

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good Case Manager** Date: 9/12/2013
 Contact Person Fletcher Wimbush
 Position: Case Manager

Researcher's Comments: Please feel welcome to call me with any questions. 719-637-8495

Good with People and Excellent Logic.

My comments will be included in the Aptitude test results.

Minutes to do the test:

38
 Because it took less than 45 and more than 27 minutes, the overall results were not affected.

Position Benchmarks: **CASE MANAGER**

DEFINITION:

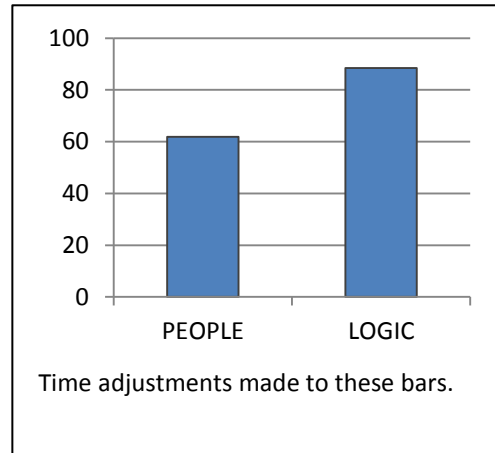
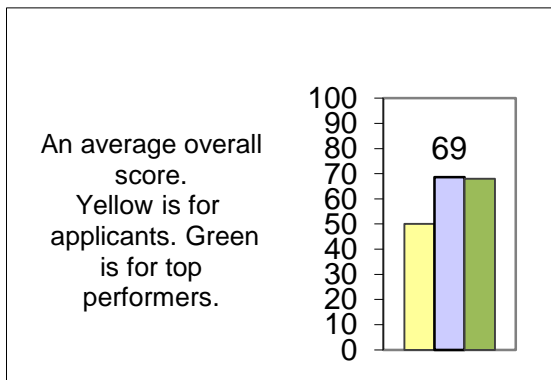
CASE MANAGER: The person will be dealing with and handling people. This person will be a step above a customer service person and a step below an executive type person.

TESTING PROFILE:

Case Managers usually get an overall score around the 60 level and can be either stronger with people or logic with not more than one trait below the minimum benchmarks.

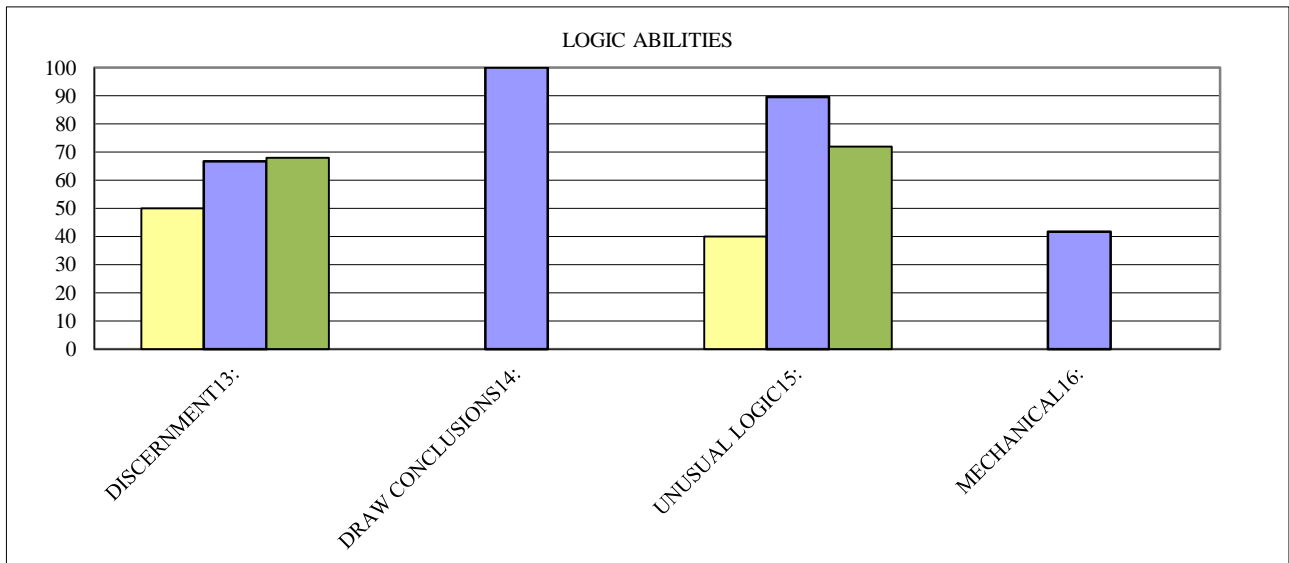
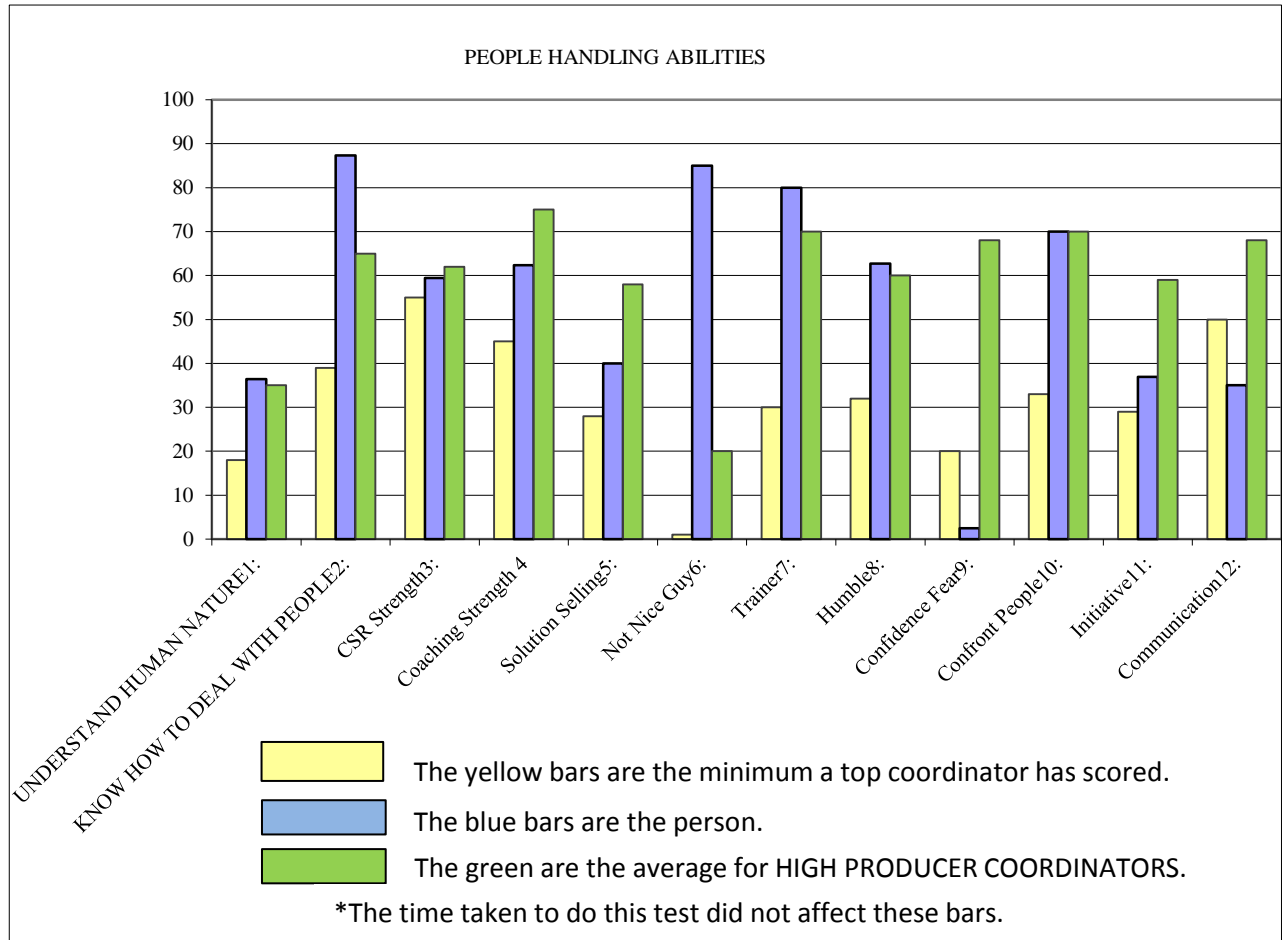
Honesty: **100** CASE MANAGERS: Top producers, minimum 40 and average 80 on Honesty.
Attitude: **26**

IC ABILITY CHARTS



PEOPLE and LOGIC Percentage with time adjustments: **69**

PEOPLE AND LOGIC CHARTS



IC ABILITY People Traits and Descriptions

PEOPLE PERSON/LOGICAL PERSON BALANCE:

This person is better at analytical problem solving than dealing with people.

UNDERSTANDING HUMAN NATURE:

Although understanding people is low, dealing with people makes up for it.

KNOWING HOW TO DEAL WITH PEOPLE:

Knowing how to deal with people in given situations is excellent.

CSR (CUSTOMER SERVICE REPRESENTATIVE) STRENGTH:

An excellent savvy of being CSR humble but OK CSR communication and poor CSR listening.

COACHING STRENGTH:

A borderline savvy of a realistic approach, excellent coaching motivation but OK coach listening.

SUB COACHING-A realistic approach.

An excellent understanding of interactive coaching but borderline reading people signs.

SOLUTION SELLING:

A borderline understanding of speaking up, excellent questioning but very poor sol. sell. listening.

NOT A NICE GUY:

An excellent understanding of confronting reality but very poor not being nice about confronting people.

TRAINER:

An excellent understanding of the value of interactive training and observing comprehension.

HUMBLE:

May be modest, open to learn new things, admit mistakes and has an OK idea of one's limitations.

CONFIDENCE FEAR:

This person has a poor understanding how fear can affect personal confidence.

CONFRONT PEOPLE:

This person has a very good understanding of the need to confront people at times.

INITIATIVE:

This person has a borderline belief in using initiative.

COMMUNICATION:

This person has an OK idea of what it takes to efficiently get an idea over to another.

IC ABILITY Logic Traits and Descriptions

DISCERNMENT:

This person is good at seeing the subtle differences between one thing and a similar group of things.

DRAW CONCLUSIONS (Only 2 questions to this trait.):

This person is Excellent at being able to deduct one piece of information from another group of information.

UNUSUAL LOGIC:

This person has an excellent ability to step outside the box and see simple solutions to logic problems.

MECHANICAL PROBLEMS:

This person is poor at being able to solve mechanical problems accurately.