

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR:Good HR GeneralistContact PersonFletcher WimbushPosition:HR Generalist

Date: 7/10/2013

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:

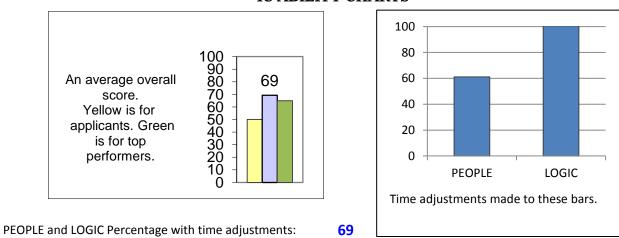
28

Because it took lesss than 29 minutes, the overall results were increased by 10%. <u>Position Benchmarks:</u> DEFINITION: HR GENERALIST: The person should take initiative, have confidence and have good logical and word comprehension abilities.

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.

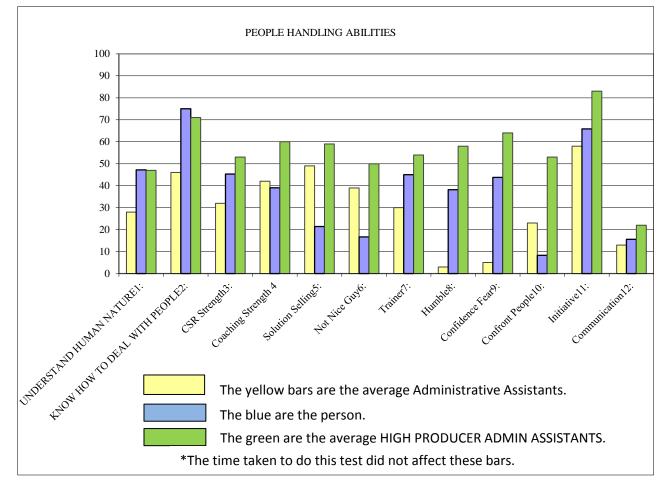
Honesty:100Attitude:0

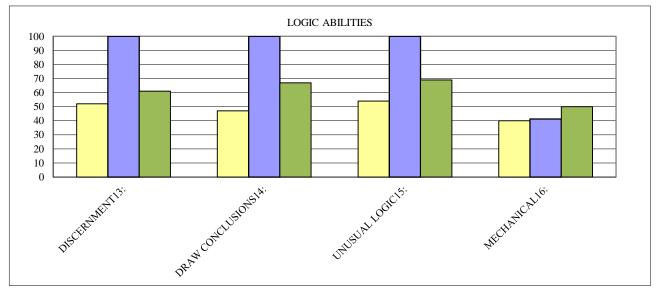


IC ABILITY CHARTS



PEOPLE AND LOGIC CHARTS





* TIME TAKEN TO DO THIS TEST DID AFFECT THESE BLUE BARS.



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:** Understanding how people will behave, or are, in given situations is borderline. KNOWING HOW TO DEAL WITH PEOPLE: Knowing how to deal with people in given situations is excellent. CSR (CUSTOMER SERVICE REPRESENTATIVE) STRENGTH: A poor savvy of being CSR humble and CSR listening but borderline CSR communication. **COACHING STRENGTH:** An OK savvy of a realistic approach but borderline coaching motivation and poor coach listening. SUB COACHING-A realistic approach. A borderline understanding of interactive coaching and poor reading people signs. SOLUTION SELLING: A borderline understanding of speaking up but good questioning and very poor sol. sell. listening. **NOT A NICE GUY:** A very poor understanding of not being nice about confronting people and confronting reality. **TRAINER:** An excellent understanding of the value of interactive training but very poor observing comprehension. HUMBLE: This person is showing some signs of being arrogant or over blown ideas about self. **CONFIDENCE FEAR:** This person has a poor understanding how fear can affect personal confidence. **CONFRONT PEOPLE:** This person has a very poor understanding of the need to confront people at times. **INITIATIVE:** This person 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 excellent 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.