



Introduction

It is important for you to know that this is not a test. The answers you provide here will not determine whether or not you get a job.

This is a Realistic Job Preview. This instrument is meant to provide you with a chance to be a part of the selection process. It is important to us, here at TrenchSafety, that you make the best decision for yourself that you can. By answering the reading the following information about the position and then answering the questions at the end you will be able to determine whether this position is appropriate for you.

Please answer the questions honestly and candidly. After you have finished, take time to think about your results.

If you utilize this tool correctly, it can help you in making your own job decisions and start you off on a productive career.

Thank you.



A Day in the Life at Trench Safety

Pat Jones was one of the most successful sales representatives at TrenchSafety.

Pat worked his way through college as a part-time surveyor, and graduated with a degree in civil engineering. After graduation, Pat worked for a regional contractor, but tired of traveling for weeks at a time so he came to work for TrenchSafety. *He always said "To make it in this business you had to understand construction!" I now know that he meant work in it, get schooled in it, or both.*

Pat found out about TrenchSafety from the internet. He actually spent a fair amount of time researching the industry before ever applying for a position.

During the interview process, Pat asked many questions. To an outsider, it might have been difficult to determine who was interviewing whom. *Curiosity* like that is what made him so good at helping customers solve problems.

Pat displayed an unusual thirst for knowledge. Even though Pat participated in the TrenchSafety's intensive TrenchMaster training program, Pat wanted to learn more. At night, he took home brochures, books, PowerPoint presentations, OSHA regulations and other training materials. On some weekends, Pat borrowed equipment to practice demonstrations. He even bought a couple of books on Amazon that he thought would be helpful.

Early in his TrenchSafety career, Pat found a site-prep contractor that let him "shadow" a grading crew for a couple of days, so he could learn more about moving dirt. He convinced another contractor to let him help lay pipe. He was not afraid to get dirty and was willing to be out in the heat and the cold.

Frankly, at times, Pat was a "pain" because he had so many questions. He was also persistent in asking when he would be qualified to teach a "Competent Person" class. Nevertheless, that was OK. In the process, Pat mastered the products and mastered his customers' applications.

Pat spent just as much time learning about his sales' territory. He took advantage of the tools at TrenchSafety including the ACT database, trade association publications, D & B and customer lists. Pat also spent time studying Reed and Dodge data.

Pat developed and committed to writing, quarterly, monthly, weekly and daily plans. In the process, Pat always knew where to go and what to do. He was truly a determined, goal oriented, self starter.

Since Pat spent a lot of time in his truck (a 2002 Ford F150 that Pat bought for \$5,000 and rebuilt himself), Pat would analyze his route to maximize time spent with customers and minimize driving time. Pat also spent time analyzing call frequency and thinking about the best times to see customers. He was aware that time was money for himself and the customer.

Pat utilized TrenchSafety's PipeTrax to track his deals and details about his customers.



Pat...

- Sold a minimum of **5 new** accounts each month
- Increase revenue by **25% per quarter** during his first year
- Wrote **at least 1 complex** quote a week in his first year
- Started early and worked late
- Made a lot of calls on qualified prospects
- Developed multiple relationships within customers' organizations
- Developed relationships with people who could refer business
- Demonstrated urgency
- Promoted himself and TrenchSafety as experts and problem solvers
- Always promoted training
- Utilized internal TrenchSafety resources to make him even better
- Enjoyed his work (*it showed!*)

Pat was a good salesman, but not perfect. He made up for his weaknesses by doing many things "right" including:

- Taking responsibility for solving problems
- Taking responsibility for his territory
- Genuinely believing he could help his customers (*several customers told Pat's boss at TrenchSafety that Pat was an invaluable resource*)
- Recognizing that success wasn't a single race, but a marathon.
- Developing an uncanny ability to find "TrenchSafety Moments" (*defined as helping a customer bid or start a job, do things differently, solve a problem or make more money*)

Pat realized:

1. This wasn't "rocket science" and
2. His ultimate success was tied to his ability to add value (*for the customer and TrenchSafety*).

In the process, Pat made a lot of money for himself and TrenchSafety.



Key Points about Bob:

- Focused and determined - Strong work ethic
- Sense of urgency - Drive/Desire to succeed
- Had technical knowledge of customer's applications – Construction knowledge
- Customer focused – a real partner
- Created value – asks good questions
- Persuasive – deals with objections and persistent
- Basic math and computer skills
- Willing to ask for help, work with others and learn new things

Directions: Please take some time to answer the following questions. No one will see your answers but you! When answering these questions you should:

- * Take your time and think about it
 - * Answer them by yourself
 - * Be honest with yourself
1. What do you have in common with Pat that would make you successful in this job?
 2. In what ways are you different than Pat that would make it challenging for you to succeed?
 3. Answer the same two questions again, but this time, think about your willingness to do certain tasks not just your ability.
 4. Taking this position is an important decision TrenchSafety and for you. We want you to be sure that this is a job that you want and a job you are confident you can succeed in. If you feel you are a good match for this job and you are committed to staying and succeeding based on what you know so far please contact us to continue with the selection process.