

Cosmetic Sales Talent Online[®] Assessment (TOASM)

“With the ever evolving cosmetic industry and consumer, we recognized the need to continue to hire and develop the most talented leaders and teams in the industry. The Talent Online[®] Assessment is providing us increased efficiency in the hiring process, and the ability to discover talent themes that directly correlate to the service and profitability we will accomplish now and into the future.”

— Miranda Pursche

Vice President Education, Special Events, and Talent Development for Estée Lauder and AERIN USA

DESCRIPTION: The Cosmetic Sales TOA is intended to select top sales talent for the cosmetics industry as well as allow managers to evaluate their teams and put in place plans to develop their teams on an individual basis. It is intended for:

- + Cosmetic sales professional knowledge workers
- + Self-directed employees with high customer contact
- + Employees /applicants completing a Talent Plus interview

TALENT PLUS ADVANTAGE: Utilizing Talent Plus interviews gives companies validated science to make the best decisions on selecting and retaining top performers into their organizations in a simple, cost-effective and extremely reliable manner. Using the Cosmetic Sales TOA allows applicants/employees to gain feedback and prepare for goal-oriented action planning.

HR POSTS JOB DESCRIPTION

CANDIDATE APPLIES AND COMPLETES ASSESSMENT

HR REVIEWS CANDIDATE RANK AND TALENT

ORGANIZATION SELECTS THE BEST

GROW **CUSTOMER SATISFACTION**

INCREASE **PRODUCTIVITY**

REDUCE **TURNOVER**

STRENGTHEN **EMPLOYEE ENGAGEMENT**

SUSTAIN **EXCELLENCE AND PROFITABILITY**

The Leading Talent Assessment PartnerSM with organizations committed to growth.

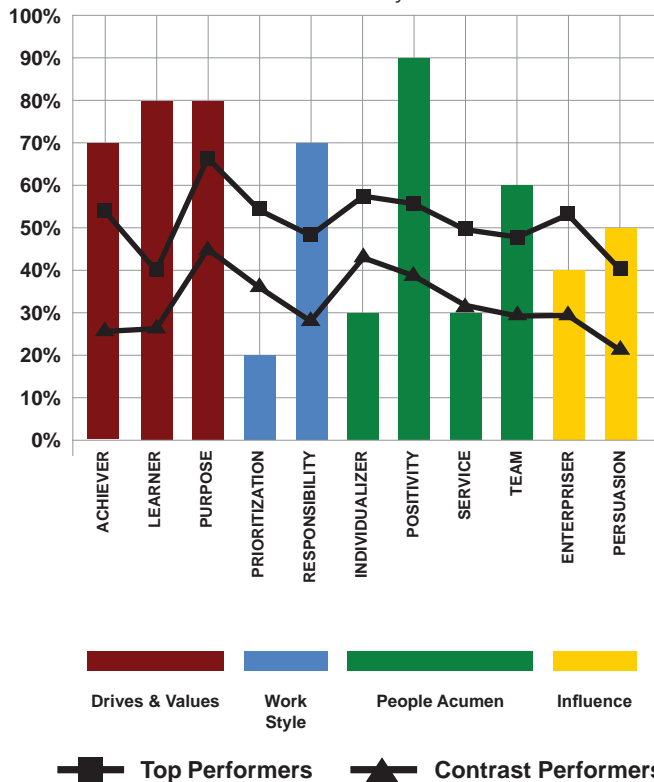
People Deliver Results. We Know People.

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SAMPLE TOP CANDIDATE RESULTS

Talent Intensity Index® - An Understanding, Not a Score

Cosmetic Sales TOA © 2014 Talent Plus®
Talent Benchmark® : Industry © 2015 Talent Plus®



Result Summary

Overall Result: Recommended to move forward in the selection process

Overall Score: 56.4% (Cutoff 45.5%)

Rank: 6th of 11 Recommended (50th Percentile)

Sample Selection Analysis: Top Themes

1. Learner (Drives & Values)

Behaviors you'll observe when strong:

- + Curious and engaged, they will ask a great deal of questions
- + Collectors of information, which helps their performance
- + Knowledgeable with a strong desire to educate others

2. Positivity (People Acumen)

Behaviors you'll observe when strong:

- + Upbeat attitude, optimistic
- + See opportunity in difficult situations
- + Dislike negativity

Sample Investment Analysis: Top Themes

1. Learner (Drives & Values)

Coaching recommendations when strong:

- + Encourage these sales associates to share best practices with their team members...
- + Highlight their efforts to assist customers with purchases, and compliment them when you observe them providing tips on how to use them...

2. Positivity (People Acumen)

Coaching recommendations when strong:

- + Ensure you are selecting individuals for your team who naturally see the glass as half full rather than half empty...
- + Tell them you appreciate their positive attitude and emphasize its favorable effect on customers...