

WIMBUSH-SL**INSURANCE BROKER**

Results for: **Good Insurance Broker**
Client Company: Your Company
Contact Person: Fletcher Wimbush
Position: Insurance Broker

Date: 2/15/2013

ACCURACY OF RESULTS:

Due to some exaggeration and inconsistent answers.

Borderline**PERSONALITY FOR POSITION:**

This person has the ideal personality quadrant for this position.

Ideal**COMPETENCY:**

General competency looks very good.

Sales Ability result for Managing Fear is acceptable, but Hunter and Assertive are weak and may be areas of concern.

Very Good**ATTITUDE:**

The sentence below describes what could happen when someone answers the questions like this person did.
6.5 Attitude Level. There is an 85% chance of a good or very good attitude based on how this person filled in the assessment but a 15% chance of a poor or borderline attitude.

Blame is high and may be a concern.

Because the Ability to Apply is high, this has indicated in almost all cases that the person is a hard worker.

If s/he is a job hopper, too critical of supervisors or has poor reasons for leaving jobs, reduce %s for attitude.

Good**LANGUAGE MASTERY:**

The word test indicates an above average ability to read.

Good**THE BEHAVIORAL TYPE:**

This person has Controller/Assertive behavior. S/he will tend to be interested in managing or persuading others, leading people and getting things done. This person will be results oriented. This person will speak up and state his or her opinions and will want to win at whatever he or she takes on.

This person would rather work in sales management or leadership roles managing other leaders.

POSITIONS MOST SUITED FOR:

Persuasive Salesperson willing to cold call, Telemarketer.

% CHANCE OF A GOOD HIRE:

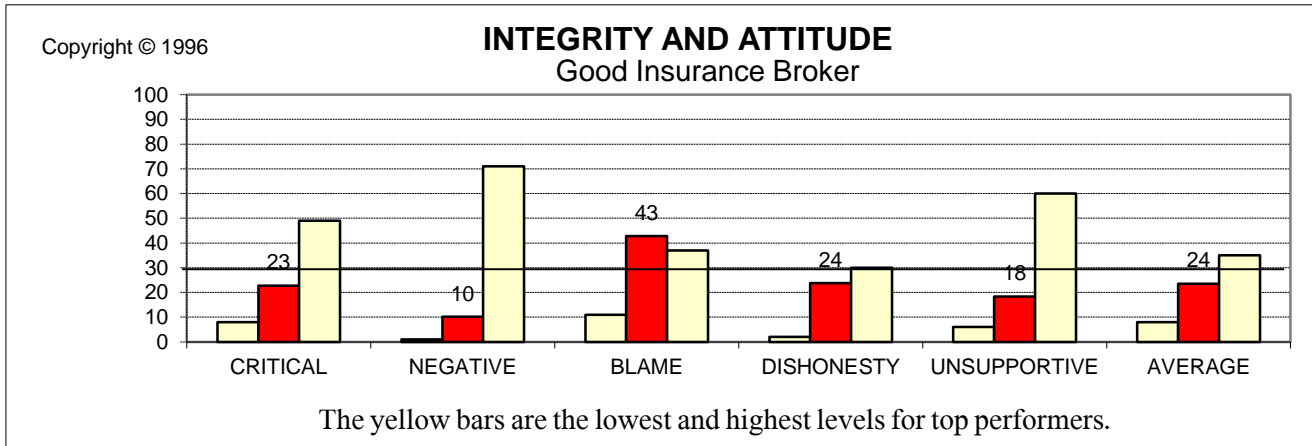
Based on the Ability test results and four categories above.

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

Even though the reliability of the way this assessment was filled in is weak, I would still risk

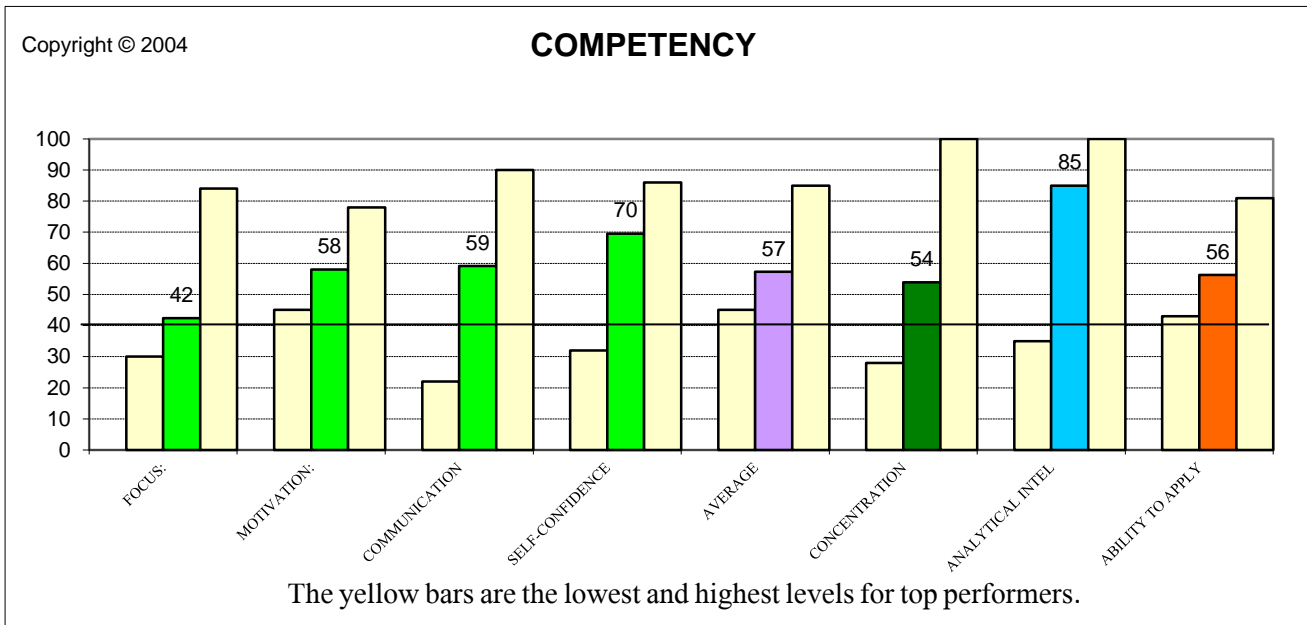
hiring this person if interviews etc. also look good.

79



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 Confidence](#) [Average](#) [Concentration](#) [Analytical Intelligence](#) [Ability to Apply](#)

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

Results for: **Good Insurance Broker**

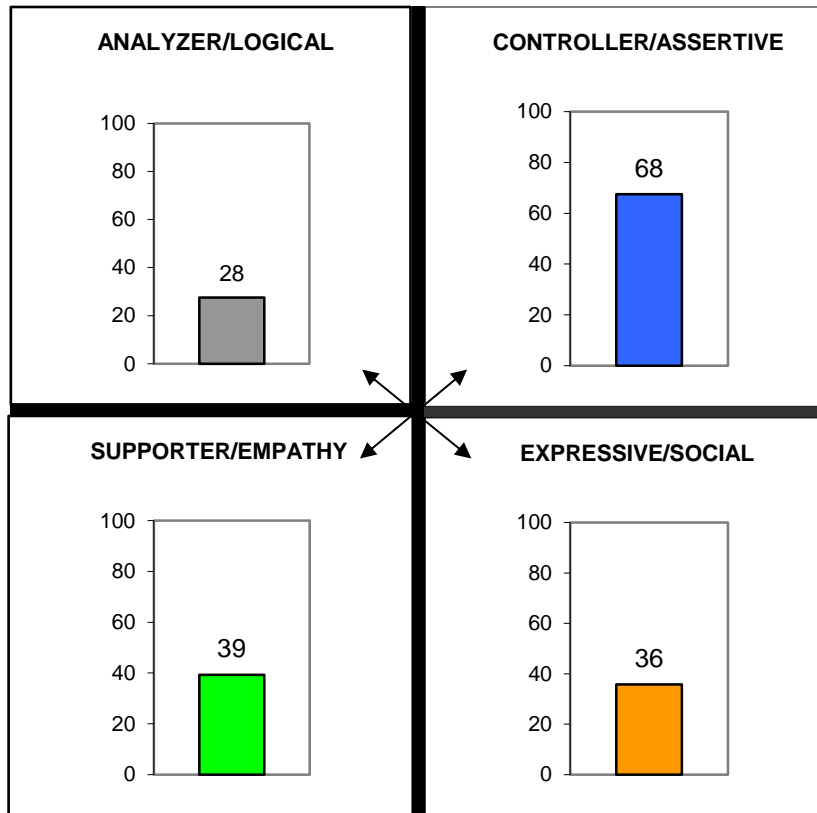
Date: 2/15/2013

THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:
A CONTROLLER/ASSERTIVE.

Benchmark:

A Hunter should ideally be a Controller/Assertive or a mix with Analyzer/Logical or a mix with Expressive/Social and are successful Supporter/Empathy 10% of the time with strong Hunter traits.

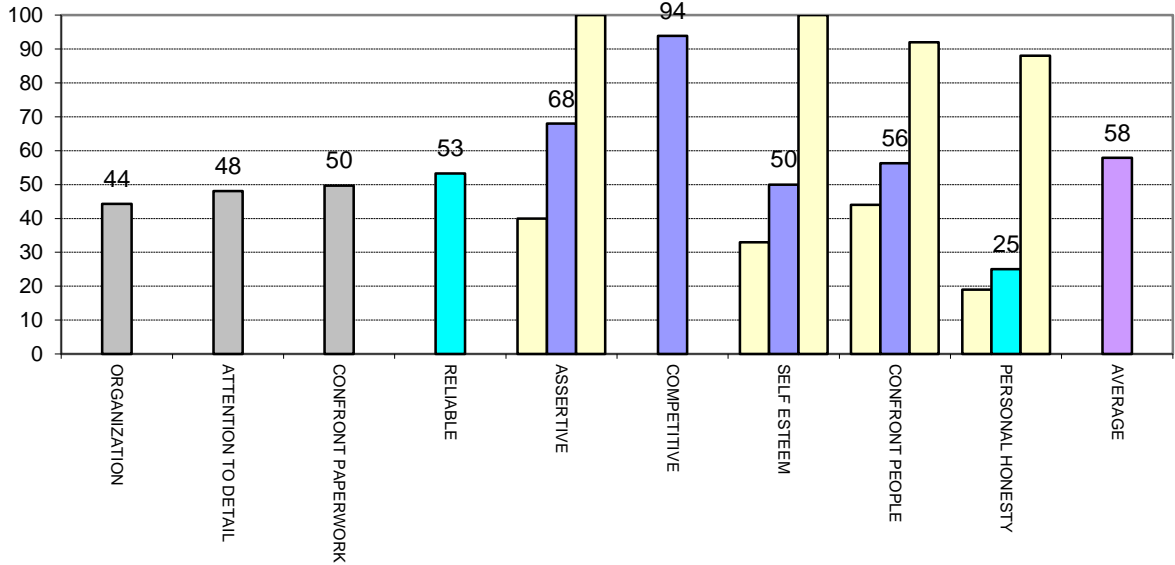


The dominant quadrant is determined by the most diagonal difference.

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TOP QUADRANTS

Good Insurance Broker

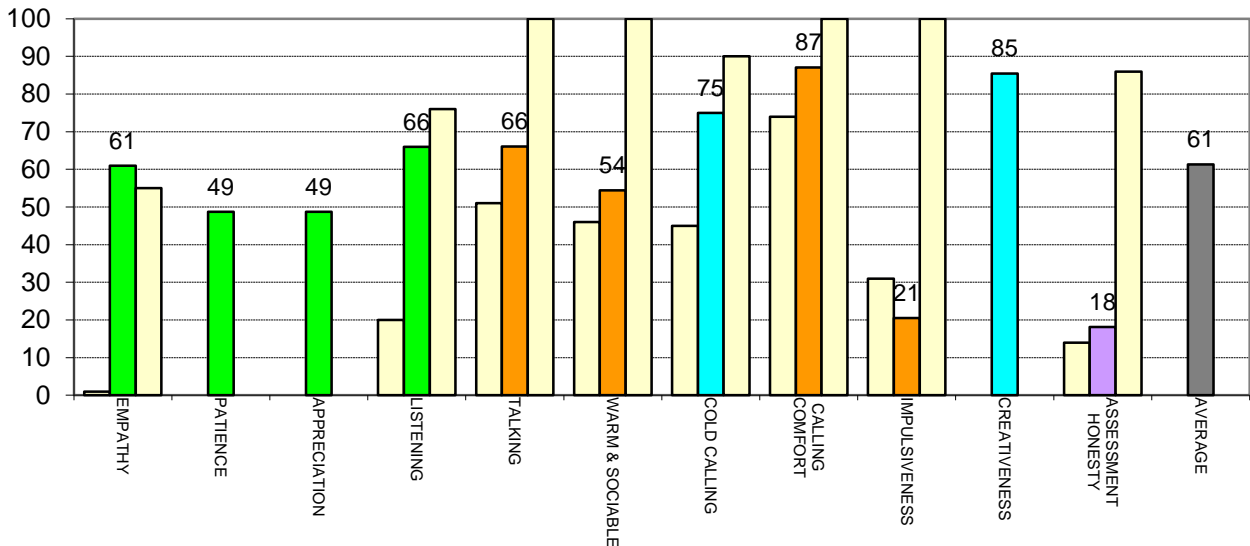


The yellow bars are the lowest and highest levels for top performers.

[Organization](#) [Confront Paperwork](#) [Assertive](#) [Self Esteem](#) [Personal Honesty](#)
[Attention to Detail](#) [Reliable](#) [Competitive](#) [Confront People](#) [Average](#)

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BOTTOM QUADRANTS



The yellow bars are the lowest and highest levels for top performers.

[Empathy](#) [Appreciation](#) [Talking](#) [Cold Calling](#) [Impulsiveness](#) [Assessment Honesty](#)
[Patience](#) [Listening](#) [Warm & Sociable](#) [Calling Comfort](#) [Creativeness](#) [Average](#)

OverallResults for: **Good Insurance Broker**

Date: 2/15/2013

CAUTION: The results of these assessments 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:

This person answered the questions well enough for a good result.

ATTITUDE:

From a borderline (5.5) to a very good (7.5) level attitude.

COMPETENCY:

From a good (6.5) level to a very good (7.5) level of competence.

BEHAVIORAL TYPE:

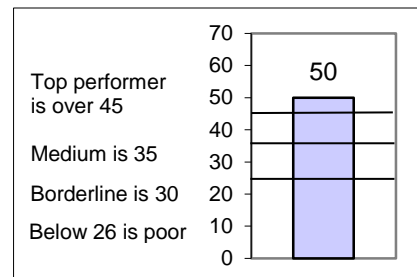
A CONTROLLER/ASSERTIVE.

POSITIONS MOST SUITED FOR:

Persuasive Salesperson willing to cold call, Telemarketer.

OVERALL RECOMMENDATION**Overall Recommendation.****50**

Too much range on Attitude for a reliable read.



INTEGRITY AND ATTITUDE

- CRITICAL: This applicant is aware of other's faults, but unlikely to be an attitude problem.
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 will support leadership.
- 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

S/he will be more interested in overviews than detail descriptions. S/he may feel more comfortable being focused on immediate results than wanting to double check things, being thorough, being exact or being structured. See page 87 and 90 of the assessment manual.

This person would rather manage, supervise or lead people and get things done rapidly.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person has Controller/Assertive behavior. S/he will tend to be interested in managing or persuading others, leading people and getting things done. This person will be results oriented. This person will speak up and state his or her opinions and will want to win at whatever he or she takes on.

This person would rather work in sales management or leadership roles managing other leaders.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

S/he is less interested in building relationships than getting immediate results. S/he is more interested in managing or persuading others and getting things done than having fun. His or her greatest fear is losing control or failing to achieve goals. This person indicated a good degree of comfort in making cold sales calls which shows strength as a prospector for new business along with a willingness to close sales.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

S/he is less concerned for the welfare of others than in managing or persuading people or getting rapid results. S/he is more concerned over failures to reach goals than fears of confrontations. Pleasing others or building relationships is less important than getting things done rapidly.

This person would rather NOT work in a people pleasing or care giving role.

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