



prevue<sup>TM</sup>  
authorized distributor

## Equipment Dealers Association Benchmark Library



306.931.7121

[info@smarthire.ca](mailto:info@smarthire.ca)

[www.smarthire.ca](http://www.smarthire.ca)



## Equipment Dealers Benchmark Library:

Since 1996, we have had the honour to be a preferred vendor of psychometric assessments to the Equipment Dealers Associations

The following pages of graphs\* represent a portion of our library of benchmark profiles which we have developed as part of the Prevue Assessment™ performance management system. This information has been assembled exclusively for high-volume clients to assist them to identify the distinctive benchmarks for their unique organizational culture(s).

All these benchmarks (or select) will be transferred to your [www.prevueonline.com](http://www.prevueonline.com) portal within 24 hours of request. You have a choice of using any or all in an 'un-editable' or 'editable' format; to be open for editing, your institution will invest 40 credits to activate each benchmark chosen. If un-editable is selected, even the position name cannot be edited. As this library is generic, we recommend each chosen benchmark be validated to fit your company's unique position name and standards to measure an individual's predictability of success within your organization, prior to use.

Positions not listed in the following pages may be available. If not, we can customize a benchmark for any position to meet your immediate business need.

\* Full detailed descriptions of each benchmark can be provided.

## Applications of the Benchmark Library:

Managers can use the Prevue Benchmark to:

- Select the best 'fit' candidate for the position
- Obtain essential information beyond resumes, background searches, or interviews Compare non-industry candidates to a preferred standard
- Increase job satisfaction through on-boarding after orientation
- Identify individual training and coaching requirements throughout employee life cycle Provide succession planning for the position and career planning of employees Manage more profitably

Whatever your talent management objectives may be, Prevue Assessments™ will assist you to **hire** intelligently (screening & selection), **develop** effectively (coaching & training), and **promote** wisely (succession planning & promotion).

# Table of Contents

---

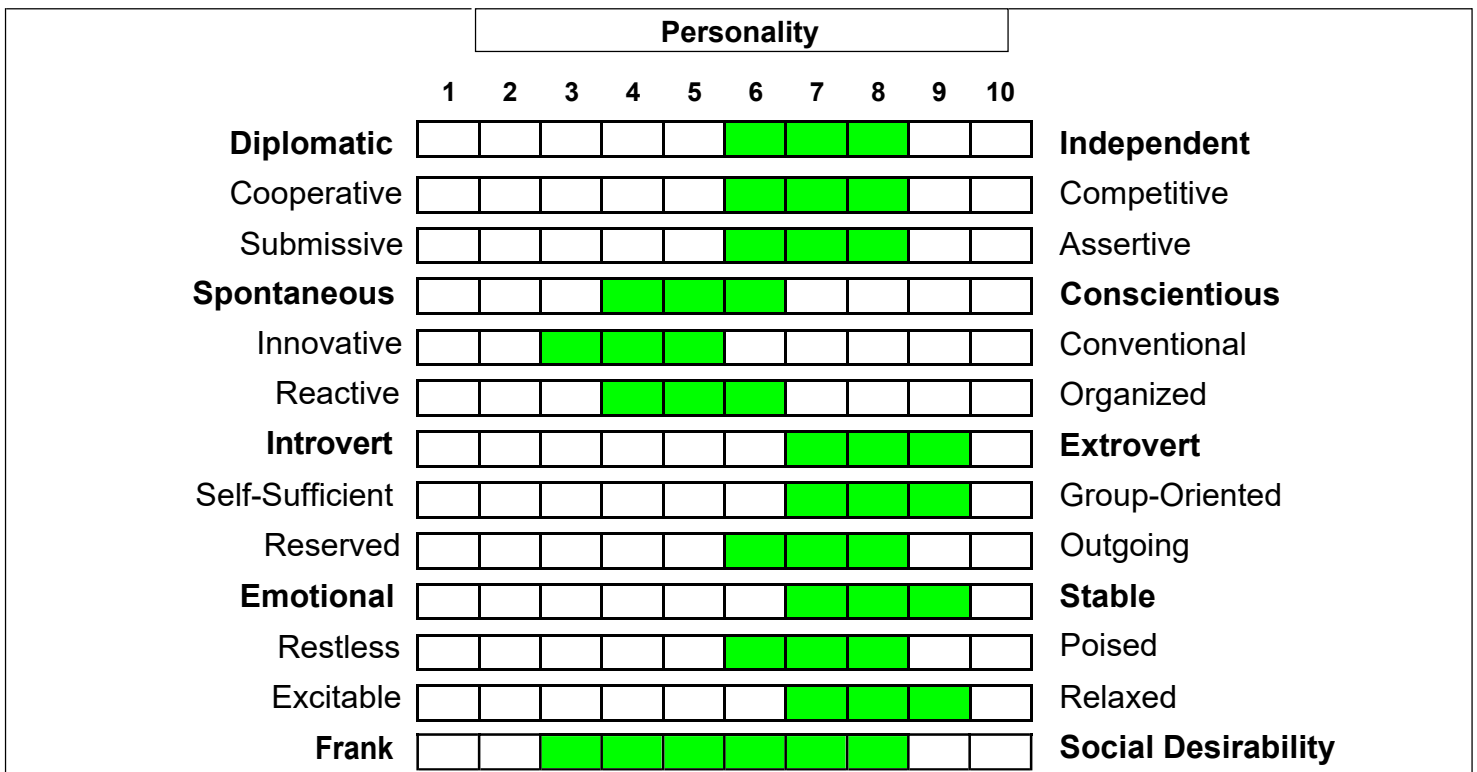
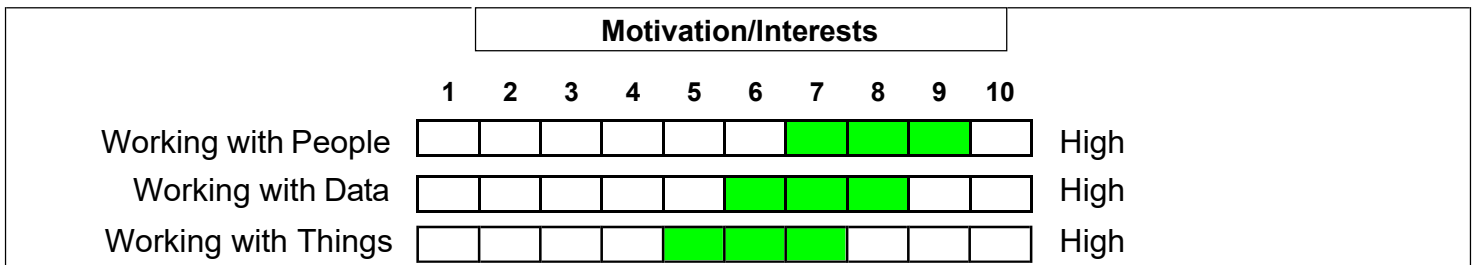
## Name

## Scope

• After Market Manager	WNS1S2IP
• Ag Technician	WNS1S2IP
• AMS / Product Specialist	WNS1S2IP
• AP / AR Clerk	WNS1S2IP
• Apprentice Ag Technician	WNS1S2IP
• Branch Manager	WNS1S2IP
• Controller	WNS1S2IP
• Equipment Operator	WNS1S2IP
• Equipment Sales Manager	WNS1S2IP
• General Manager	WNS1S2IP
• General Sales Manager	WNS1S2IP
• Human Resources Manager	WNS1S2IP
• Lawn & Garden Salesperson	WNS1S2IP
• Marketing Manager	WNS1S2IP
• Parts Counter Person	WNS1S2IP
• Parts Manager	WNS1S2IP
• Payroll Administrator	WNS1S2IP
• Receptionist	WNS1S2IP
• Sales Administrator	WNS1S2IP
• Service Manager	WNS1S2IP
• Service Writer	WNS1S2IP
• Shop Assistant	WNS1S2IP
• Shop Foreman	WNS1S2IP
• Territory Manager	WNS1S2IP
• Truck Driver	WNS1S2IP
• Warehouse Person	WNS1S2IP

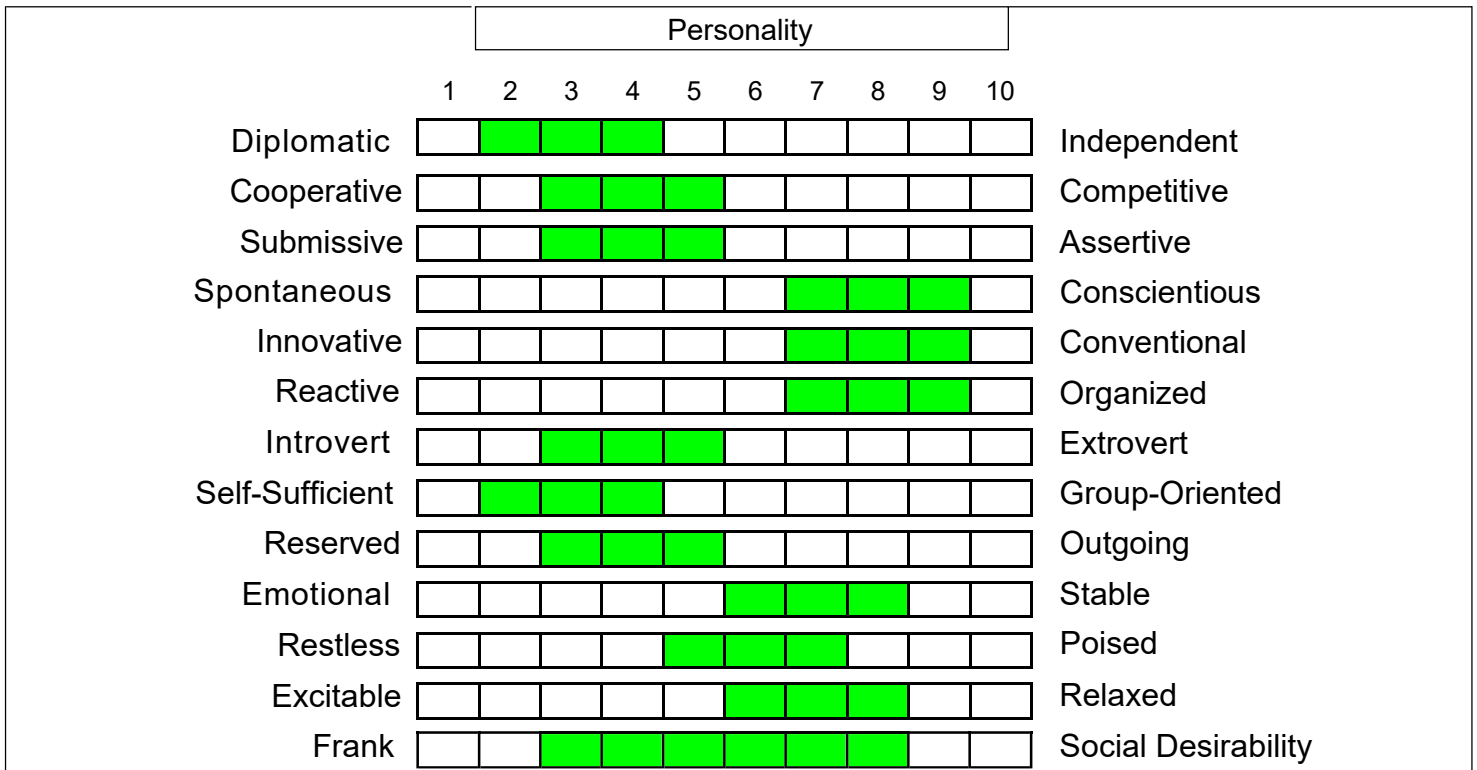
## After Market Manager

This graph illustrates the required characteristics for the After Market Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



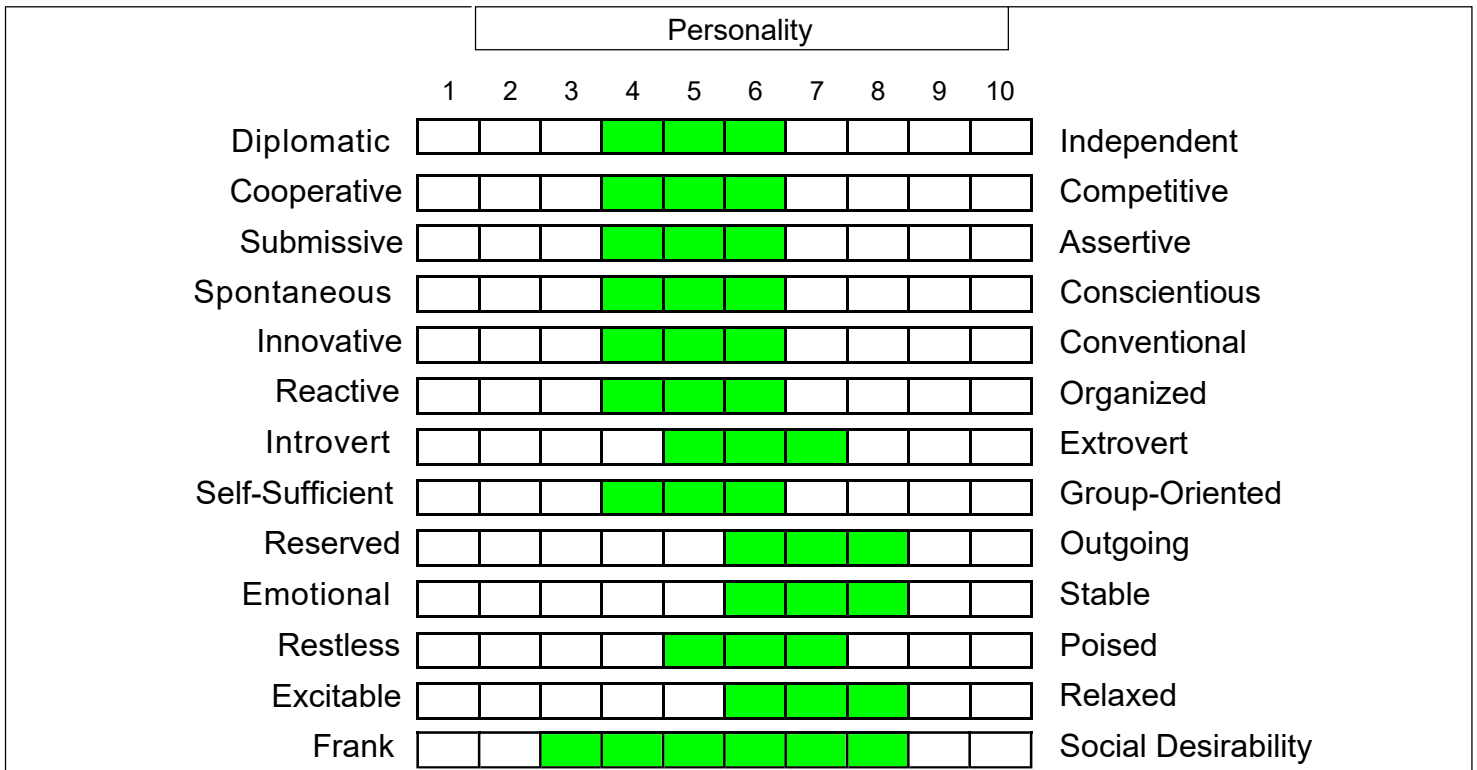
# Ag Technician

This graph illustrates the required characteristics for the Ag Technician position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



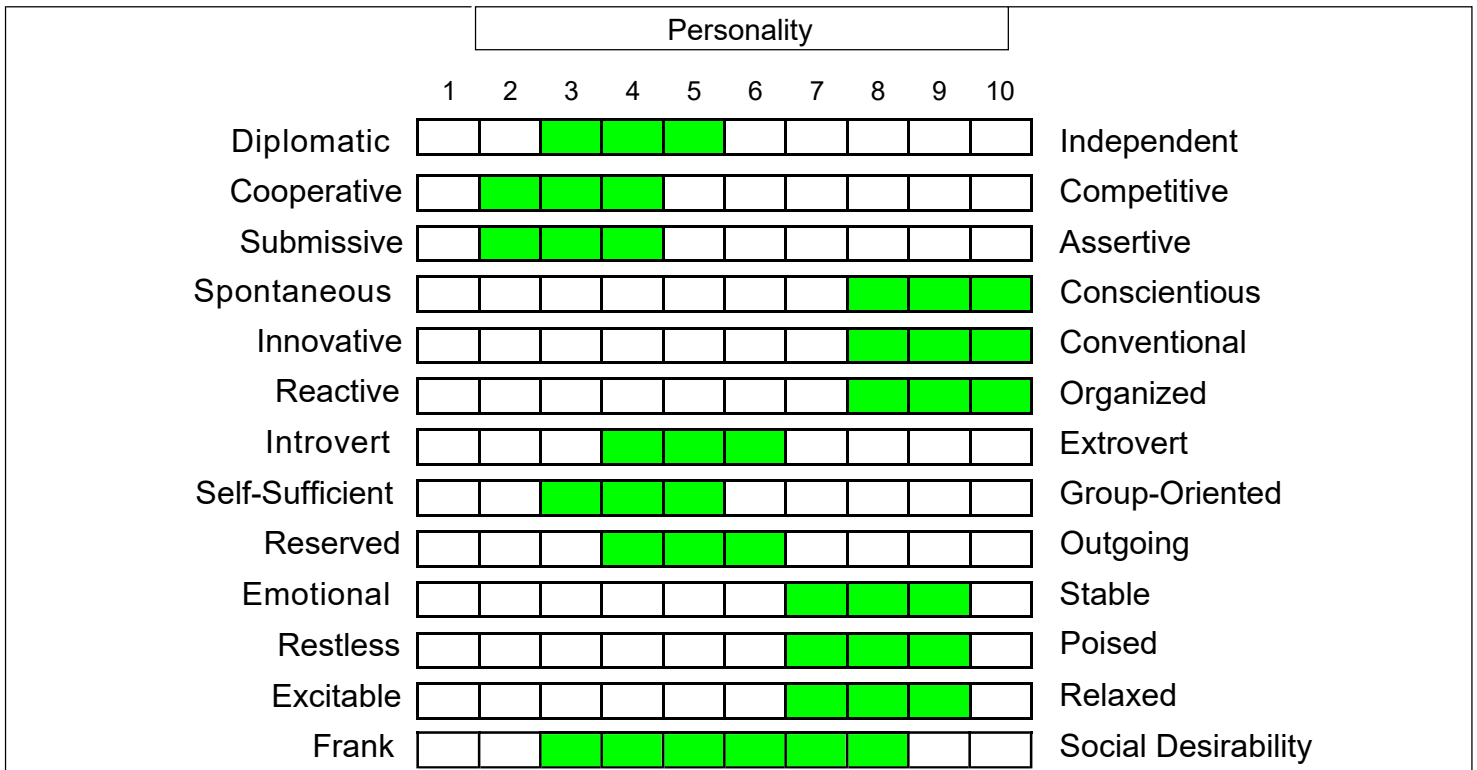
## AMS / Product Specialist

This graph illustrates the required characteristics for the AMS / Product Specialist position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



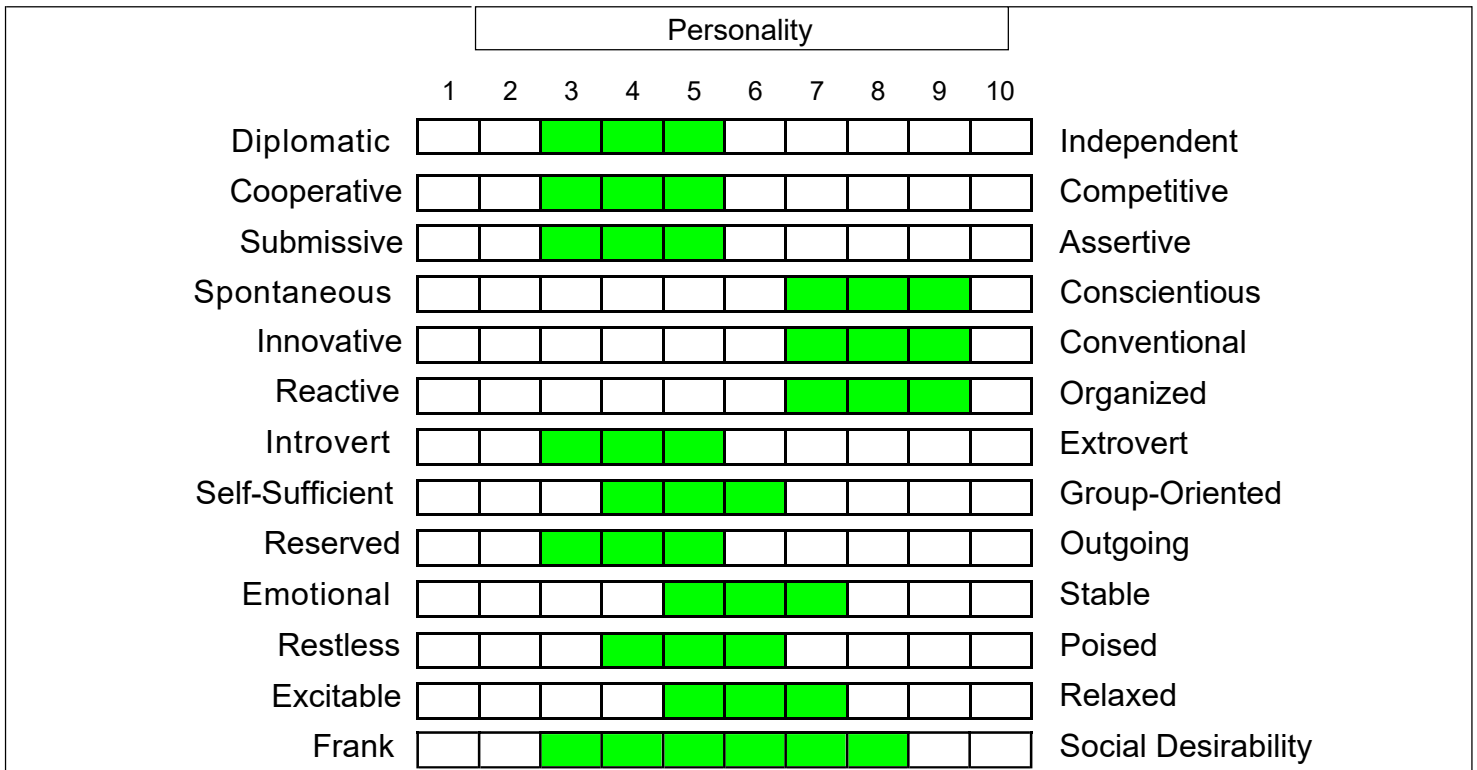
## AP / AR Clerk

This graph illustrates the required characteristics for the AP / AR Clerk position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



# Apprentice Ag Technician

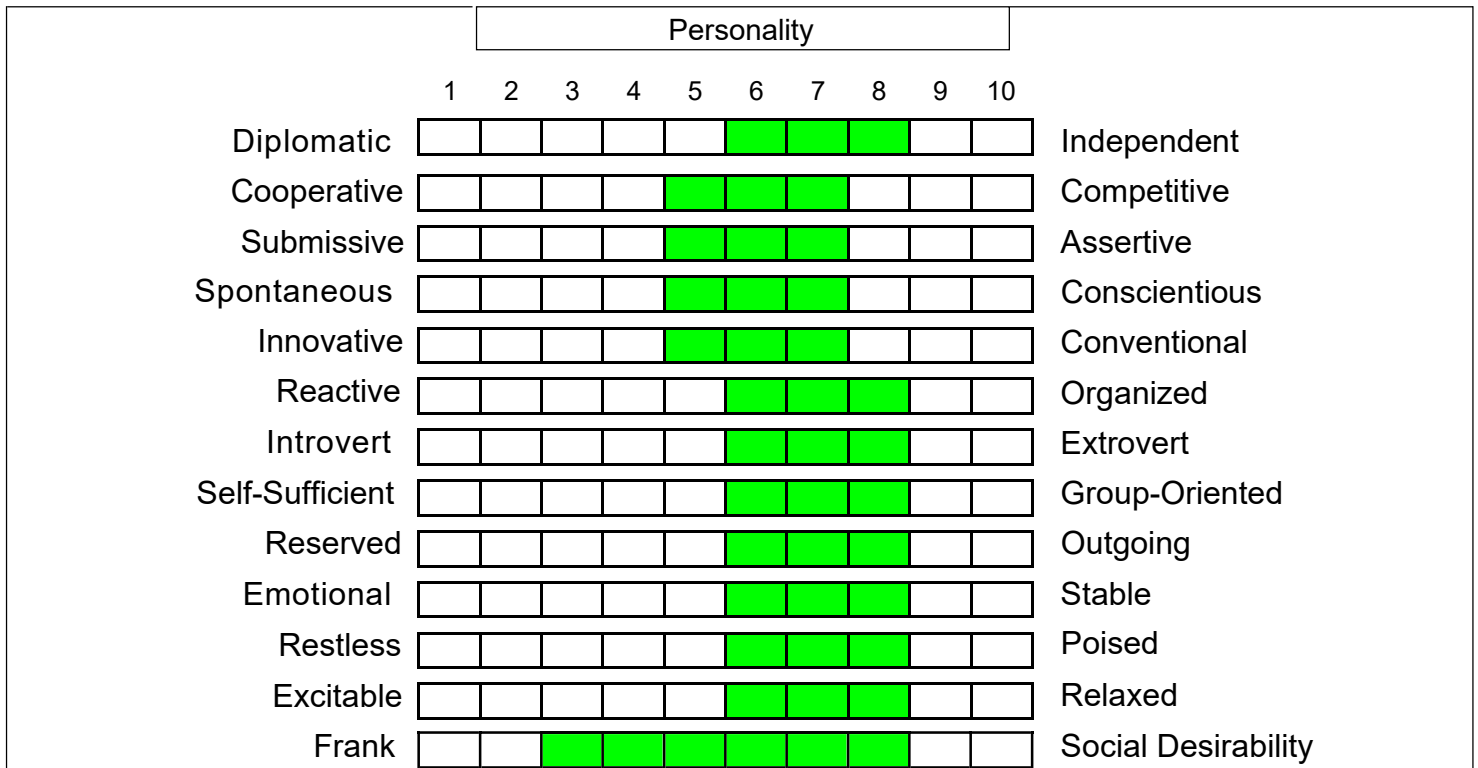
This graph illustrates the required characteristics for the Apprentice Ag Technician position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.





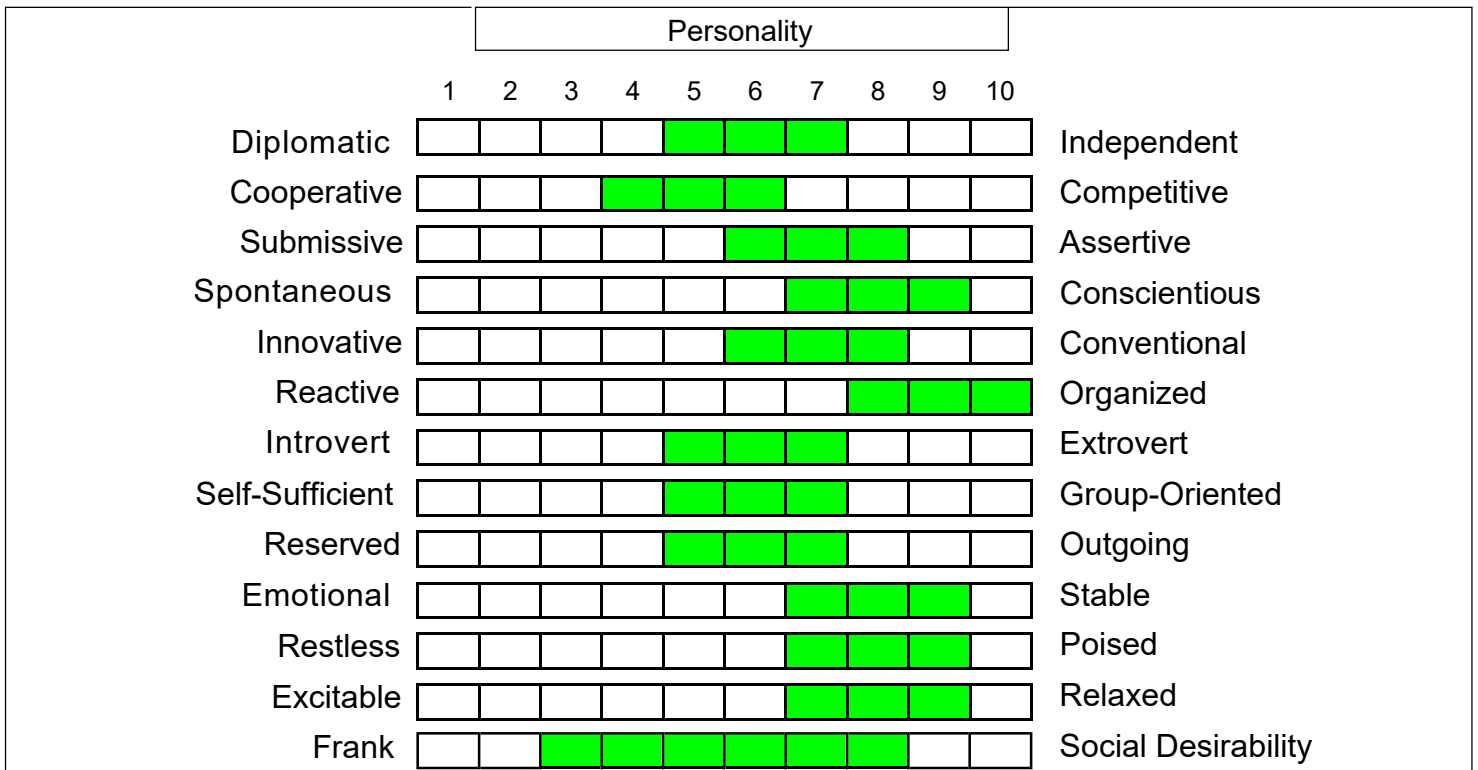
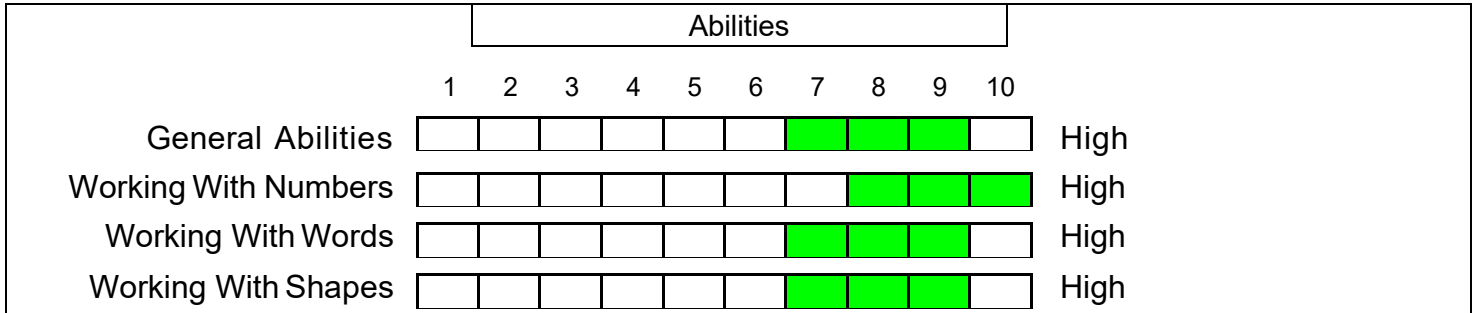
## Branch Manager

This graph illustrates the required characteristics for the Branch Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



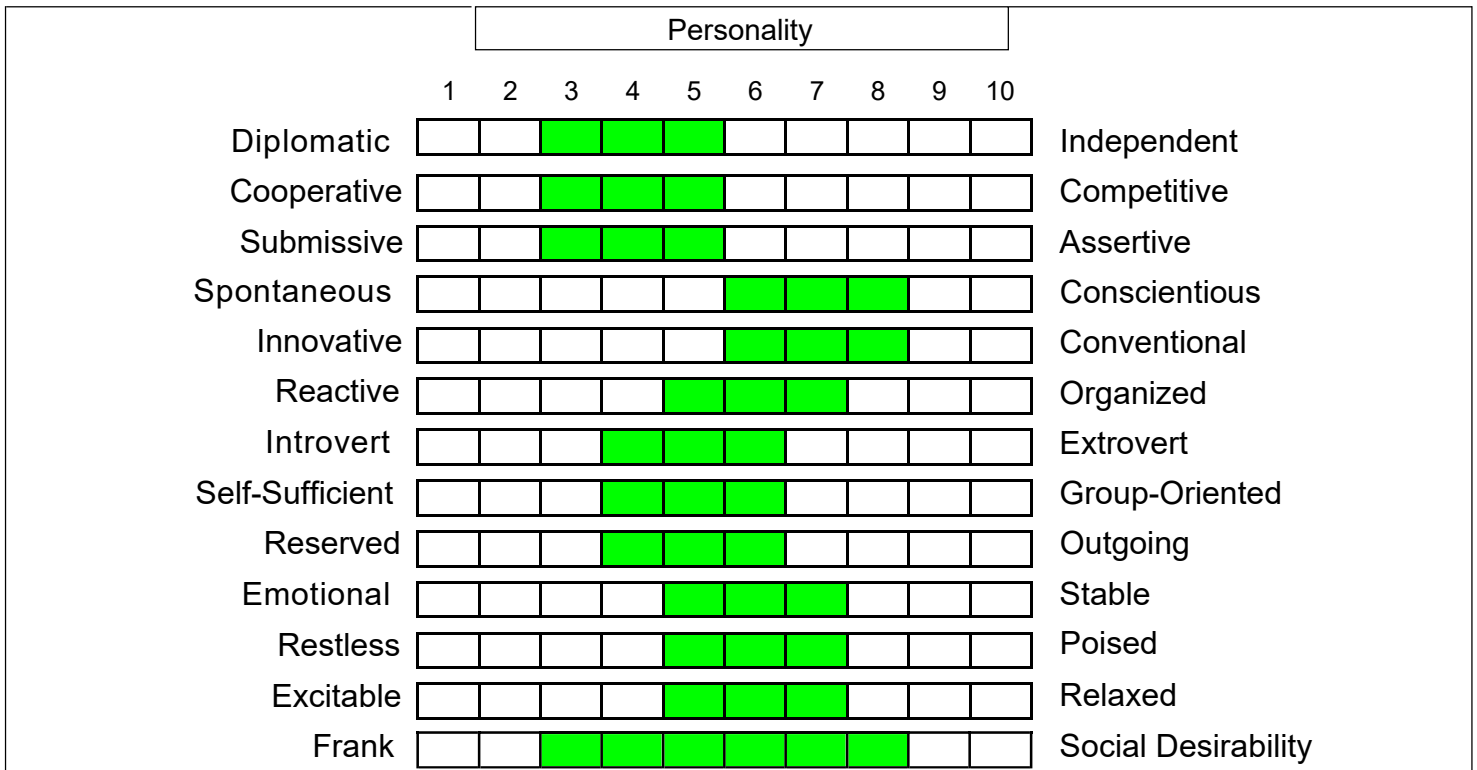
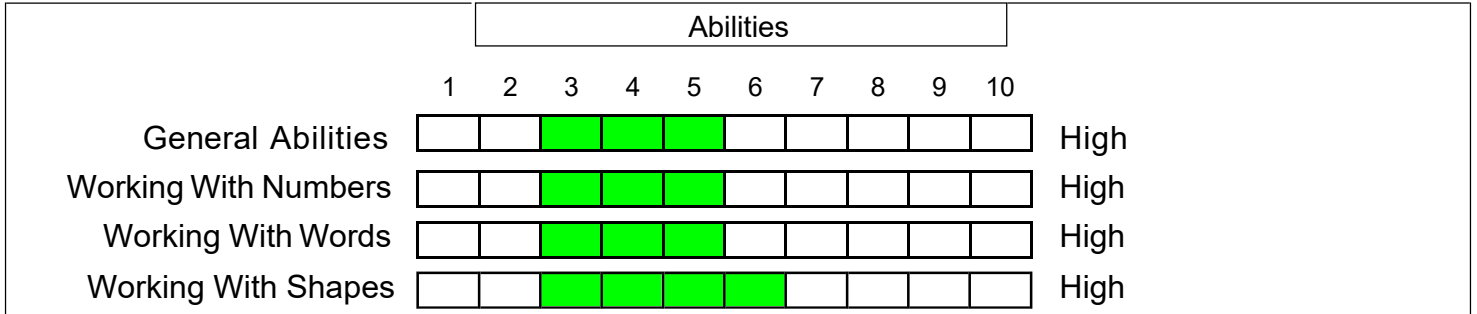
# Controller

This graph illustrates the required characteristics for the Controller position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



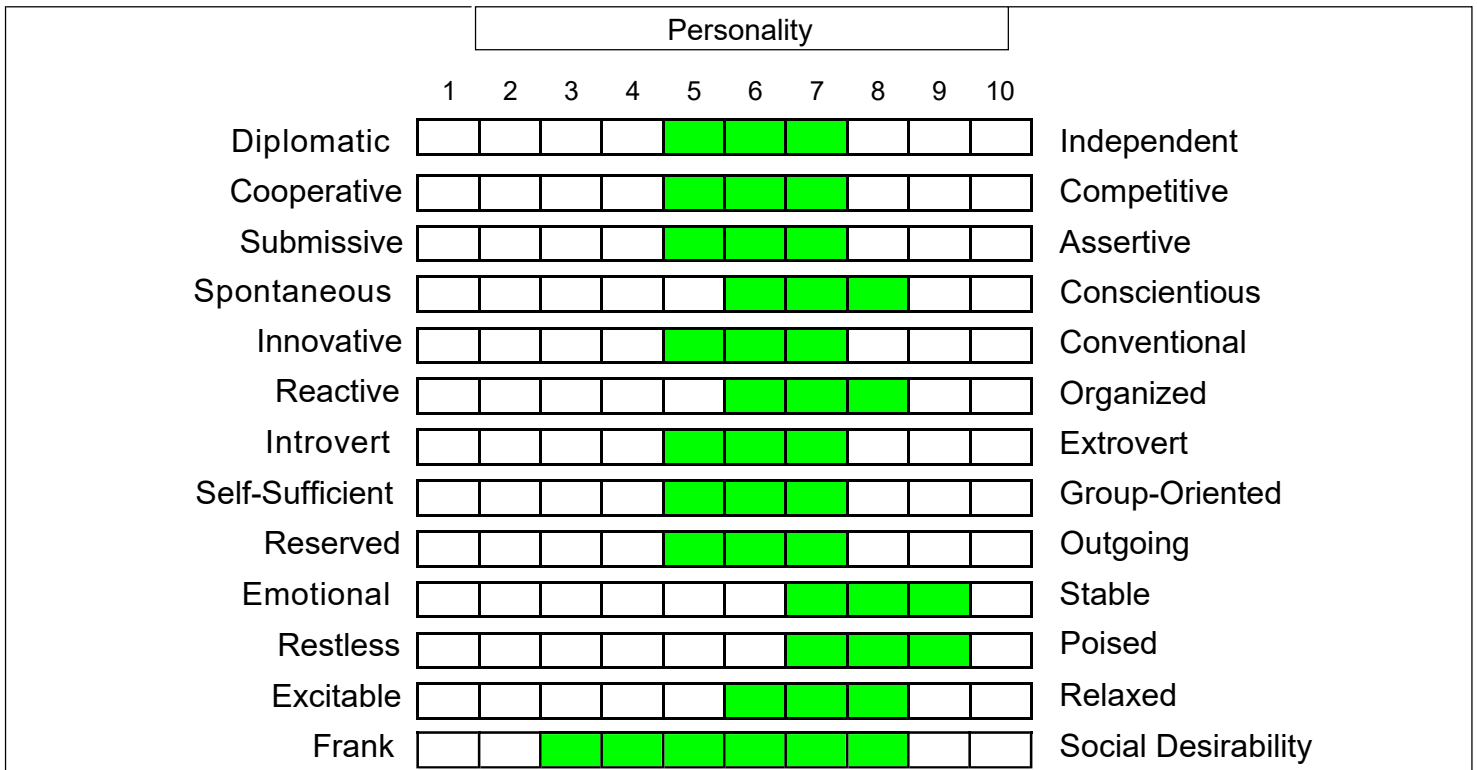
# Equipment Operator

This graph illustrates the required characteristics for the Equipment Operator position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



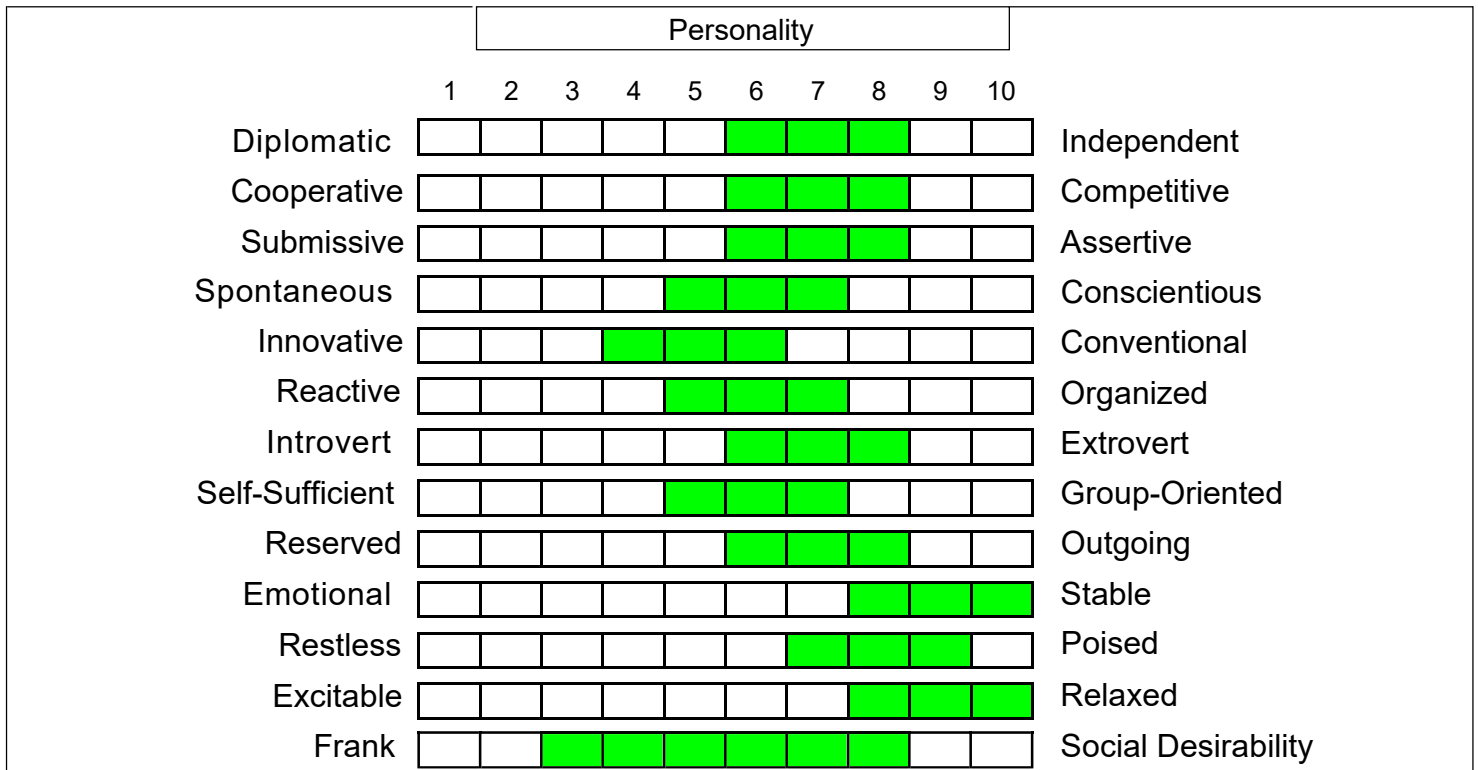
# Equipment Sales Manager

This graph illustrates the required characteristics for the Equipment Sales Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



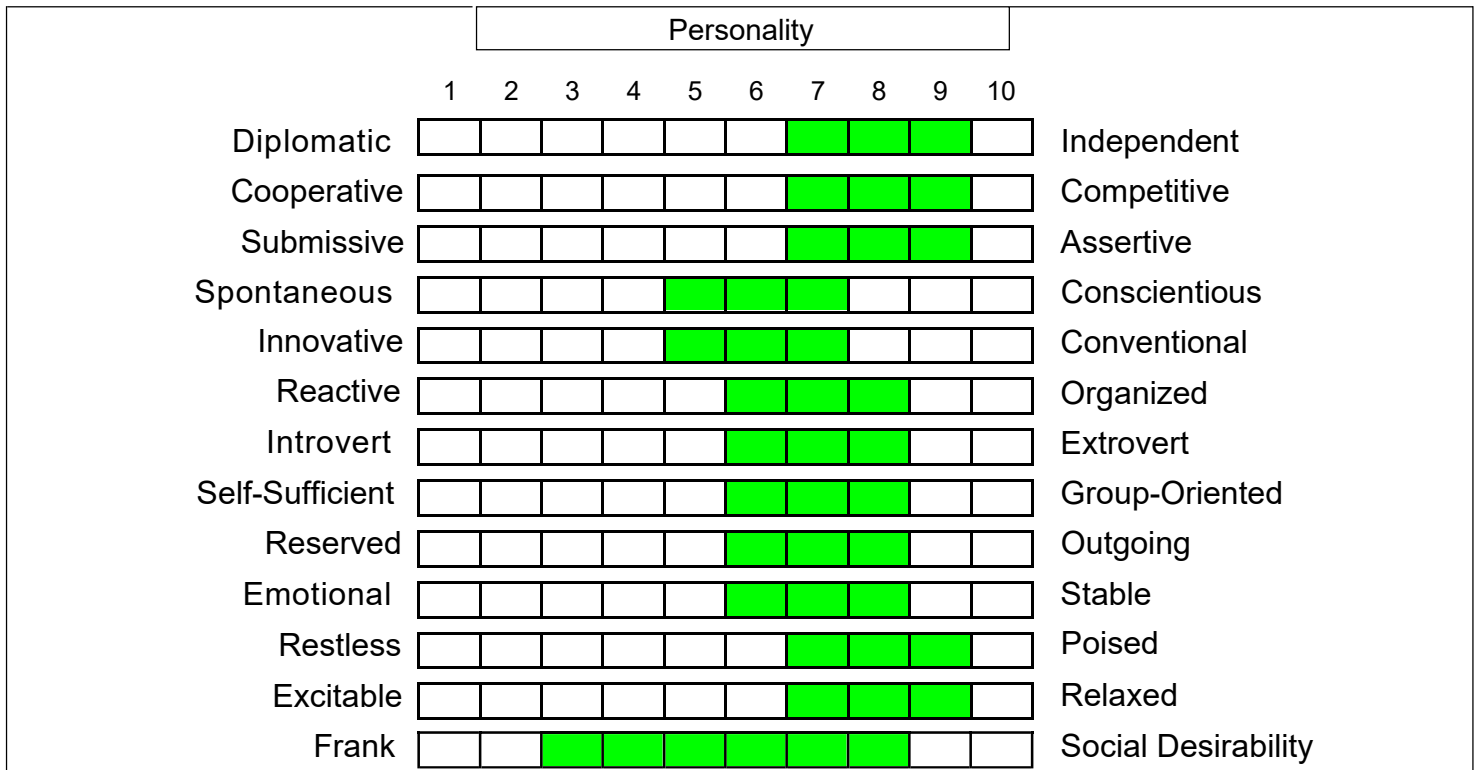
# General Manager

This graph illustrates the required characteristics for the General Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



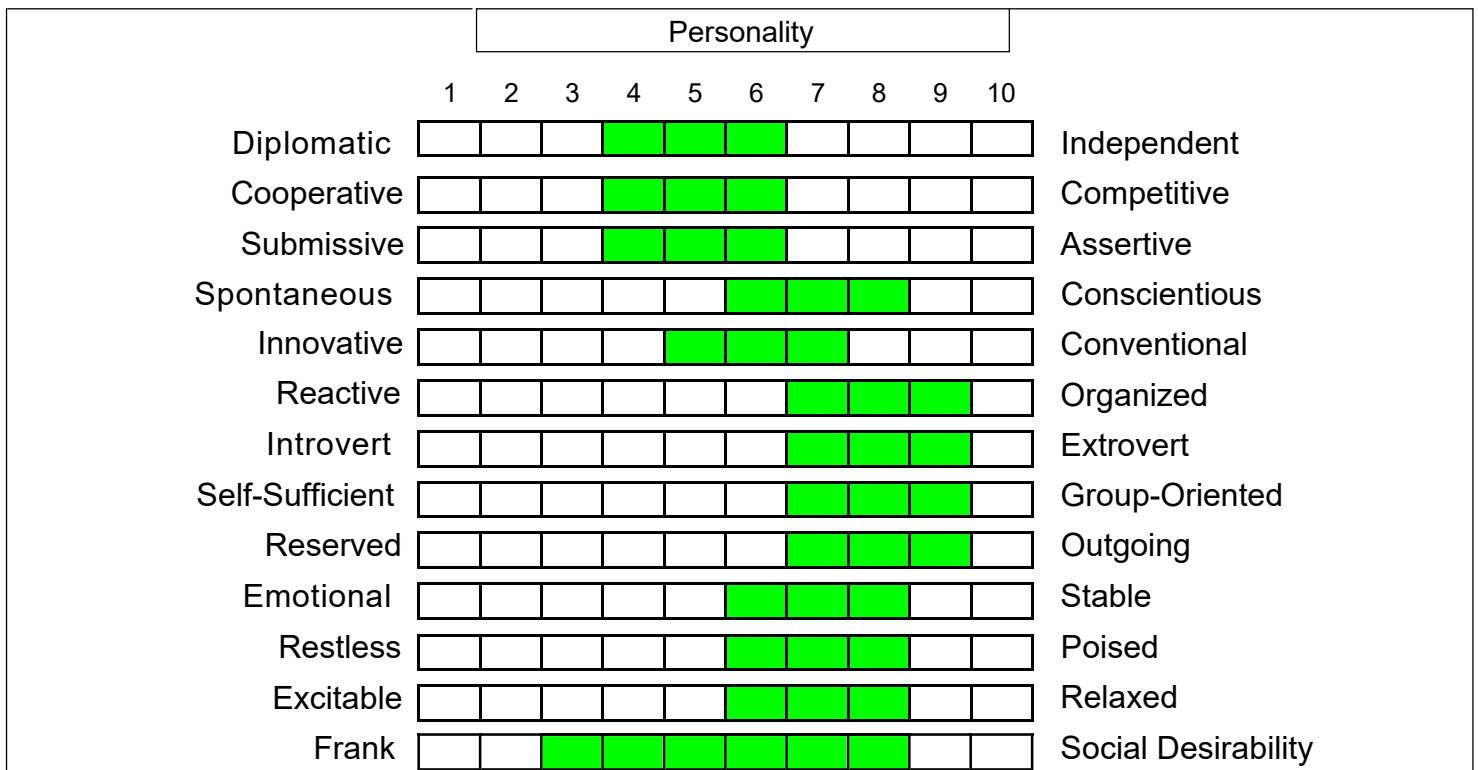
# General Sales Manager

This graph illustrates the required characteristics for the General Sales Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



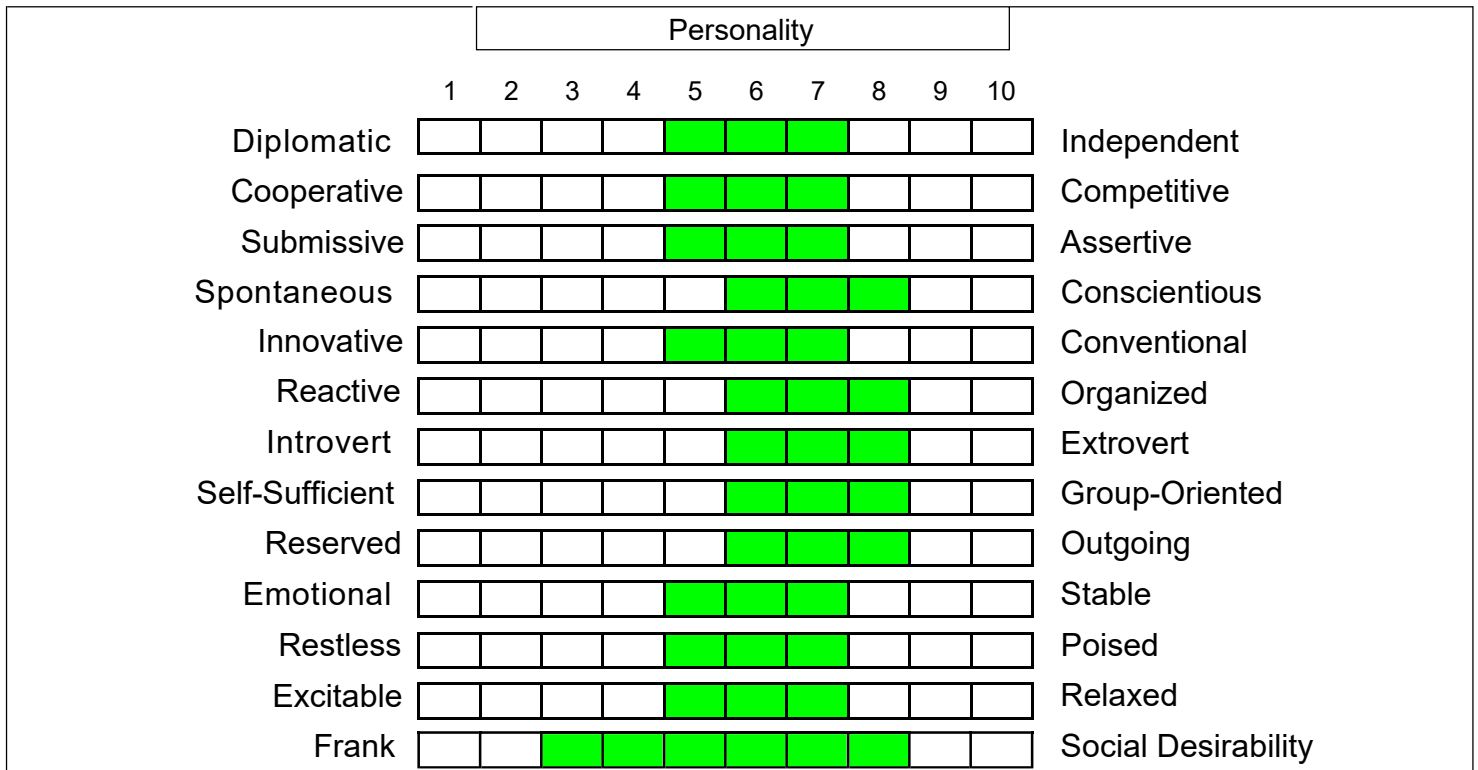
# Human Resources Manager

This graph illustrates the required characteristics for the Human Resources Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



## Lawn & Garden Sales Person

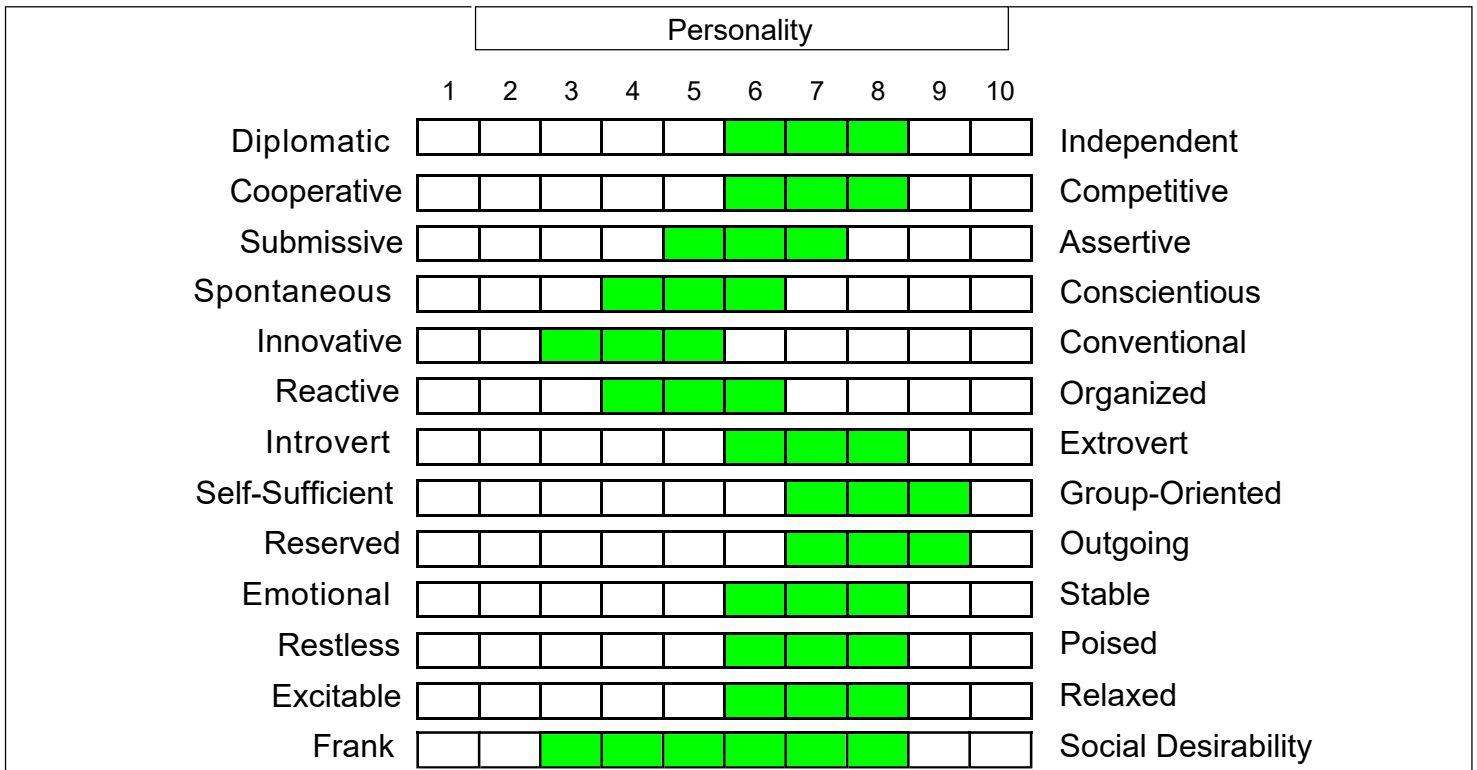
This graph illustrates the required characteristics for the Lawn & Garden Salesperson position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.





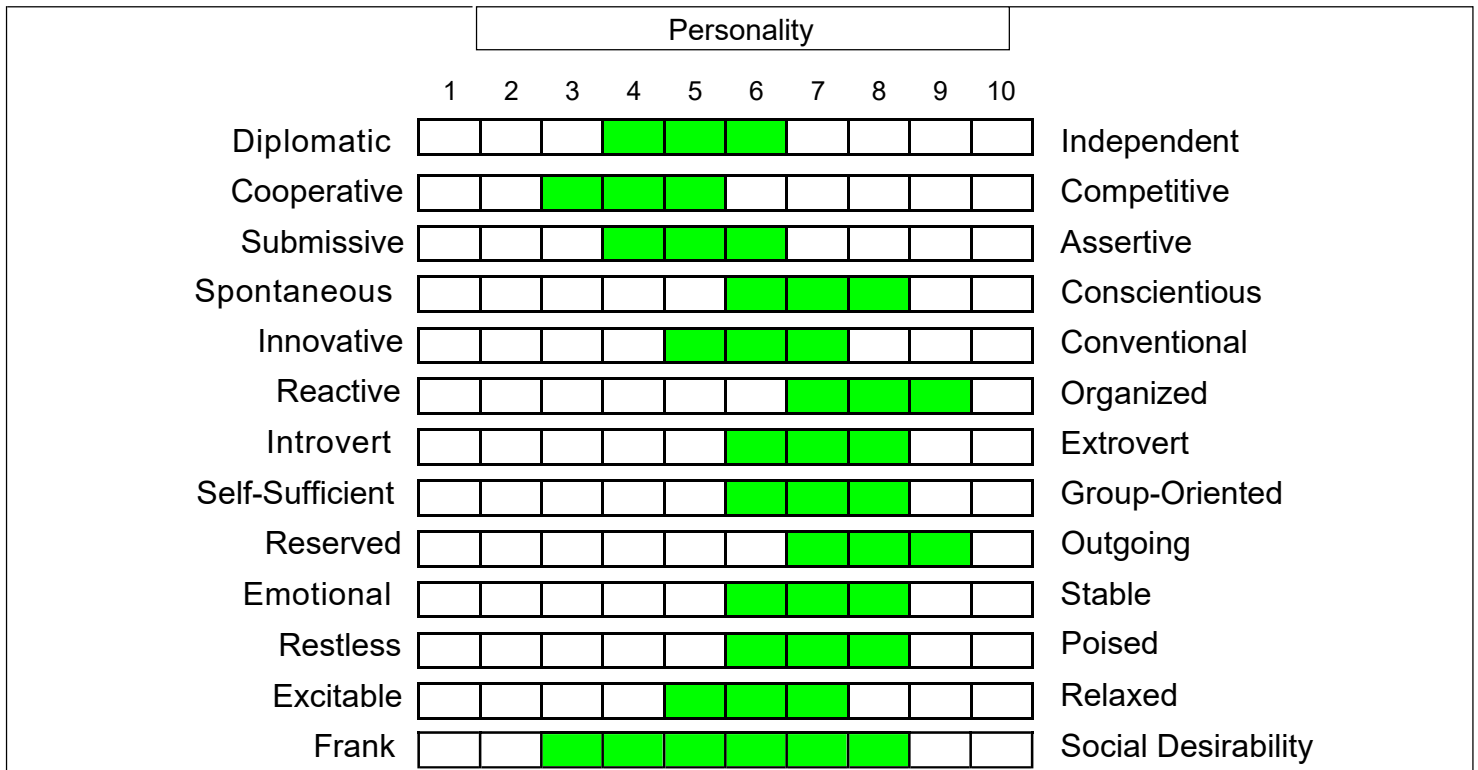
# Marketing Manager

This graph illustrates the required characteristics for the Marketing Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



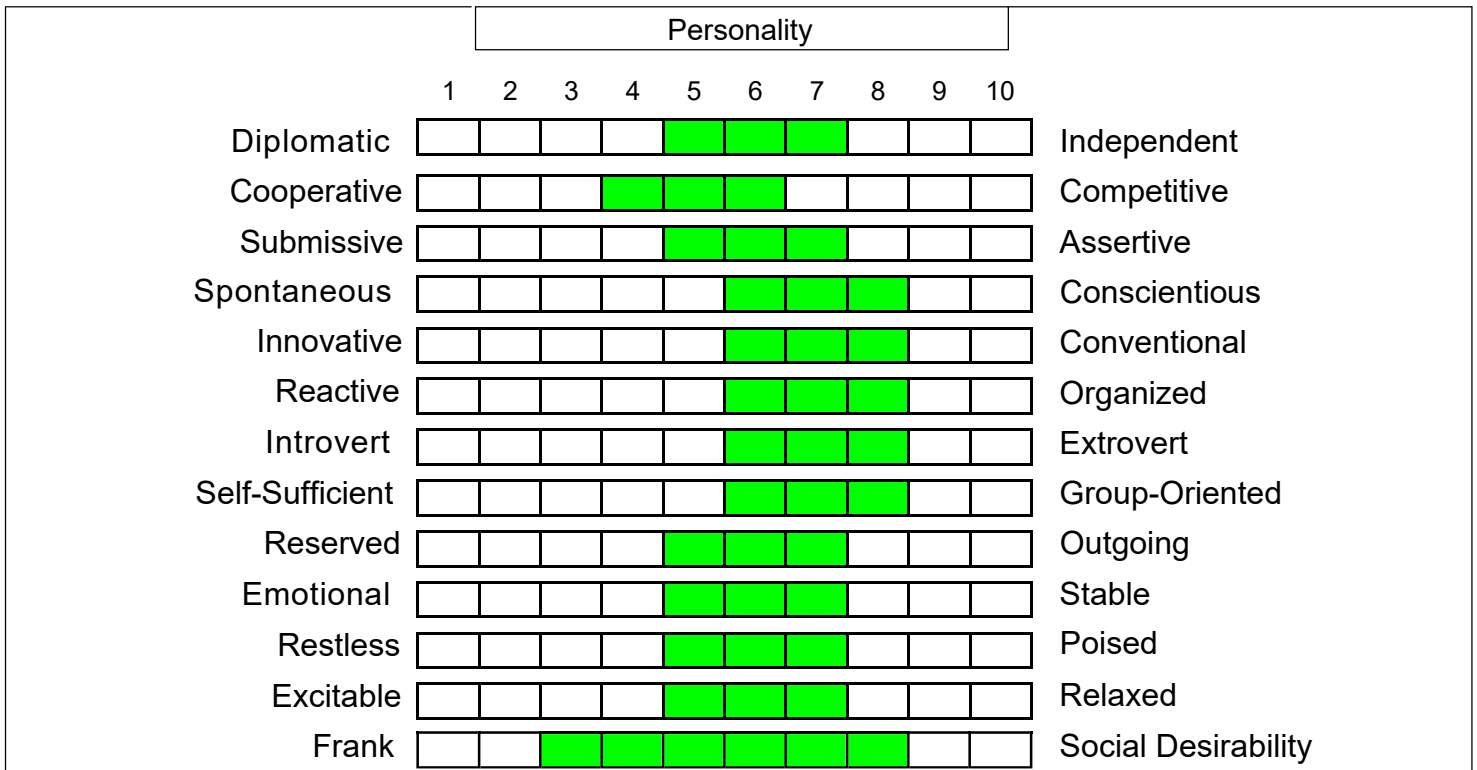
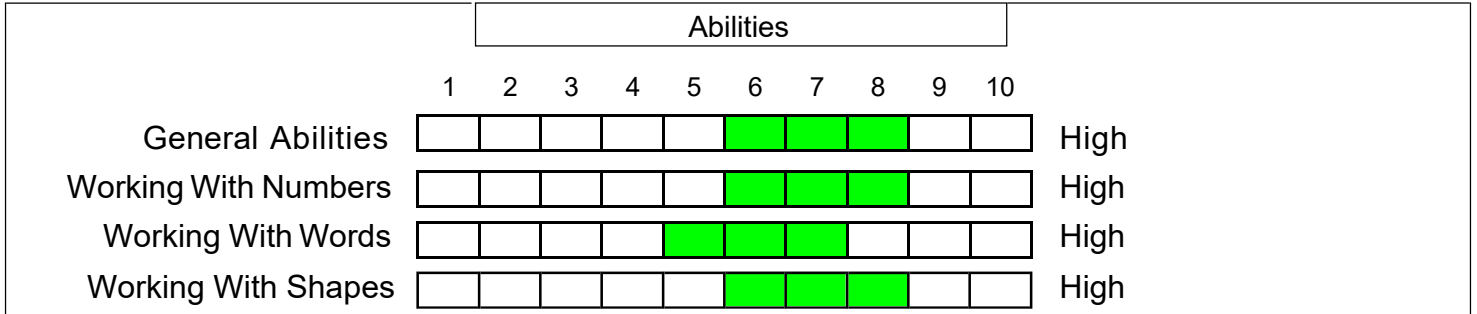
## Parts Counter Person

This graph illustrates the required characteristics for the Parts Counter Person position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



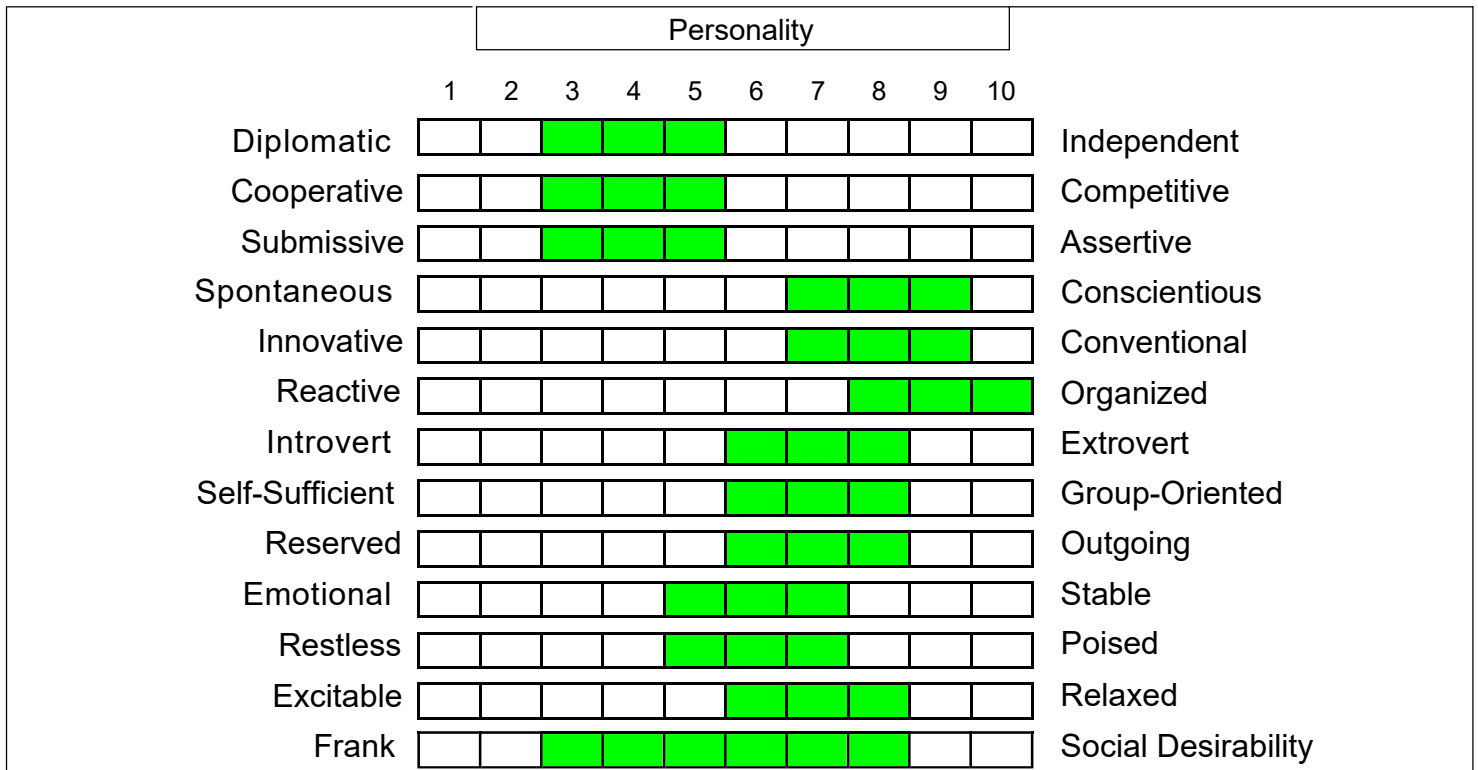
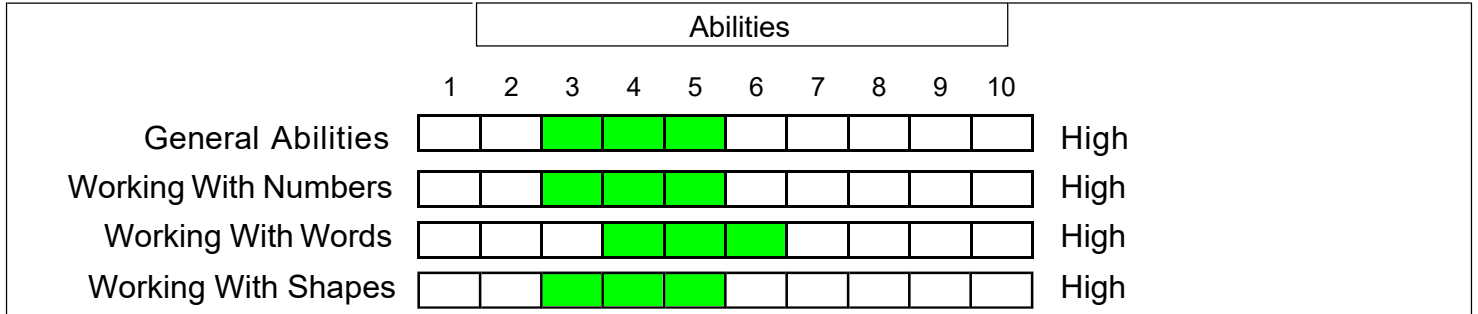
# Parts Manager

This graph illustrates the required characteristics for the Parts Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



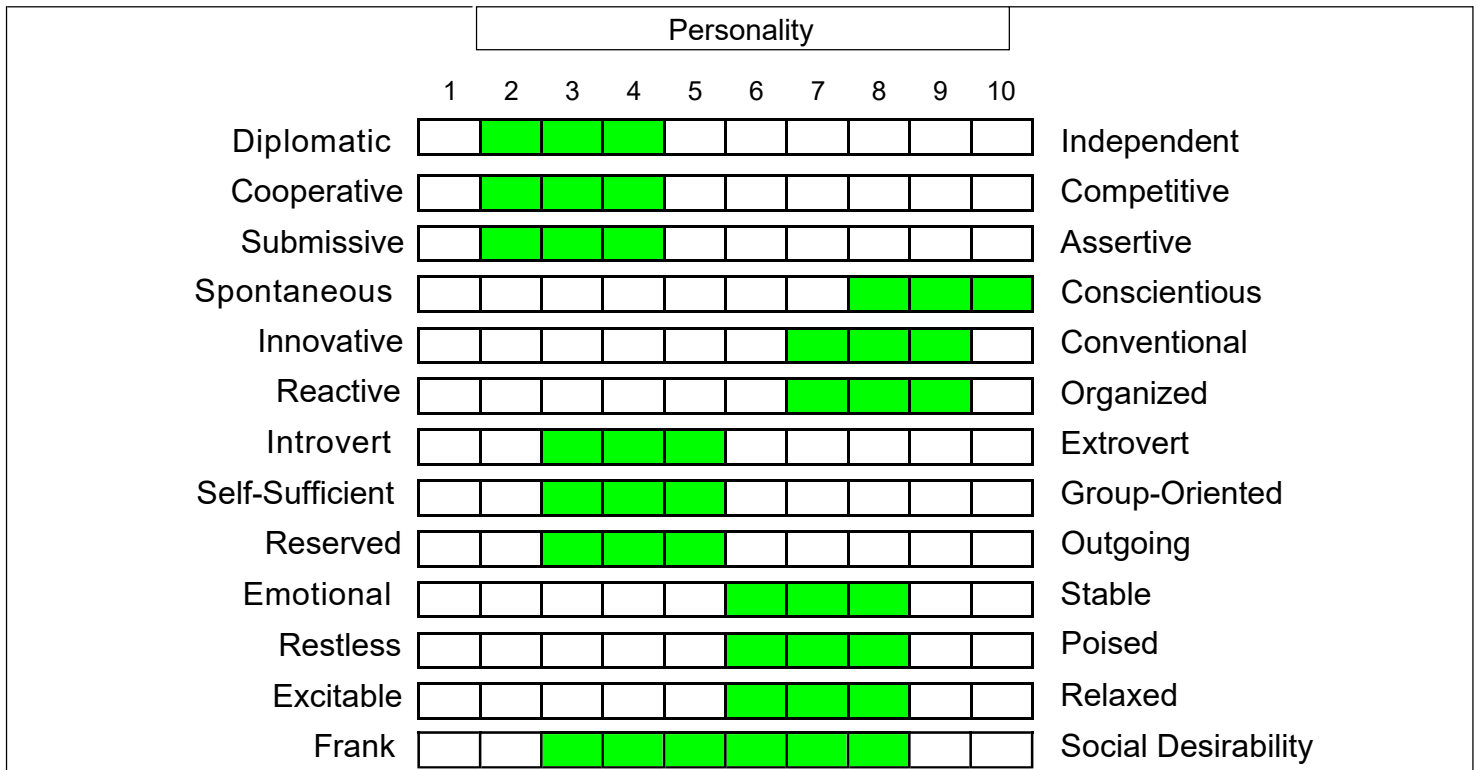
# Receptionist

This graph illustrates the required characteristics for the Receptionist position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



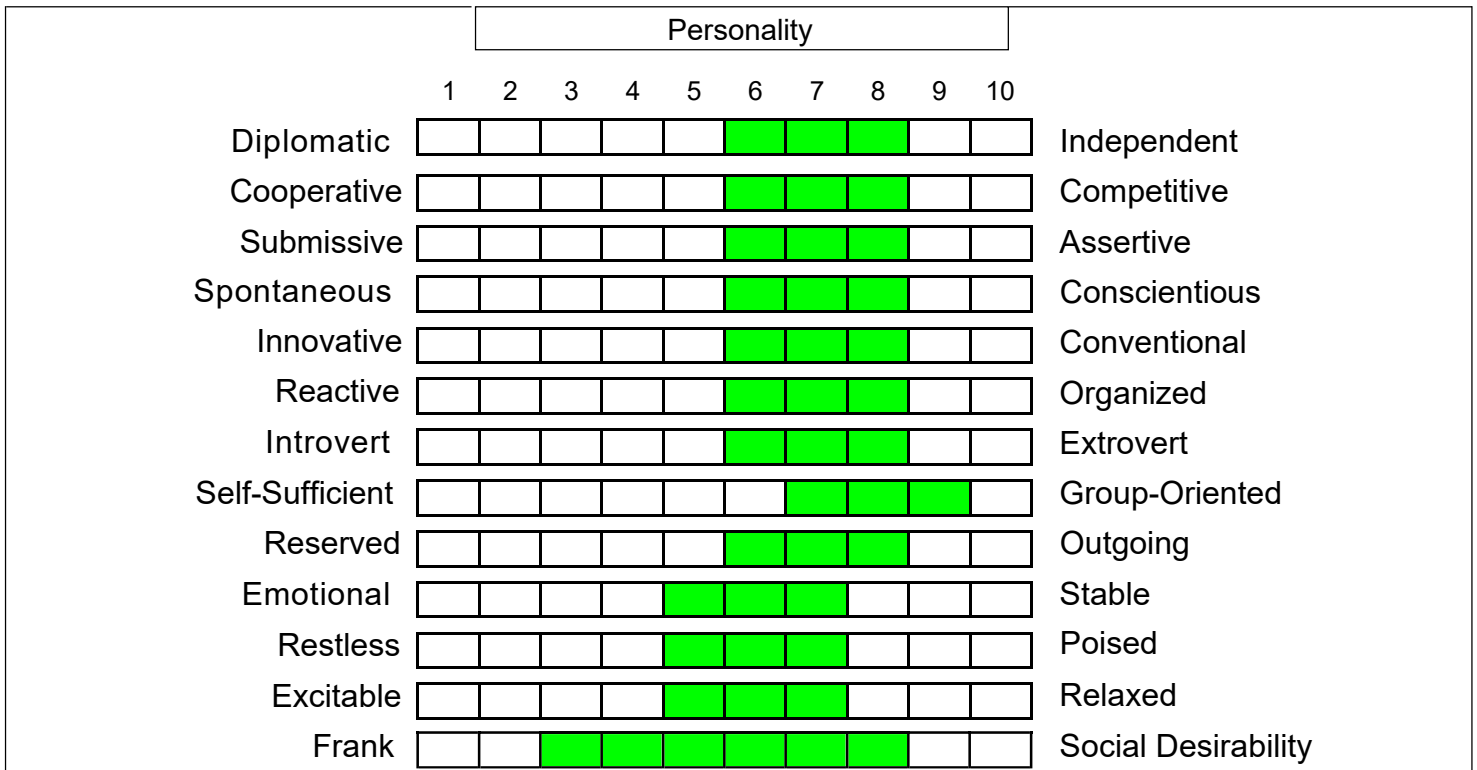
# Sales Administrator

This graph illustrates the required characteristics for the Sales Administrator position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



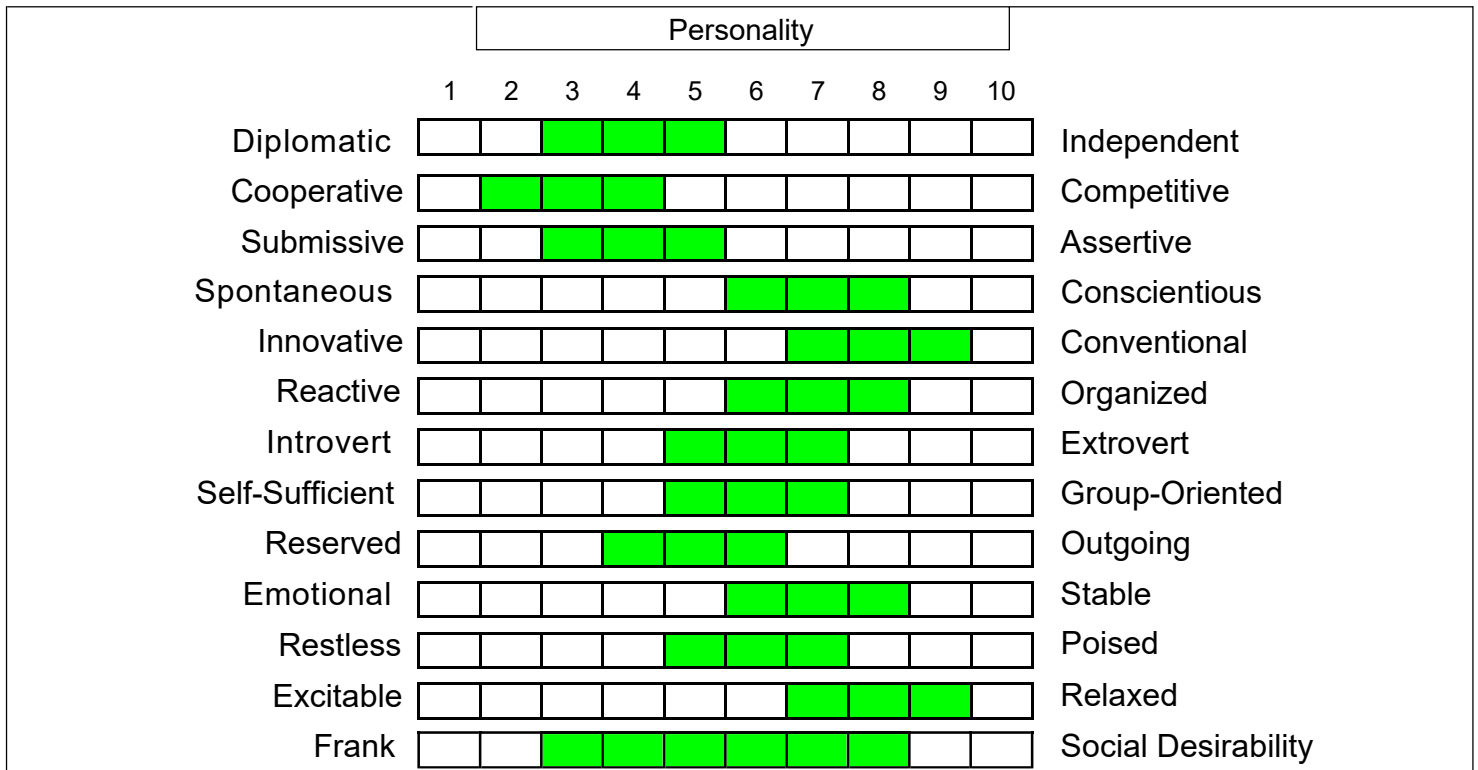
# Service Manager

This graph illustrates the required characteristics for the Service Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



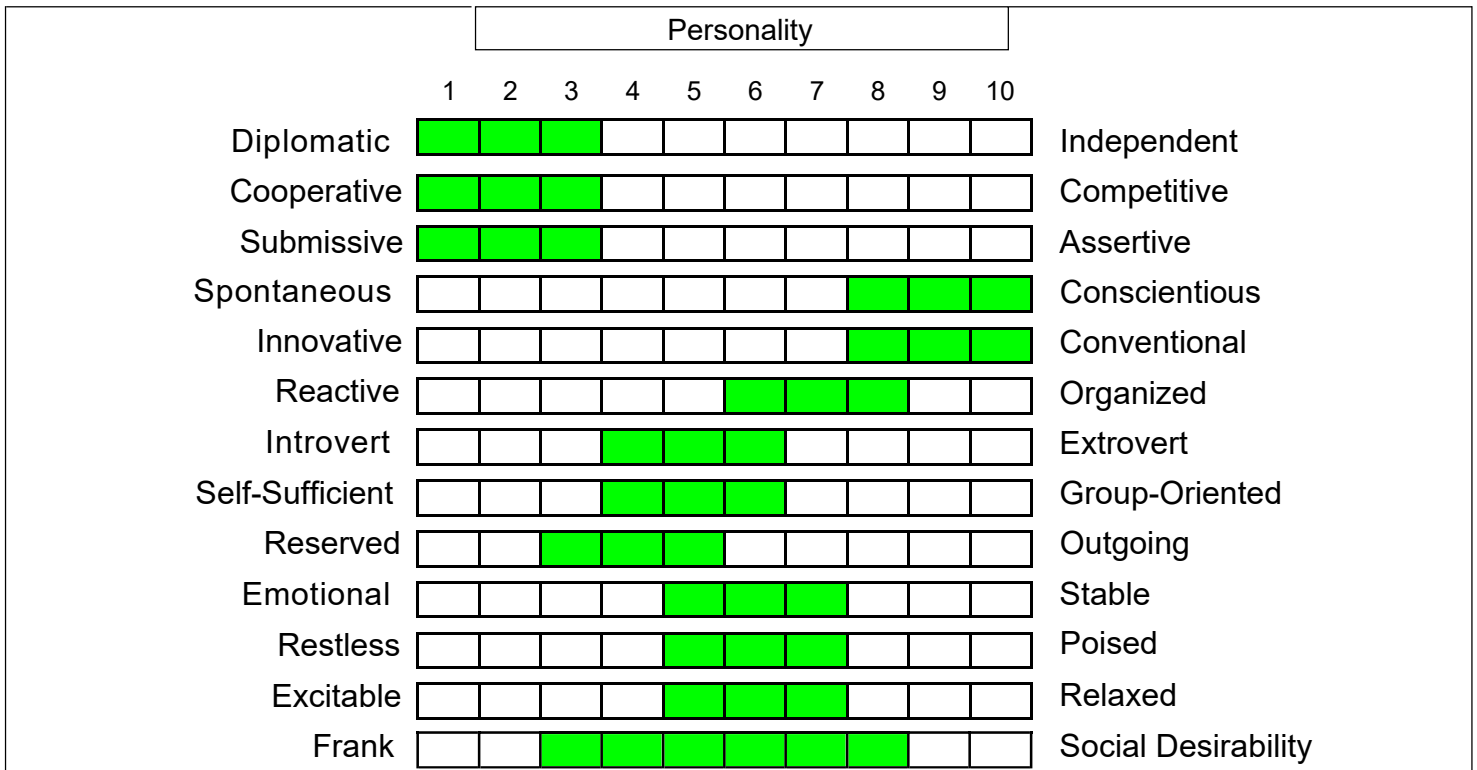
## Service Writer

This graph illustrates the required characteristics for the Service Writer position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



# Shop Assistant

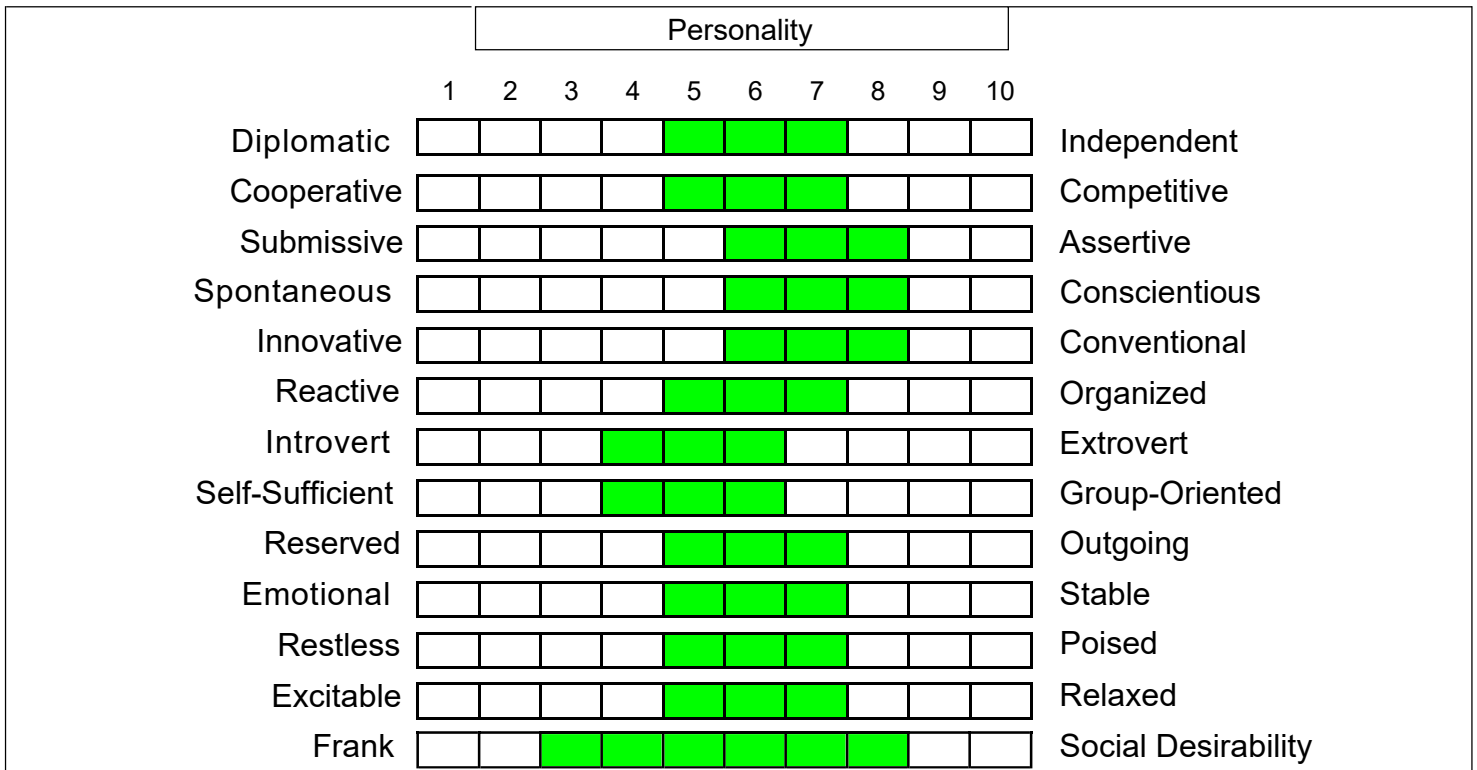
This graph illustrates the required characteristics for the Shop Assistant position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.





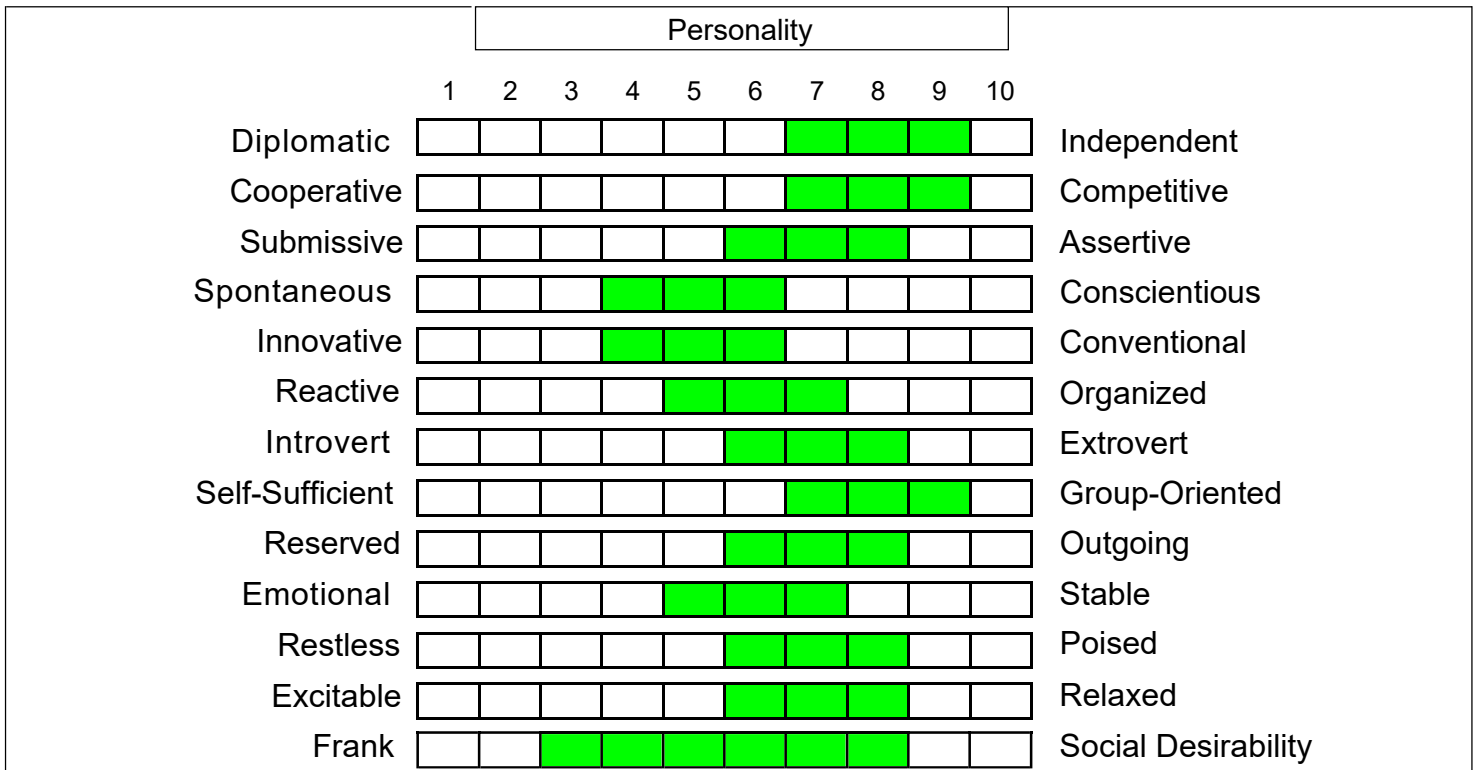
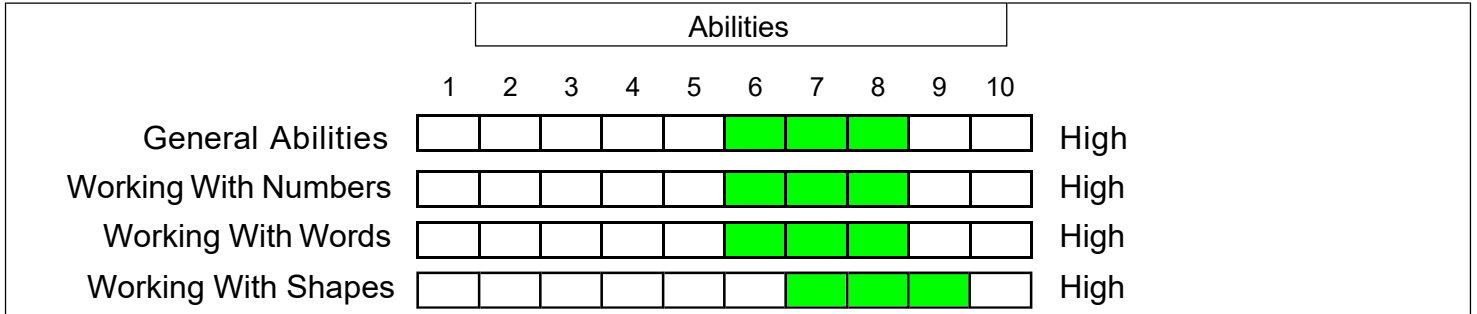
# Shop Foreman

This graph illustrates the required characteristics for the Shop Foreman position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



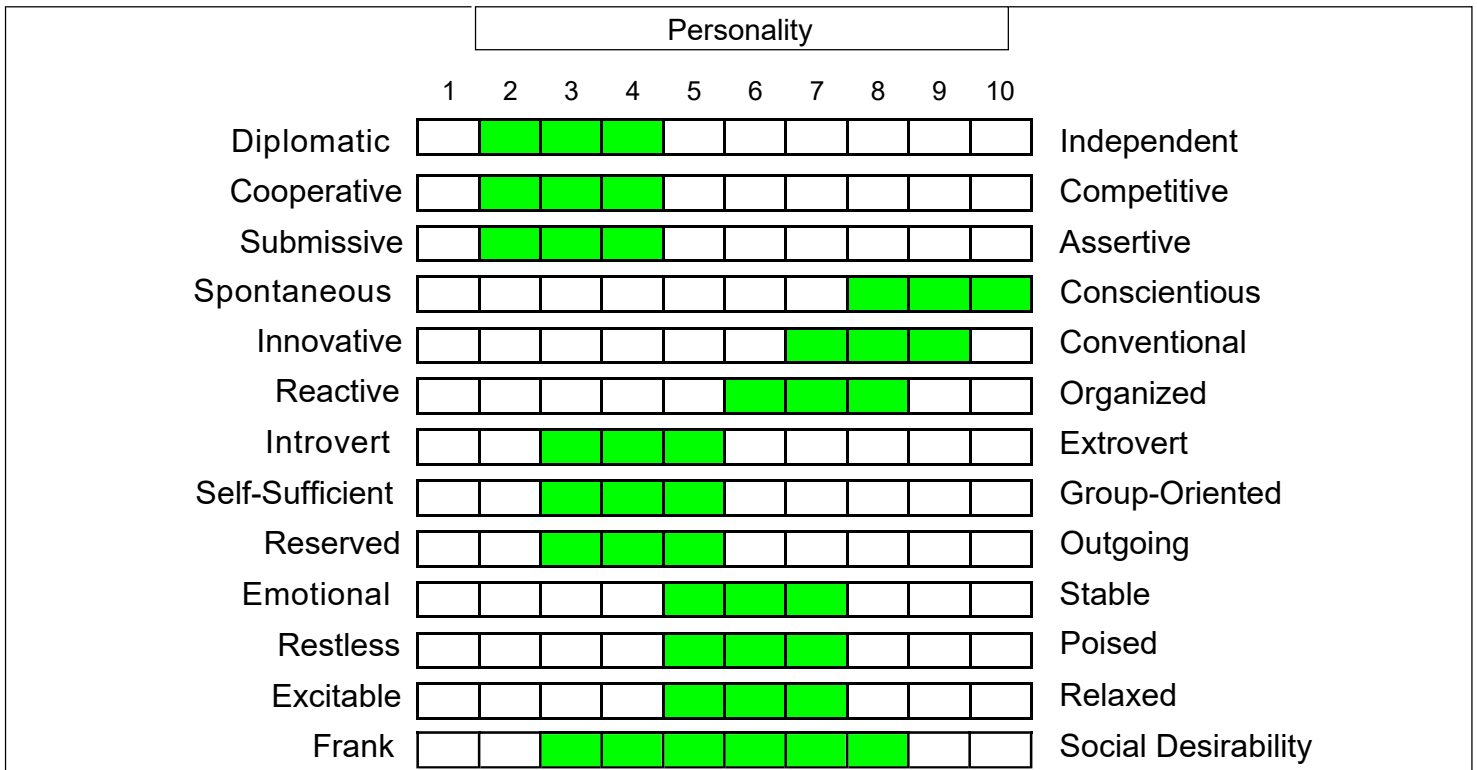
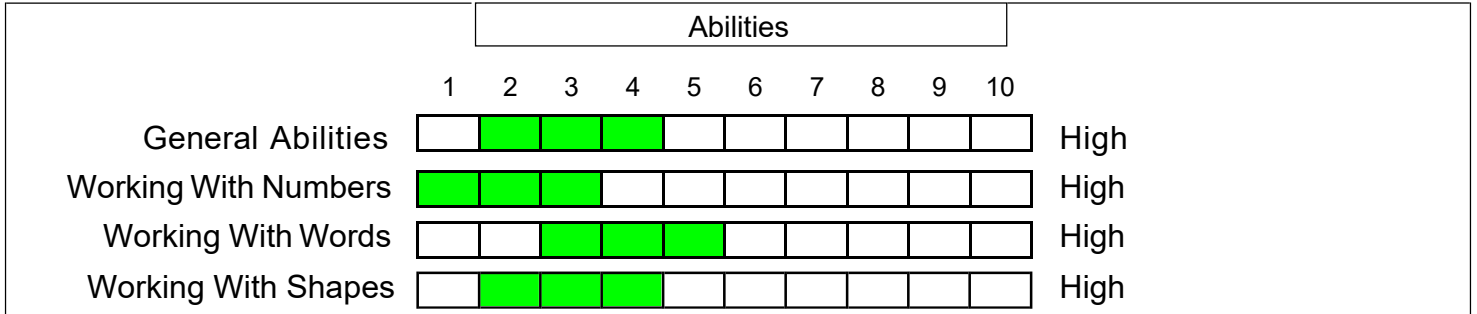
# Territory Manager

This graph illustrates the required characteristics for the Territory Manager position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



# Truck Driver

This graph illustrates the required characteristics for the Truck Driver position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.



## Warehouse Person

This graph illustrates the required characteristics for the Warehouse Person position as determined by the Benchmark Library. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.

