

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good HR Generalist**
 Contact Person Fletcher Wimbush
 Position: 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 less than 29 minutes, the overall results were increased by 10%.

Position Benchmarks: HR Generalist

DEFINITION:

HR GENERALIST: The person should take initiative, have confidence and have good logical and word comprehension abilities.

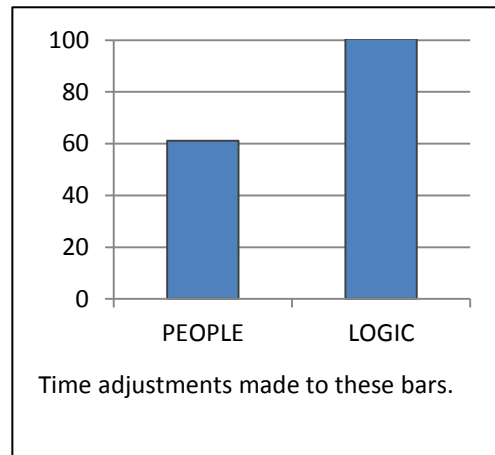
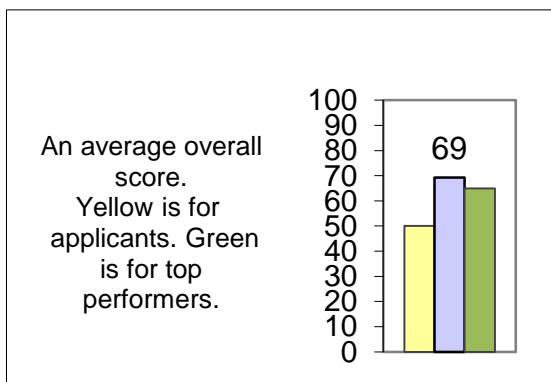
TESTING PROFILE:

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: 100

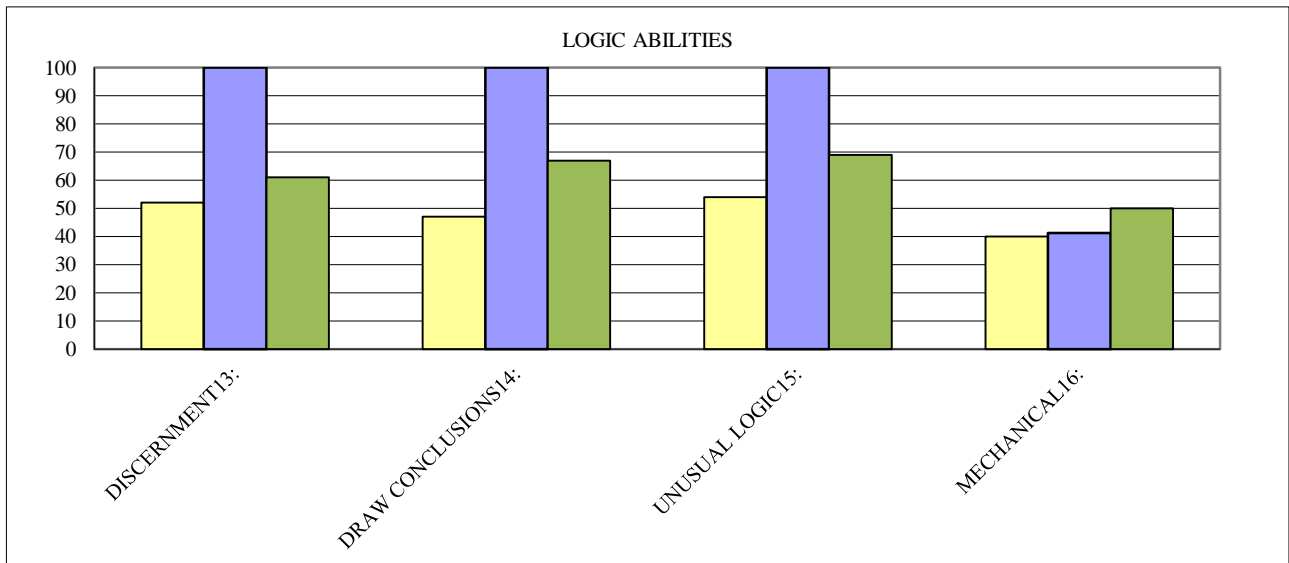
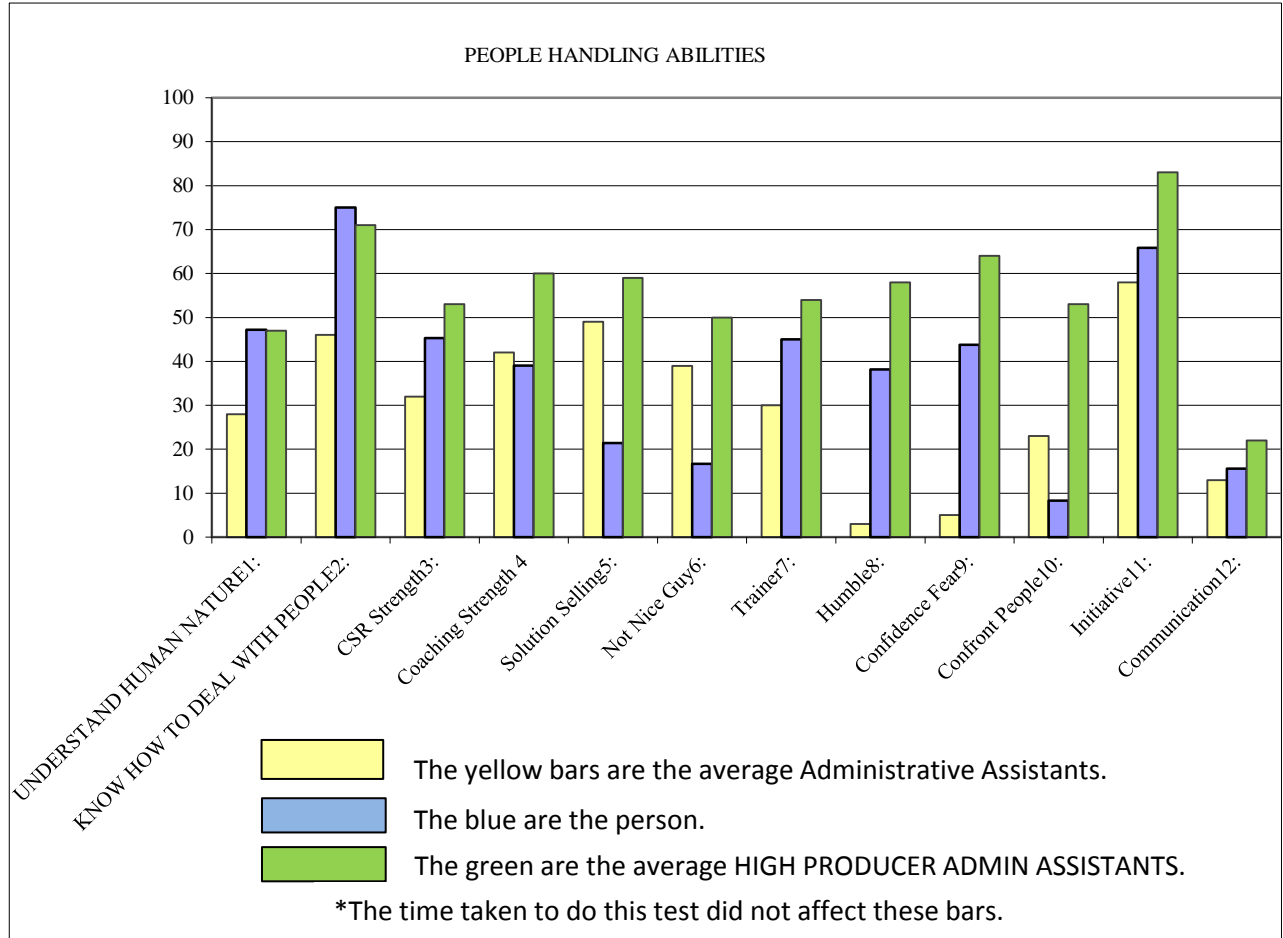
Attitude: 0

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:

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.