

DATA-DRIVEN REVENUE ACCELERATION

Powerful Sales Hiring Solutions

Stop guessing. Start predicting elite sales performance with HireSmart.

The Cost of a Mis-Hired Rep

Talent assessment for sales evaluates the deep underlying potential, aptitudes, and behavioral patterns of your candidates.

Relying purely on a resume or a high-energy interview leads to volatile results. Elite organizations measure core traits objectively to protect their pipeline.

Our solutions ensure you hire high goal-oriented, resilient professionals who perfectly fit your unique industry demands and quotas.



Crucial Areas of Sales Evaluation

Communication & Pitch

Isolating absolute vocal clarity, rhetorical persuasiveness, active listening mechanics, and the confidence to handle premium mock sales presentations smoothly.

Advanced Negotiation

Evaluating an innate ability to discover cooperative, win-win commercial solutions and navigate around complex friction points to close enterprise deals.

Deep Resilience

Screening psychological stamina and self-motivation. Measuring how effectively a candidate handles continuous field rejection without losing operational momentum.

Learning Agility

Gauging quick adaptation parameters to navigate shifting product catalogs, newly introduced target verticals, and changing territorial go-to-market strategies.

Data-Driven Strategy

Assessing past proficiency within CRM tools and checking if they use predictive analytics and customer data to guide their daily pipeline activities.

Proven Accomplishments

Uncovering concrete behavioral examples of past commercial execution, verifying historical quotas met, and auditing authentic performance awards.

Advanced Scientific Testing

Cognitive Ability Tests

Evaluating raw problem-solving speed, spatial/logical reasoning, and core business intelligence to determine how fast a candidate learns complex product lines.

Situational Judgment (SJTs)

Placing candidates inside automated sales scenarios to observe their default tactical decision-making when facing realistic, high-stress client dilemmas.

Immersive Sales Simulations

Practical live-action exercises replicating prospecting hurdles, cold-calling, pitching, and objection handling to evaluate closing talent using advanced software tools.

Structured Role-Playing

Simulating real-time negotiations and friction environments with veteran evaluators to score exact behavioral reactions and pushback adaptation in action.

Core Engine: PXT Select™ Sales Reports

PXT Select™

Provides deep, data-driven analytics tracking how a candidate maps against your highest-performing historical sales superstars. Employs dynamic interview questions tailored to fill gaps.

📄 Comprehensive Selection Report

📄 Individual Feedback Report

📄 Sales Coaching Report

Predicting Mastery in Key Arenas:

- ✓ **Prospecting:** Finding & qualifying avenues.
- ✓ **Initiating Contact:** Cold outreach agility.
- ✓ **Relationships:** Long-term trust optimization.
- ✓ **Closing:** Decisive pipeline conversion.
- ✓ **Self-Starting:** Autonomy and raw internal drive.
- ✓ **Coachability:** Willingness to adjust and evolve.

Advanced Metrics: Profiles Sales Indicator™

Competiveness

Persuasive, Confident, Assertive. An objective measure of behavioral influence, social gravity, and a deep internal desire to win deals.

Persistence

Persevering, Mentally Tough. Tracks an individual's psychological commitment to stay locked on target until milestones are achieved.

Sales Drive

Motivated, Outcome-Focused. Measures the precise level of internal motivation dedicated to conquering highly ambitious quotas.

Self-Reliance

Independent, Individualistic. Pinpoints exact structural management needs, support patterns, and systemic overhead parameters required.

Energy & Pace

High Endurance, Fast-Paced. Measures real-time daily activity velocity, call volumes stamina, and field activity rates.

 [Download Sample Report: Profiles Sales Indicator Report](#)

Best Practices for System Implementation

1

Use a Blended Matrix

Combine behavioral indicators, cognitive baselines, and practical simulations for an absolute, 360-degree candidate evaluation.

2

Tailor to the Seat

Calibrate assessment variables specifically around whether you are hiring an inside hunter, account manager, or specialized technical expert.

3

Continuous Optimization

Regularly audit your hire data alongside real quota attainment metrics to consistently tighten and refine your baseline success profiles.

4

Prioritize Long-Term Runway

Look past immediate surface polish. Focus heavily on core coachability and growth indicators to construct future sales leadership pipelines.

Accelerate Your Revenue Engine

Transform Your Strategy Today

Partner with HireSmart to implement smarter, predictable hiring systems that scale revenue.

 **480.205.7291**

 **www.hiresmart.net**

HireSmart, LLC • Accelerating Revenue with Science-Backed Talent Solutions