

WIMBUSH-SL**ACCOUNT MANAGER**

Results for: **Good Account Manager**
Client Company: Your Company
Contact Person: Fletcher Wimbush
Position: Account Manager

Date: 10/2/2013

ACCURACY OF RESULTS:**Good**

Due to honestly answering the questions.

This is not a positive in itself-it just means the results are a lot more reliable than average.

PERSONALITY FOR POSITION:**Good**

This person has a Good personality quadrant for this position but not ideal.

Not ideal because the personality quadrants do not match the quadrant benchmarks exactly.

COMPETENCY:**Very Good**

This person could be a fast worker because s/he took a less than average time to do the comp. test.

Sales Ability result for Overall Sales is strong.

ATTITUDE:**Good**The sentence below describes what could happen when someone answers the questions like this person did.
6 Attitude Level. This and the competency questions indicate a 65% chance of a good attitude.

Because the Ability to Apply is high, this has indicated in almost all cases that the person is a hard worker.

Blame is high and may be a concern.

If s/he is a job hopper, too critical of supervisors or has poor reasons for leaving jobs, reduce %s for attitude.

LANGUAGE MASTERY:**Good**

The word test indicates an above average ability to read.

THE BEHAVIORAL TYPE:

This person has Analyzer/Logical behavior. S/he will tend to be interested in being methodical, organized, thorough, exact and tend to pay attention to details. S/he has an unusually high creative trait for this quadrant. See page 87 and 90 of the Assessment Manual for a more expanded description.

S/he has the traits for doing creative, methodical and detail type activities such as technical work.

POSITIONS MOST SUITED FOR:

Engineer, Estimator, Technician, Possible Accounts Person, Vehicle Driver.

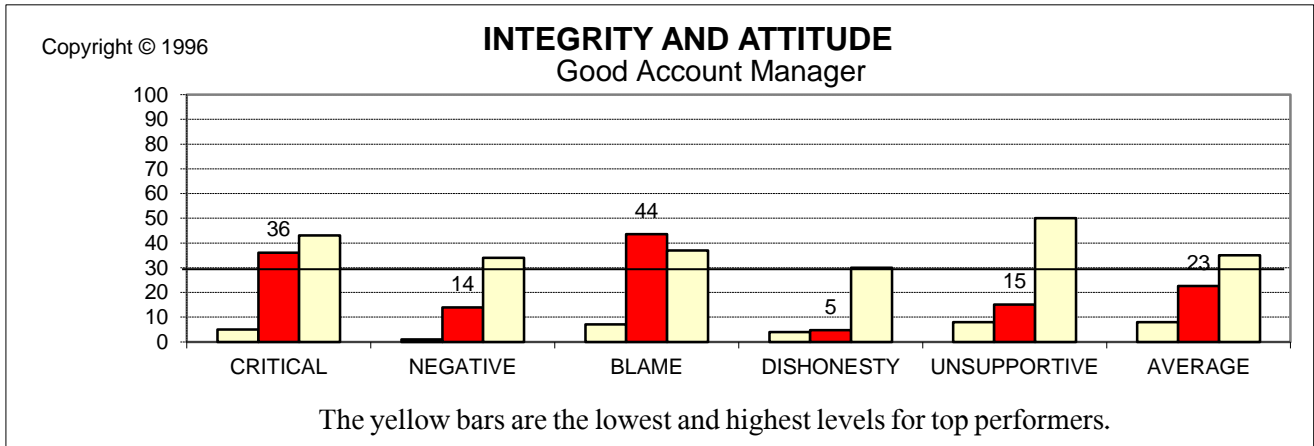
Or similar to the above.

% CHANCE OF A GOOD HIRE:**90**

Based on the Ability test results and four categories above.

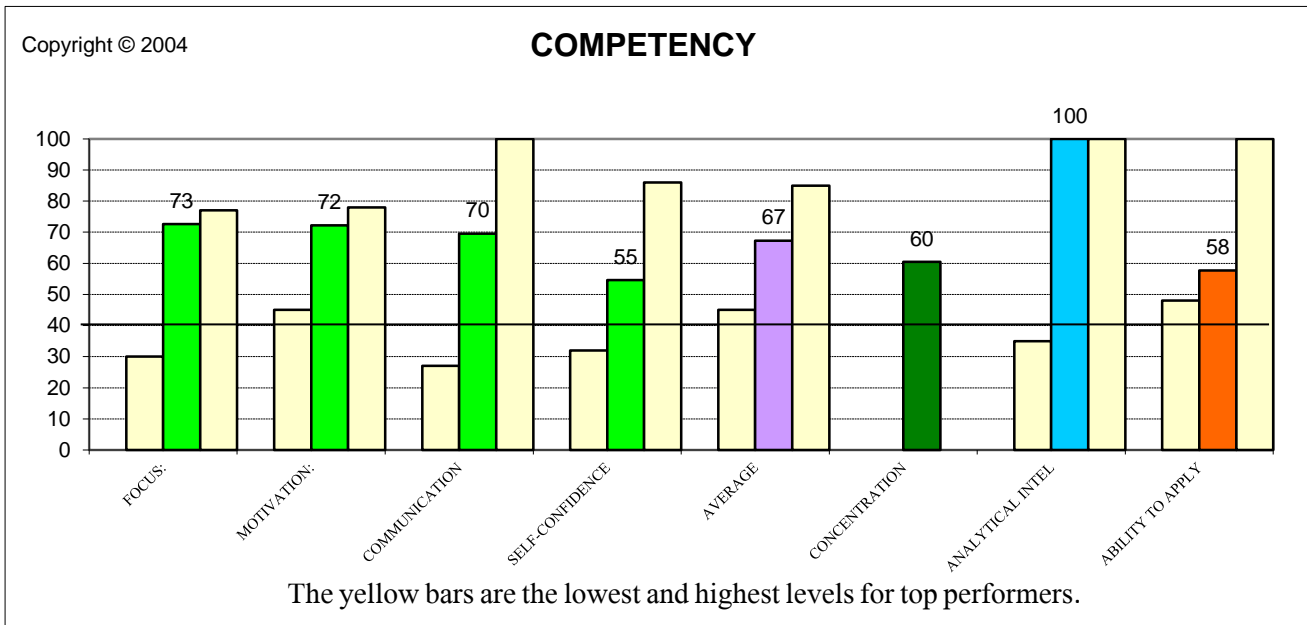
(This % is based on the assumption the person has the right experience, training and interest for this position.)

I would risk hiring this person if interviews, resume and reference checks also look good.



The more below the 30 average the better the attitude. The higher above the 30 average the worse the attitude.

[Critical](#) [Negative](#) [Blame](#) [Dishonesty](#) [Unsupportive](#) [Average](#)



[Focus](#) [Motivation](#) [Communication](#) [Self Confidence](#) [Average](#) [Concentration](#) [Analytical Intelligence](#) [Ability to Apply](#)

The more above the 40 average the better the competence. Below the 40 average the worse competence.

Results for: **Good Account Manager**

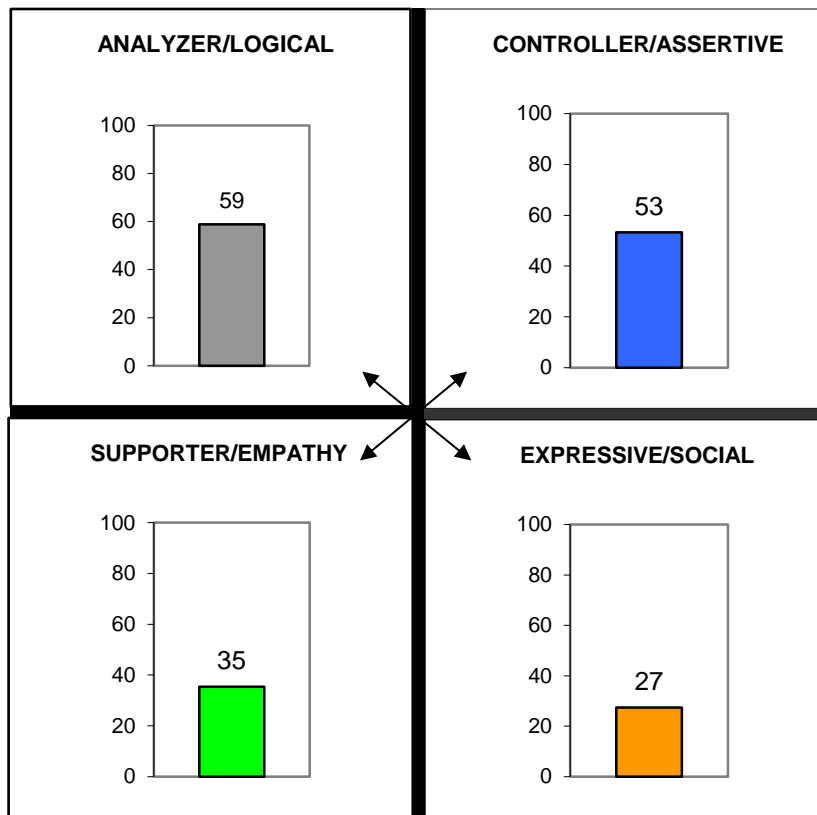
Date: 10/2/2013

THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:
AN ANALYZER/LOGICAL.

Benchmark:

A salesperson with cold calling duties should be a right quadrant person.
He or She should not be more than half a quadrant from this ideal.

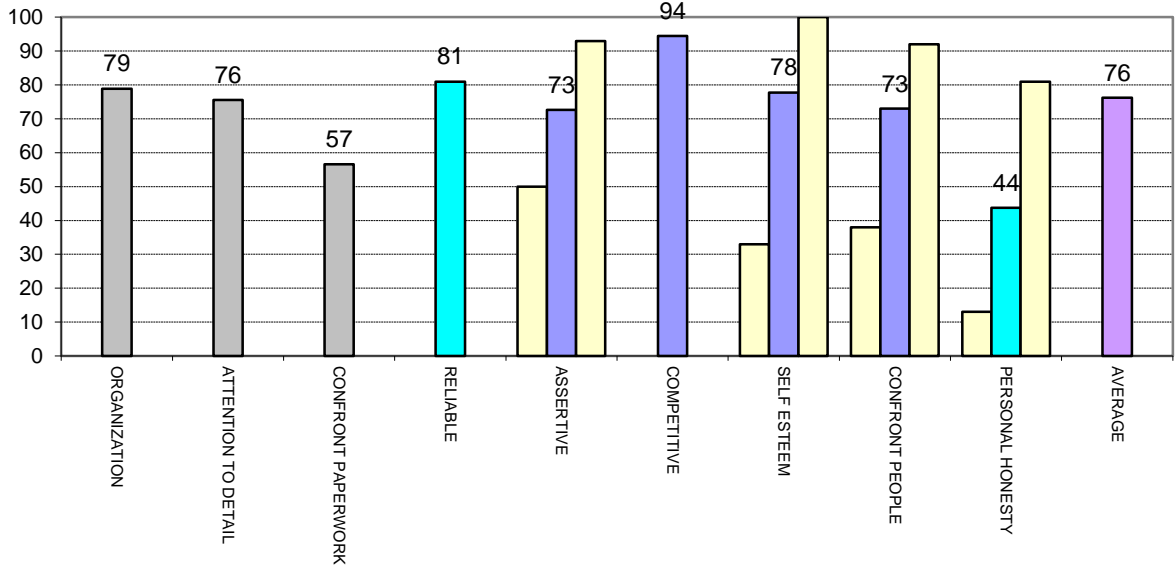


The dominant quadrant is determined by the most diagonal difference.

Copyright © 1996

TOP QUADRANTS

Good Account Manager

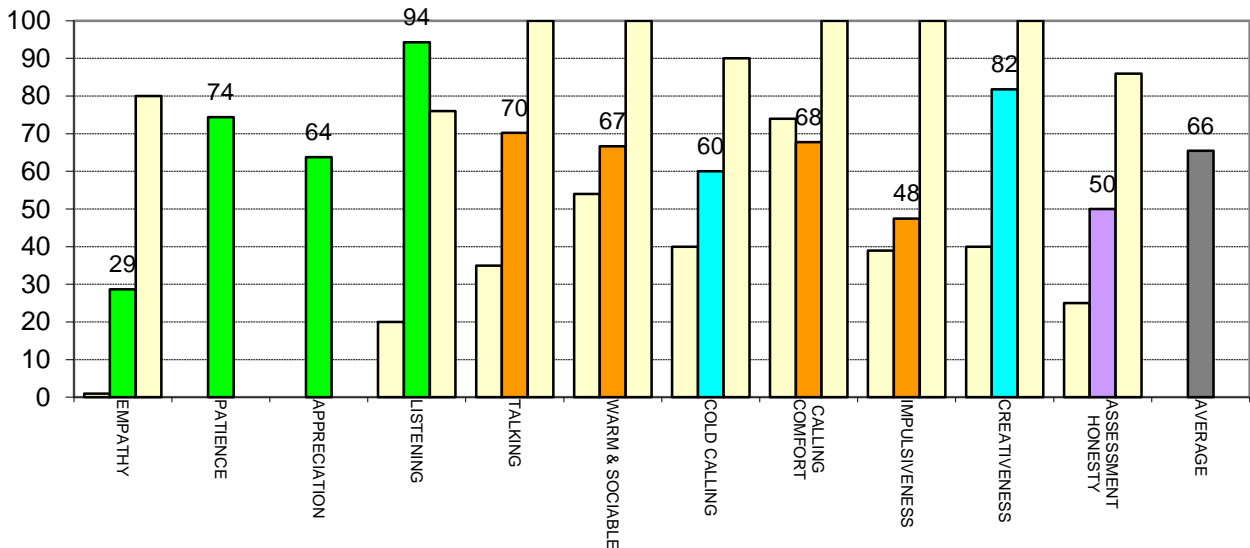


The yellow bars are the lowest and highest levels for top performers.

[Organization](#) [Confront Paperwork](#) [Assertive](#) [Self Esteem](#) [Personal Honesty](#)
[Attention to Detail](#) [Reliable](#) [Competitive](#) [Confront People](#) [Average](#)

Copyright © 1996

BOTTOM QUADRANTS



The yellow bars are the lowest and highest levels for top performers.

[Empathy](#) [Appreciation](#) [Talking](#) [Cold Calling](#) [Impulsiveness](#) [Assessment Honesty](#)
[Patience](#) [Listening](#) [Warm & Sociable](#) [Calling Comfort](#) [Creativeness](#) [Average](#)

Overall

Results for: **Good Account Manager**

Date: 10/2/2013

CAUTION: The results of these assessments are designed as an aid or tool for interviewing. These results by themselves should not be used for pre-employment screening or other personnel decisions.

LANGUAGE MASTERY

The word test indicates an above average ability to read.

CONSISTENCY:

This person must have read and answered the questions very thoroughly.

ATTITUDE:

From a borderline (5) to a very good (7.0) level of attitude.

COMPETENCY:

From a very good (7) level to an Excellent (8) level of competence.

BEHAVIORAL TYPE:

AN ANALYZER/LOGICAL.

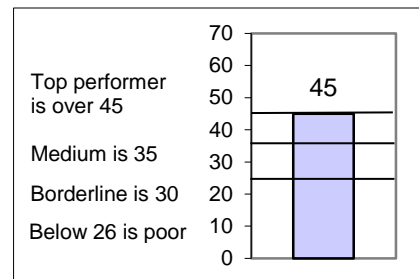
POSITIONS MOST SUITED FOR:

Engineer, Estimator, Technician, Possible Accounts Person, Vehicle Driver.
Or similar to the above.

OVERALL RECOMMENDATION

Persuasive Sales with cold calling duties:

45



INTEGRITY AND ATTITUDE

- CRITICAL: This applicant is too aware of other's faults, but unlikely to be an attitude problem.
NEGATIVE: This applicant has a mostly positive outlook on life.
BLAME: This applicant blames others but this trait is an unlikely source of attitude problems.
- DISHONEST: This applicant is likely to be very honest.
UNSUPPORT: This applicant will support leadership.
- AVERAGE: This person's attitude is likely to be acceptable.

THE TEXT DESCRIPTIONS BELOW ARE TEXT BOOK DESCRIPTIONS OF PEOPLE LIKE THIS

ANALYZER/LOGICAL AS IT RELATES TO THIS PERSON

This person has Analyzer/Logical behavior. S/he will tend to be interested in being methodical, organized, thorough, exact and tend to pay attention to details. S/he has an unusually high creative trait for this quadrant. See page 87 and 90 of the Assessment Manual for a more expanded description. S/he has the traits for doing creative, methodical and detail type activities such as technical work.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

Although Controller/Assertive
is NOT
this person's main quadrant,
s/he has strength in it.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

S/he will be more interested in how things are orderly progressing and not as interested in building relationships. He or she is more afraid of making mistakes and less afraid of experiencing a loss of image. This person will be more serious about work than doing fun activities at work. S/he would prefer doing creative organizational and detail type work than promoting or expressing himself or herself.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

This person is more interested in improving by organizing and systemizing and less interested in building relationships. He or she wants the facts and figures regardless of how fashionable it is. Accuracy is more important than fashion.

This person prefers working with things, ideas and systems than working closely with others.

THE ABOVE DESCRIPTIONS ARE PARTLY A SUMMARY OF HOW THE PERSON ANSWERED THE QUESTIONS AND PARTLY FROM THE TYPICAL BEHAVIOR FOR HIS OR HER QUADRANT. THESE DESCRIPTIONS ARE FAR MORE LIKELY TO DESCRIBE THE PERSON'S TRUE FEELINGS AND BELIEFS THAN HIS OR HER OUTWARD PRESENTATION, WORDS AND ACTIONS.

NOTE: THESE QUADRANTS WERE FIRST NOTED 2,400 YEARS AGO AND ARE WIDELY USED TODAY. EACH QUADRANT HAS PROS AND CONS--MATCHING THE JOB TO THE RIGHT QUADRANT IS THE KEY.