

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good Financial Advisor** Date: 9/24/2013
 Contact Person Fletcher Wimbush
 Position: FINANCIAL ADVISOR

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

Excellent with People and Logic combined.

My comments will be included in the Aptitude test results.

Minutes to do the test:

37
 Because it took less than 45 and more than 27 minutes, the overall results were not affected.

Position Benchmarks: FINANCIAL ADVISOR

DEFINITION:

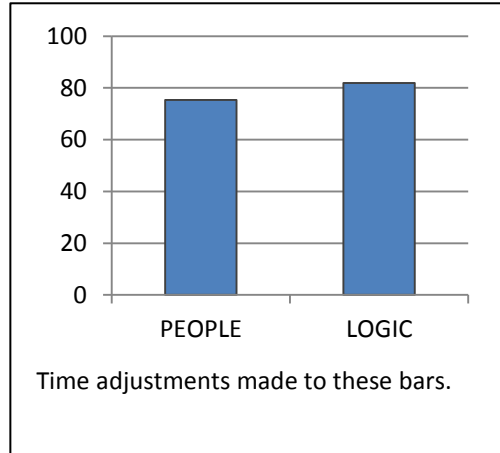
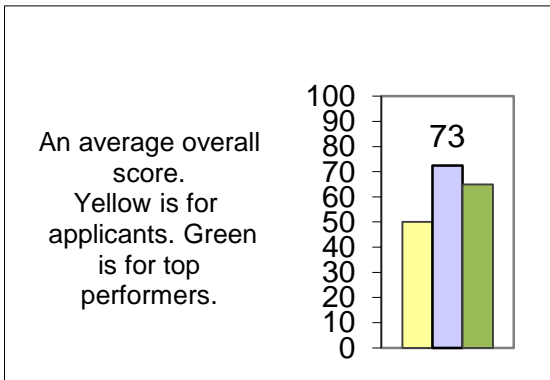
FINANCIAL ADVISOR: This person renders professional financial services, such as investments and financial planning, to clients.

TESTING PROFILE:

These types should do particularly well on the Discernment trait, overall Logic, Initiative and Confidence and Humble traits. Overall score should be around the mid 50s.

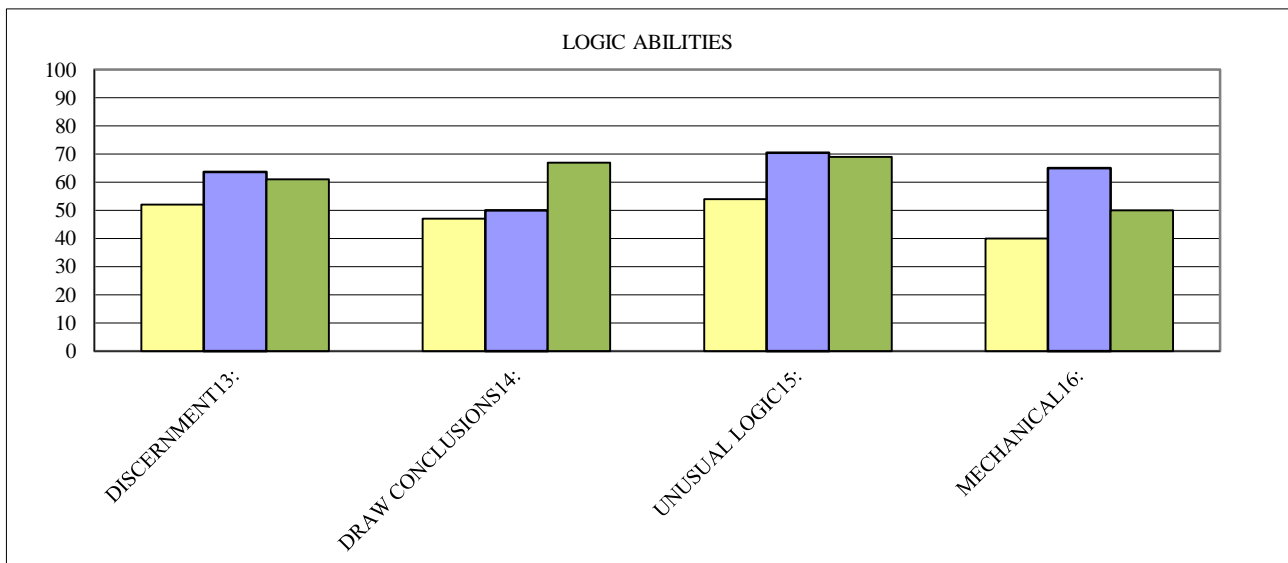
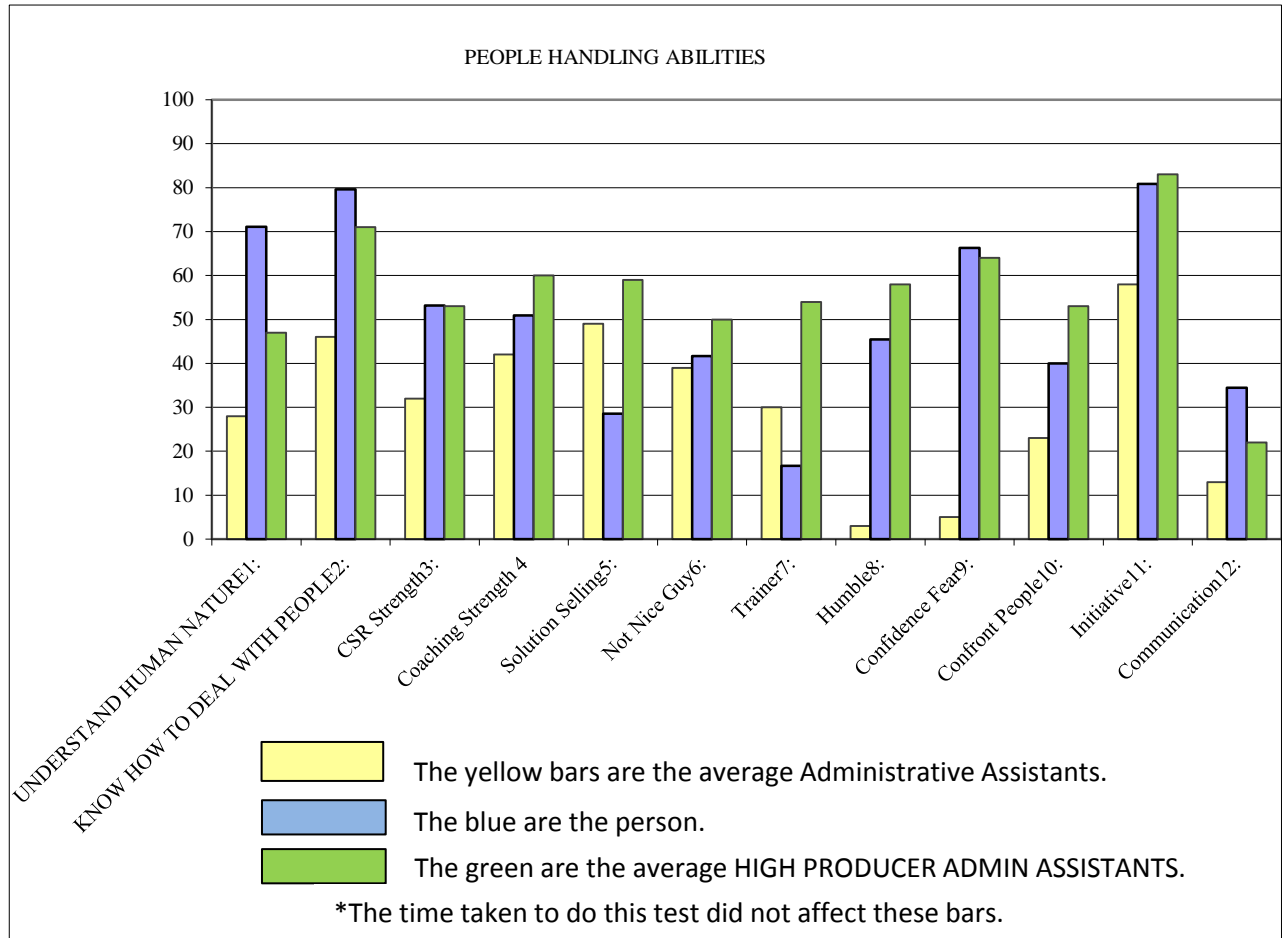
Honesty: **100**
Attitude: **50**

IC ABILITY CHARTS



PEOPLE and LOGIC Percentage with time adjustments: **73**

PEOPLE AND LOGIC CHARTS



IC ABILITY People Traits and Descriptions

PEOPLE PERSON/LOGICAL PERSON BALANCE:

This person is balanced between people handling and analytical problem solving.

UNDERSTANDING HUMAN NATURE:

Understanding how people will behave, or are, in given situations is excellent.

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 poor CSR communication and very poor CSR listening.

COACHING STRENGTH:

An OK savvy of a realistic approach, excellent coaching motivation but poor coach listening.

SUB COACHING-A realistic approach.

A very poor understanding of interactive coaching and borderline reading people signs.

SOLUTION SELLING:

A borderline understanding of speaking up but very poor savvy of questioning and sol. sell. listening.

NOT A NICE GUY:

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

TRAINER:

A good understanding of the value of interactive training and very poor observing comprehension.

HUMBLE:

This person has borderline arrogant tendencies and may not be realistic about one's abilities.

CONFIDENCE FEAR:

This person has an OK understanding how fear can affect personal confidence.

CONFRONT PEOPLE:

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

INITIATIVE:

This person fully believes in using initiative.

COMMUNICATION:

This person has a poor 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 borderline 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 good at being able to solve mechanical problems accurately.