

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good Mid-Level Management**

Date: 10/2/2013

Contact Person Fletcher Wimbush

Position: Mid-Level Manager

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

Excellent with People but OK Logic.

My comments will be included in the Aptitude test results.

Minutes to do the test:

38

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

Position Benchmarks: Mid-Level Management

DEFINITION:

A MID-LEVEL MANAGER is a type of manager who oversees Supervisors to ensure that they are performing up to corporate standards.

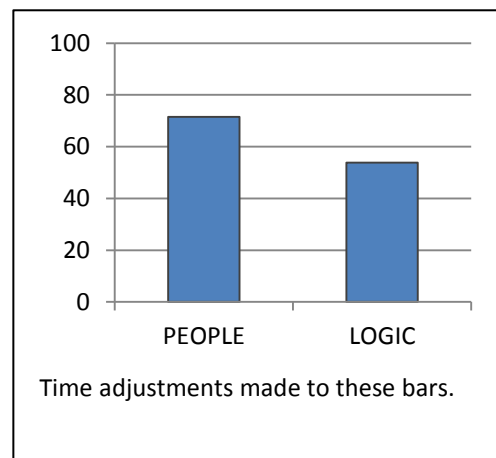
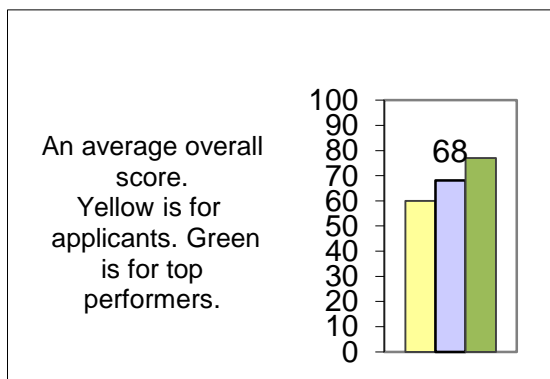
TESTING PROFILE:

An EXECUTIVE should be strong in Dealing with People, Managing Fear, Initiative and Communication traits as well as strong in the Logic traits.

Honesty: **100**

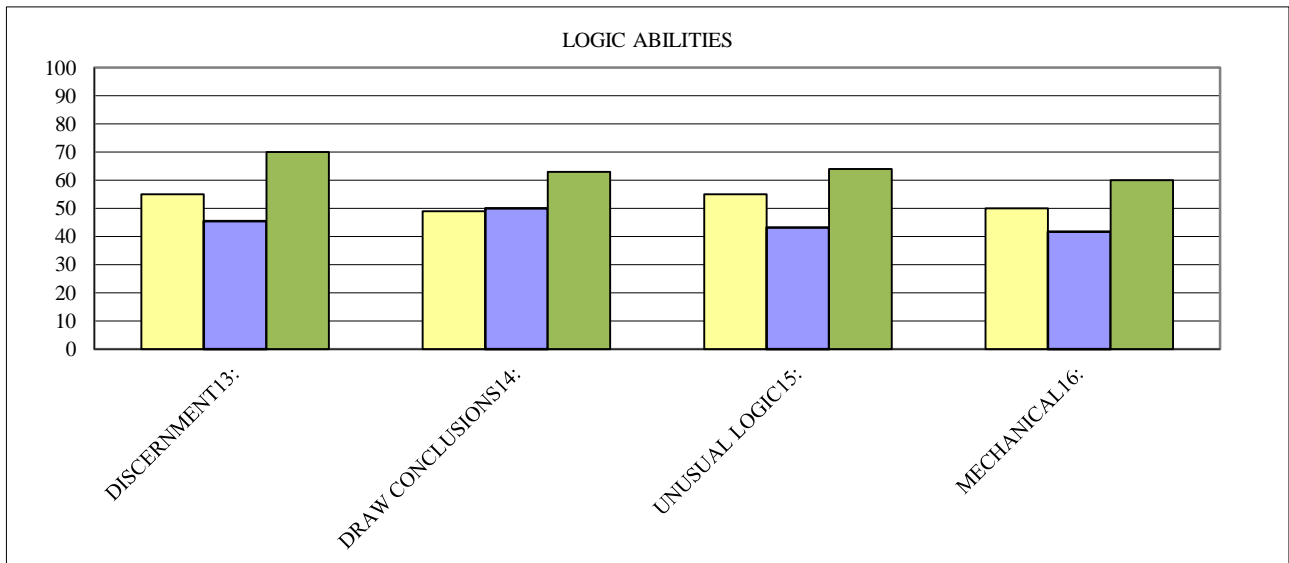
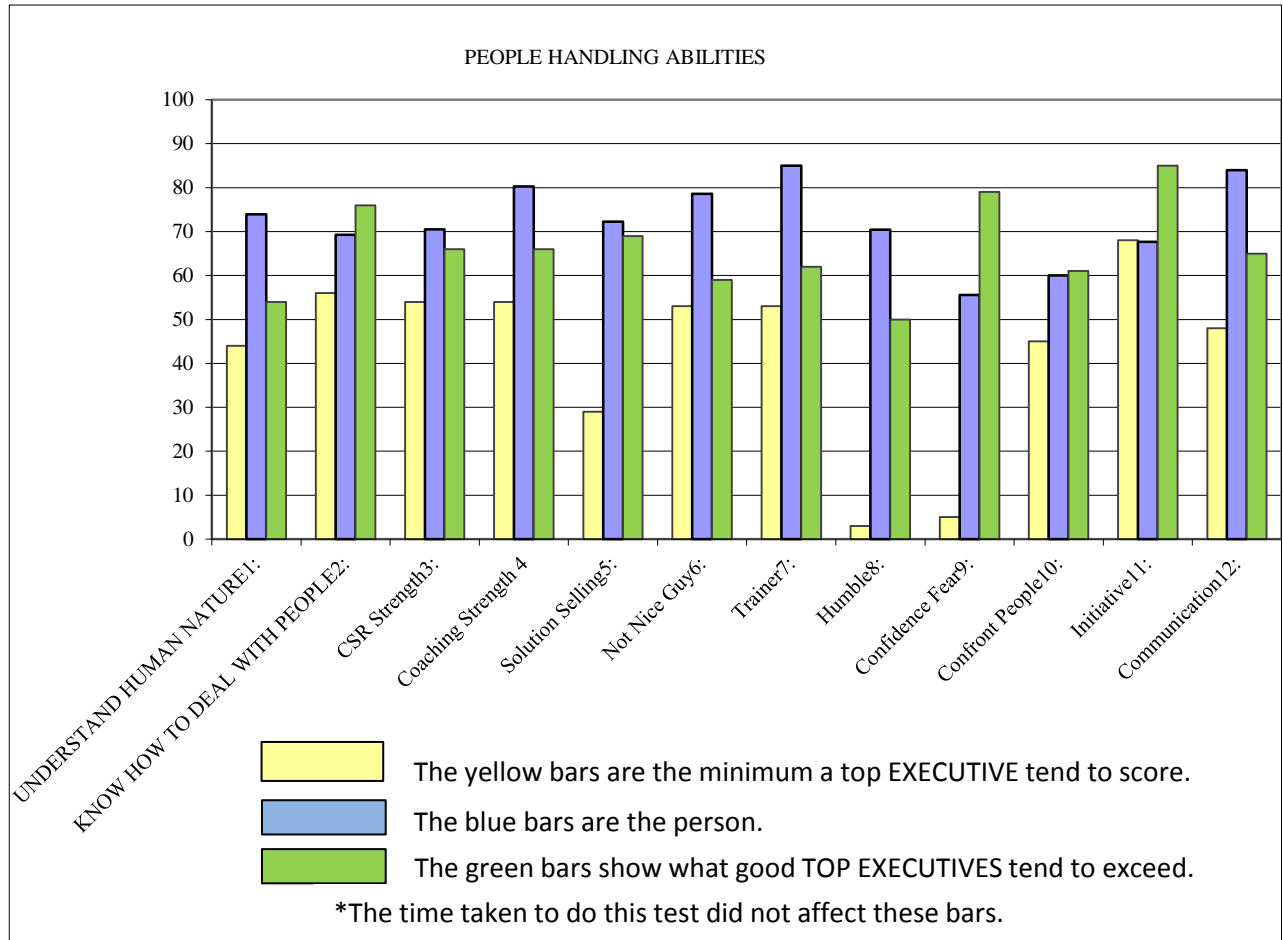
Attitude: **63**

IC ABILITY CHARTS



PEOPLE and LOGIC Percentage with time adjustments: **68**

PEOPLE AND LOGIC CHARTS



IC ABILITY People Traits and Descriptions

PEOPLE PERSON/LOGICAL PERSON BALANCE:

This person is better suited to people handling positions than doing 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 very good.

CSR (CUSTOMER SERVICE REPRESENTATIVE) STRENGTH:

An excellent savvy of being CSR humble and CSR communication but borderline CSR listening.

COACHING STRENGTH:

A good savvy of a realistic approach but excellent coaching motivation and coach listening.

SUB COACHING-A realistic approach.

An excellent understanding of interactive coaching and reading people signs.

SOLUTION SELLING:

A good understanding of speaking up, excellent questioning but very poor sol. sell. listening.

NOT A NICE GUY:

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

TRAINER:

An excellent understanding of observing comprehension but OK interactive training savvy.

HUMBLE:

This person is modest, willing to admit mistakes and has a good idea of one's limitations.

CONFIDENCE FEAR:

This person has a very poor understanding how fear can affect personal confidence.

CONFRONT PEOPLE:

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

INITIATIVE:

This person believes in using initiative.

COMMUNICATION:

This person has an excellent idea of what it takes to efficiently get an idea over to another.

IC ABILITY Logic Traits and Descriptions

DISCERNMENT:

This person is borderline 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 a poor 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.