

ACE III/IV
EMPLOYEE QUALIFICATIONS

Name: _____ Date: _____

The following classified ad recently appeared in a local newspaper:

RENTAL SALES AGENT

We have an immediate part-time opening for a sales agent. If you are aggressive in customer service and sales-oriented, this could be the opportunity for you. Hourly wages plus bonuses included. Will train. Must be willing to work nights and weekends. Some clerical skills helpful. Apply in person.

Below are descriptions of two people who applied for the position.

1. *Don Moushon*: Dan is 26, married, and has a child. He needs a second job to support his family. Currently, he is a business teacher, but he has recently thought about changing professions. Because of his family, he would rather not work weekends. Dan likes to take his time in making decisions and never rushes into anything. He doesn't like pressure. He has a quick temper and has been known to "fly off the handle" when provoked. Dan is dependable and a hard worker.
2. *Brian Swenson*: Brian is 35, single, and currently unemployed. He was fired from his last sales job because he lost an important account for his company. Brian feels he was not given a fair chance. He has had other sales positions and would be given favorable recommendations from several of his former employers. Brian enjoys competitive sports and enjoys taking risks. He is applying for the part-time position because it would allow him to look for full-time work. Once he finds a full-time job, Brian intends to quit his part-time job.

If you were the personnel manager for this business, whom would you hire and why? This is a two-part question. Be very specific as to why you would hire this person. You must have at least five sentences.