



George Costanza

Real Estate Agent

November 16, 2022

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Position: Real Estate Agent

George's skillset and mindset for a Real Estate Agent position is based on many traits, including:

NEGOTIATING



CLOSING



CHALLENGING MISCONCEPTIONS AND BUDGET CONCERNS



DISCOVERY



PROBLEM SOLVING



PRESENTING



NETWORKING



Results based on the HumanAcumen and SalesFuel Sales Acumen assessments, completed October 31, 2022.



Manager: Mandy Paige

George's Manager Fit score compares their work traits to Mandy Paige's corresponding management traits. George's traits include:

COACHABILITY - PROFESSIONAL



RESPECT FOR ESTABLISHED POLICIES



RESULTS ORIENTATION



TIME MANAGEMENT



Can you work with the potential tensions that could arise when they are under stress or pressure?

- **They are Atychal.** Atychism represents a personality characteristic of individuals whose confidence in their own internal understanding of good and bad is greater than their confidence in the *standards* of the culture in which they live.



George is a low risk for adding toxicity to your team. This assumes a high level of integrity, which cannot be measured reliably by psychometric assessments.

Company Fit

George fits best with a company or team that enables them...

TO LEARN NEW THINGS



TO WIN OR MAKE MONEY



TO SERVE OR SUPPORT OTHERS



George will thrive in an environment that provides:

- A workplace that is relatively free of interpersonal conflict, emotional drama, and hostility
- A secure work situation free of unnecessary interruptions
- A close-knit group of people with whom they have developed mutual trust, rapport, and credibility A group they can refer to as a "family"
- Highly specialized assignments and technical areas of responsibility



Can the company provide this type of environment? Are their beliefs aligned with the stated (and actual) company mission and values?



George has good career clarity. They have an idea of what they want from their work and how to attain it.

Customer Fit

Here's how George scores in four of the traits that impact customer relationships:

EMPATHY



FOLLOW-THROUGH



POSITIVITY



RESPONSIVENESS



Use the other pages in this profile, along with your selection process, to answer these questions:

- Other than direct supervision, who will George serve? (internally or externally)
- Will George like them? Will they like George?
- Will they see George as credible?
- Will George be able to serve their needs?
- How likely would they be to recommend working with George to their friends or colleagues?

Notes for Hiring Managers

- TeamTrait's **Job Fit** scoring measures a person's mindset for potential for success in a sales position. Their actual performance, however, will be determined by many other factors, including but not limited to their work environment, personal life, mental health, and the three other "fits."
- TeamTrait's **Manager Fit** scoring measures the number of potential conflicts about professional topics with their manager. It does not determine how well they will like each other or if they will share personal interests or viewpoints. It also cannot measure the impact of any previous interactions between the two people.
- Psychometric assessment details are self-reported and, therefore, not a reliable measurement of integrity - which can considerably impact any of the Four Fits.
- TeamTrait assessments do not measure psychosis - which can also greatly impact the Four Fits.
- TeamTrait assessments should not be used as the only criteria for hiring, promotion, team formulation or assigning responsibilities. All Four Fits scores should serve as baseline data to be considered along with several other indications when determining individual abilities and compatibility, including: interviews, work history, industry acumen and job auditions.

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