

INFORMATION FOR TEST-TAKERS



This sheet contains key details about the Sales Aptitude Inventory (SAI). For more general advice on tests of all types please refer to the separate Test Taker's Guide.

What type of test is this?

The SAI is a questionnaire that focuses on those aspects of personality associated with success in a sales setting.

What does the test measure?

The test explores how you typically approach sales activity, so it looks at characteristics such as what motivates you, how you seek to influence sales outcomes, and your attitude towards regulations and guidelines.

How does it do this?

You will be asked to consider a number of statements and indicate the extent to which you agree or disagree with each one.

How long will it take?

Most people take about 20 minutes to complete the questionnaire, but there is no strict time limit and it is not a test of speed. While best completed in one go, it is possible to spread the test into two or more sittings if necessary, saving your answers from one session to the next.

What do the questions look like?

Here is an example of the type of question you can expect to encounter. In each case you will be asked to indicate the response that best represents your opinion:

Other people would describe me as approachable

- Strongly Agree
- Agree
- Uncertain
- Disagree
- Strongly Disagree

If you select an answer and then wish to change it, you can do so by clicking on the new answer instead. However, you won't be able to alter your response once you have moved onto the next question.

How should I tackle the questions?

When completing the test, aim to respond to the statements as truthfully as you can. There are no hidden meanings so avoid thinking about any of the questions too deeply. If in doubt, go with your instinctive reaction. There are however checks built-in to detect people who distort their answers in an attempt to present themselves more favourably.

How will the test be scored?

Your responses will be combined to provide the person administering the test with a profile comparing you with other sales employees on a range of relevant characteristics. This may be explored further with you in discussion at interview.

What can I do to practise beforehand?

There are no intrinsically right or wrong answers, so this is not a test that improves with practice. All you can do is respond truthfully and with self-insight. It may therefore help, before taking the test, to review how you have dealt with sales situations in the past.