

80% REALITY CHECK FRAMEWORK



the **sales** consultancy

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This framework will give you a better understanding of the landscape you are navigating with each person in your team.

It will uncover what's 'real'...and what are the 'assumptions or stories' that you've created about them!

Your outcome is to establish:

What's the truth?

What are your mind reads or assumptions?

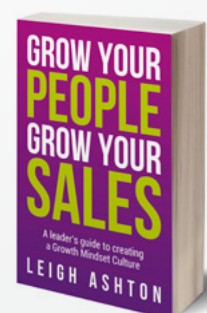
What can be changed?

What's fixed and needs a workaround or acceptance?

If you're going to support, develop and grow the 80% members of your sales team, you will need to create a plan for each person.

First, you must separate the facts from assumptions and stories. Once you have the facts, you can create the plan.

- Establish the following for each person:
- Their sales performance against targets.
- How aligned are they with your core values?
- How aligned are they to your sales processes?
- How do they interact with other members of your team and other supporting departments in the business?
- What are they good at that brings value?
- What weaknesses interfere with their performance?
 - > Can they be improved or are they fixed parts of their personality?
 - > Do they have a desire and willingness to improve?



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- What is their map of the world?
 - > Towards or Away From
 - > Internal or External
 - > Options or Procedural
 - > Sameness or Difference
 - > Big Picture or Small Details
 - > Motivations and drivers
 - > Values, both career and personal
 - > Beliefs, positive and negative, about themselves and others
 - > Family life
 - > Personal habits and hobbies
 - How often are they in The Valley of Reasons and Excuses?
 - > When in The Valley, how long do they stay there?
 - Do they leave their general personal life outside of work, or does it interfere with their work?
 - Are there any significant personal/family issues that need to be taken into consideration?
 - Is there anything else you know about them that could have an impact on their sales performance?
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Feel free to add questions relevant to them as individuals, your organisation or sector you operate in.

