

WIMBUSH-IC

HR GENERALIST TEST RESULTS

Results for: **Good HR Generalist**
Company Name: Your Company
Contact Person: Fletcher Wimbush
Position: HR Generalist

Date: 7/10/2013

ACCURACY OF RESULTS:

Good

Due to good honesty and consistency.

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

PERSONALITY FOR THIS POSITION:

Ideal

This person has the ideal personality quadrant for this position.

COMPETENCY:

Very Good

Communication is weak and may be a concern.

IC Ability score for Overall Logic is strong and is a positive for this position.

ATTITUDE:

OK

The sentence below describes what could happen when someone answers the questions like this person did. 5.5 Attitude Level. This and the competency questions indicate a 60% 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 is a negative.

LANGUAGE MASTERY

Good

The word test indicates an above average ability to read.

THE BEHAVIORAL TYPE:

This person has Analyzer/Logical behavior. He or she may tend to be interested in being methodical, organized, thorough, exact, structured and tend to pay attention to details. Believes in following rules more than feelings. See page 87 and 90 of the Assessment Manual for a more expanded description. S/he has the traits for doing methodical and detail type activities such as technical work.

POSITIONS MOST SUITED FOR:

Engineer, Technician, Estimator, Accounts Person, Vehicle Driver.
Administrative Assisstant.

% CHANCE OF A GOOD HIRE

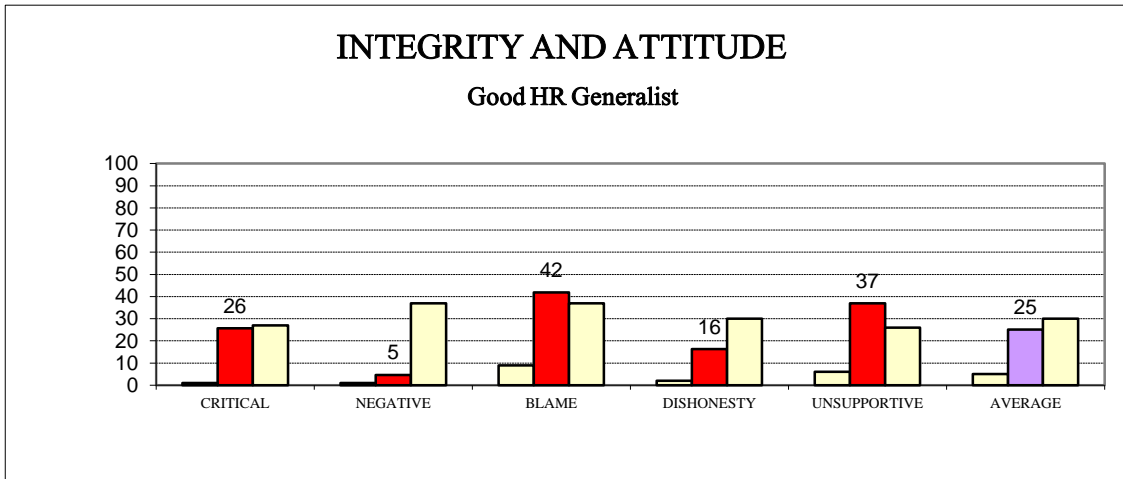
71

Based on the Ability test results and four catagories above.

The word test indicates an above average ability to read.

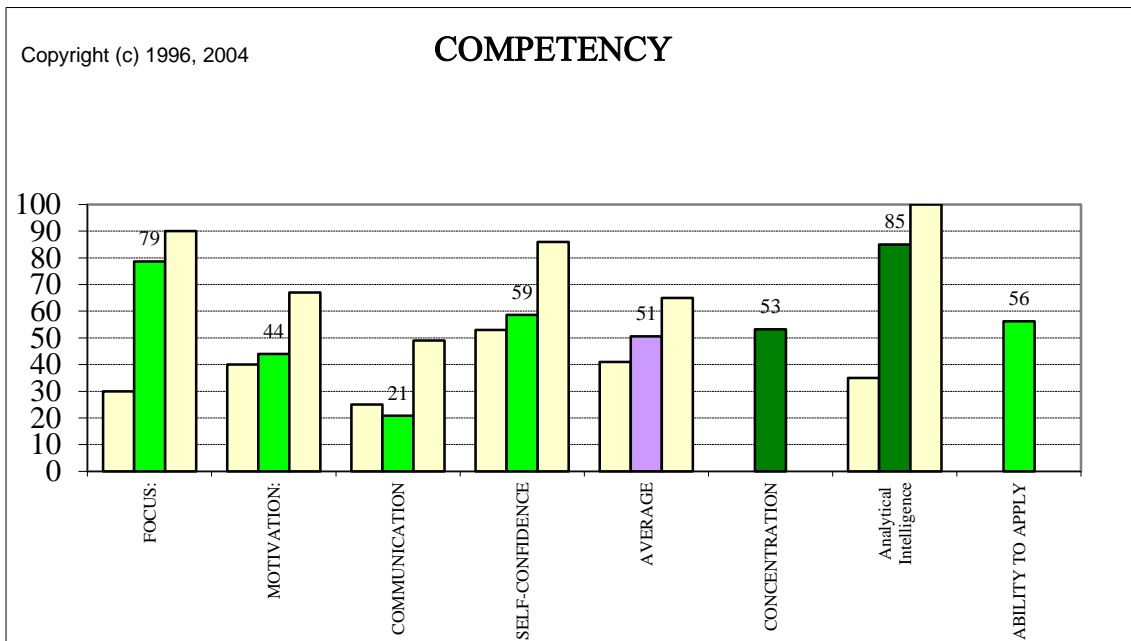
(This % is based on the assumption the person has the right experience, training and interest for this position.)

I would risk hiring this person if interviews, resume and reference checks also look good and attitude for this position does not need to be very 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 Confid.](#) [Average](#) [Concentration](#) [Analytical Intelligence](#) [Ability to Apply](#)

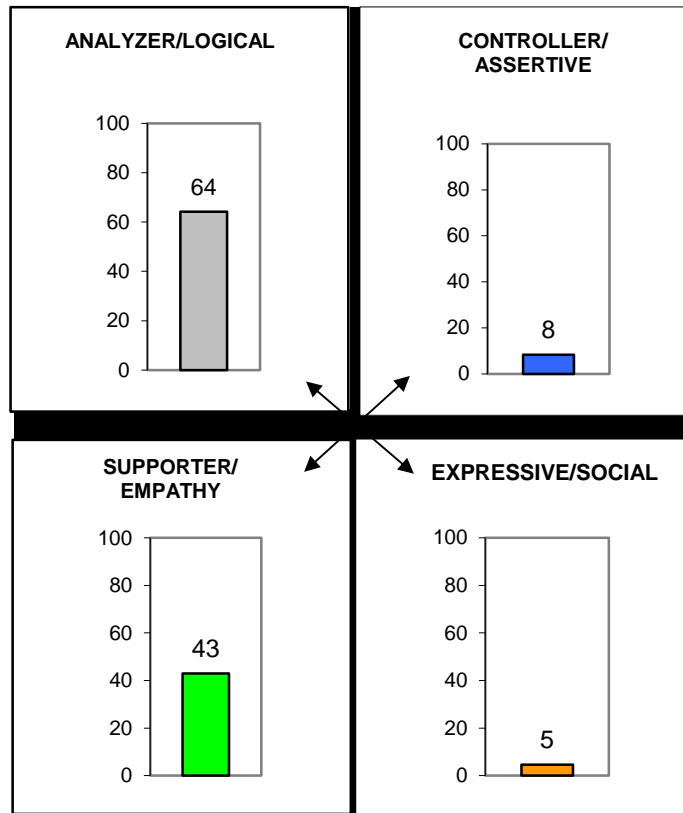
The more above the 40 average the better the competence. Below the 40 average the worse competence.

If the person is an existing employee, ask to be remarked free of charge as such.

THE BEHAVIORAL QUADRANTS

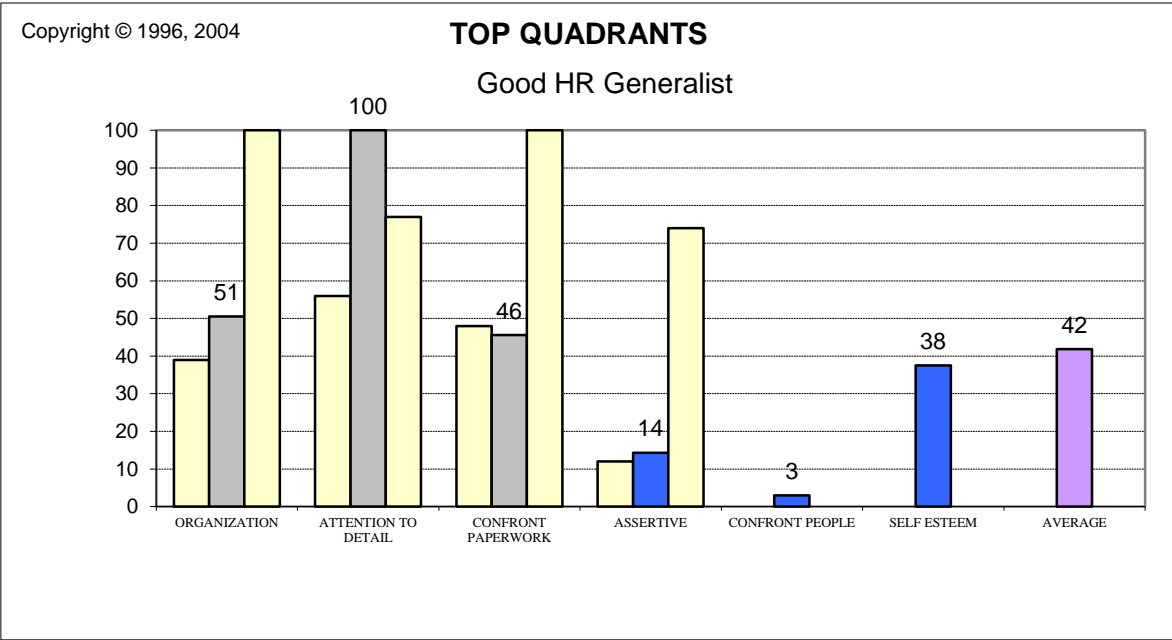
THE PERSONALITY TYPE IS:
AN ANALYZER/LOGICAL.

Benchmark: An Administrative assistant should be a Supporter/Empathy leaning towards an Analyzer/Logical, or an Analyzer/Logical or a Controller/Assertive leaning towards an Analyzer/Logical.



The dominant quadrant is determined by the largest diagonal quadrant differential.

An administrative Assistant or Secretary to solve administrative problems independently.
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[Organization](#)

[Attention to Detail](#)

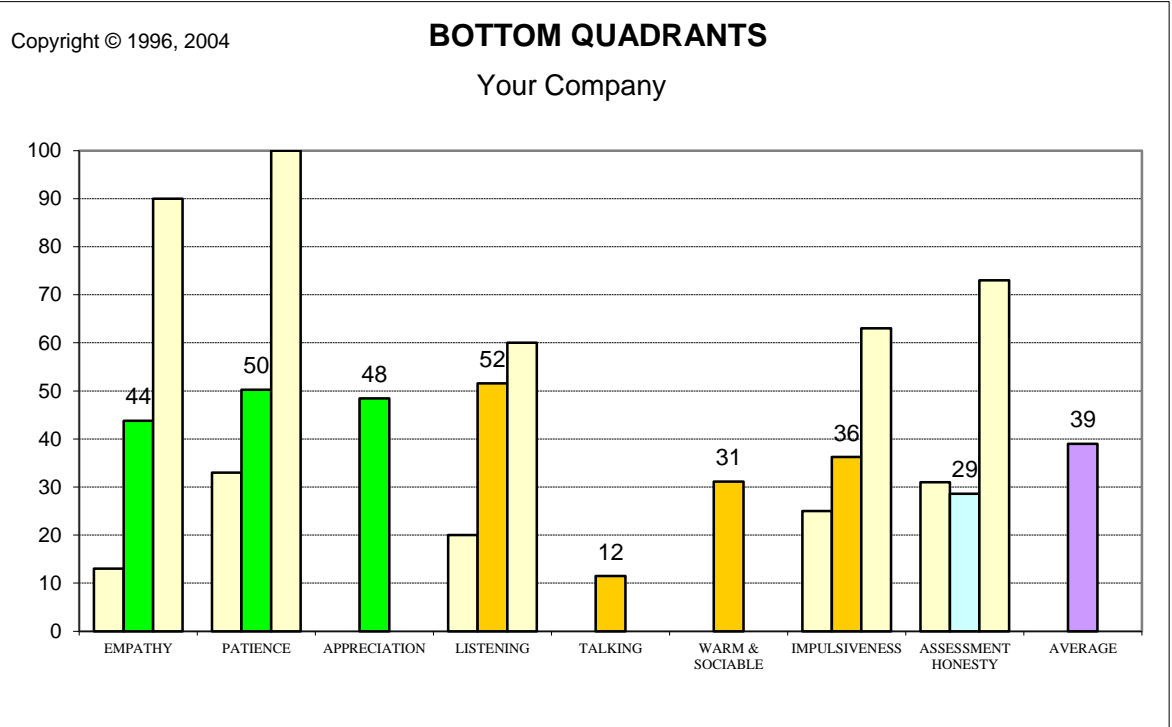
[Confront Paperwork](#)

[Assertiveness](#)

[Confront People](#)

[Self Esteem](#)

[Average](#)



[Empathy](#)

[Patience](#)

[Appreciation](#)

[Listening](#)

[Talking](#)

[Warm & Sociable](#)

[Impulsiveness](#)

[Assessment Honesty](#)

[Average](#)

Overall

Results for:

Good HR Generalist

7/10/2013

CAUTION: The results of these tests 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:

The questions were answered consistently.

ATTITUDE:

From a borderline (5) to an OK (6.0) level of attitude.

Others who answered the questions in the same way ended up with the following results:

This assessment and the competency attitude questions indicate a 60% chance of a good attitude.

COMPETENCY:

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

THE BEHAVIORAL TYPE:

AN ANALYZER/LOGICAL.

POSITIONS MOST SUITED FOR:

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

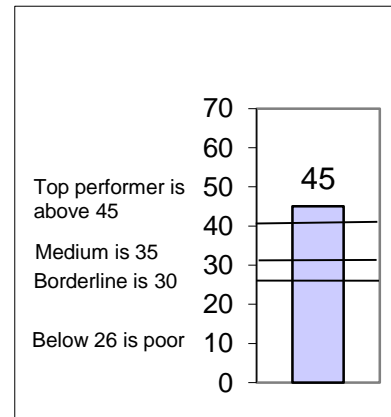
Administrative Assisstant.

OVERALL RECOMMENDATION

Too much spread on Attitude for a reliable reading.

Overall Recommendation

45



CRITICAL: This applicant has a balanced view of other's faults.
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 truthful.

UNSUPPORT: This applicant may have difficulty supporting leadership or may want to follow his or her own agenda but it is unlikely to cause attitude problems.

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. He or she may tend to be interested in being methodical, organized, thorough, exact, structured and tend to pay attention to details. Believes in following rules more than feelings. See page 87 and 90 of the Assessment Manual for a more expanded description. S/he has the traits for doing methodical and detail type activities such as technical work.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person would rather organize and systemize for more efficient production than push for immediate results. This person would rather focus on being exact and paying attention to details. He or she would rather not lead or push others for results.

This person would rather do methodical and detail work than take on a leadership role.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

This person may not enjoy talking to others and may avoid it if s/he can get away with it.
 He or she may be more afraid of making mistakes and less afraid of experiencing a loss of image.
 This person may be more serious about work than doing fun activities at work.
 This person may have interest in serving work such as customer service.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

Supporting and showing compassion may be more important than pushing others for results.
 He or she wants the facts and figures regardless of how fashionable it is. Accuracy may be more important than being fashionable.
 S/he has the traits for doing methodical and detail type work such as technical, admin or accounting.

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. EVERY QUADRANT HAS ITS PROS AND CONS--MATCHING THE JOB TO RIGHT QUADRANT IS THE KEY.