropriate people in problem solving.	0	1
STRU 68. Emphasizes setting and achieving goals.	0	1