

Results for: **Good Mid-Level Management** Date: 10/2/2013
Client Company: Your Company
Contact Person: Fletcher Wimbush
Position: Mid-Level Management

ACCURACY OF RESULTS:**Good**

Due to honestly answering the questions.

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

PERSONALITY FOR POSITION:**Borderline**

This person has a borderline personality quadrant for this position.

See Ideal Quadrant description above the Quadrant bars for why it is not ideal.

COMPETENCY:**Good**

IC Ability results for Discernment and Unusual Logic are weak and may be areas of concern.

ATTITUDE:**Excellent**

The sentence below describes what could happen when someone answers the questions like this person did. 8 Attitude Level. Clients tell me the employee applicants who filled in the assessment like this one almost always have a great attitude and only 3% of client reported any borderline or poor attitudes.

LANGUAGE MASTERY:**Good**

The word test indicates an above average ability to read.

THE BEHAVIORAL TYPE:

This person has Analyzer/Logical behavior. S/he will tend to be interested in being methodical, organized, thorough, exact and tend to pay attention to details. S/he has an unusually high creative trait for this quadrant. See page 87 and 90 of the Assessment Manual for a more expanded description. S/he has the traits for doing creative, methodical and detail type activities such as technical work.

POSITIONS MOST SUITED FOR:

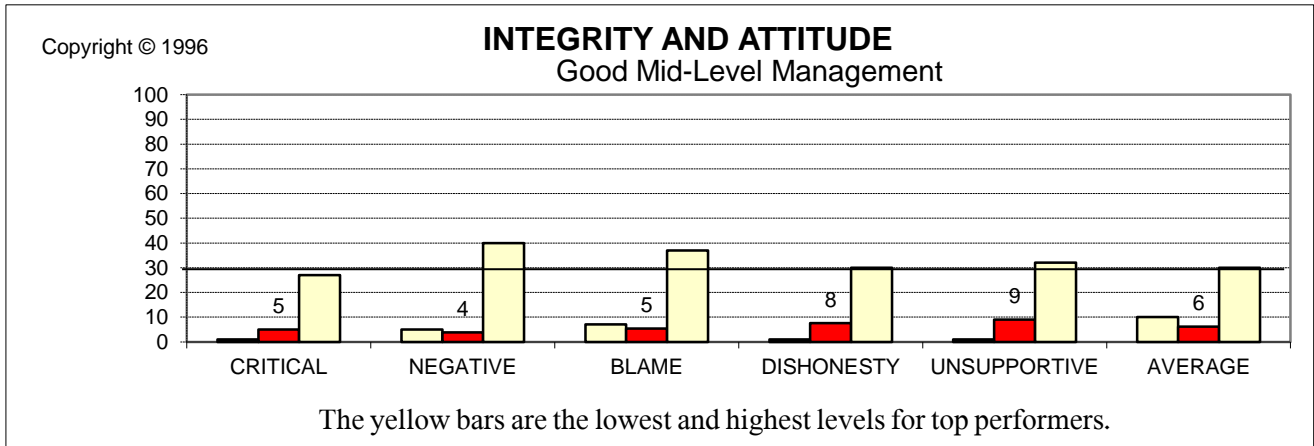
Engineer, Estimator, Technician, Possible Accounts Person, Vehicle Driver.
Or similar to the above.

% CHANCE OF A GOOD HIRE:**80**

Based on the Ability test results and four categories above.

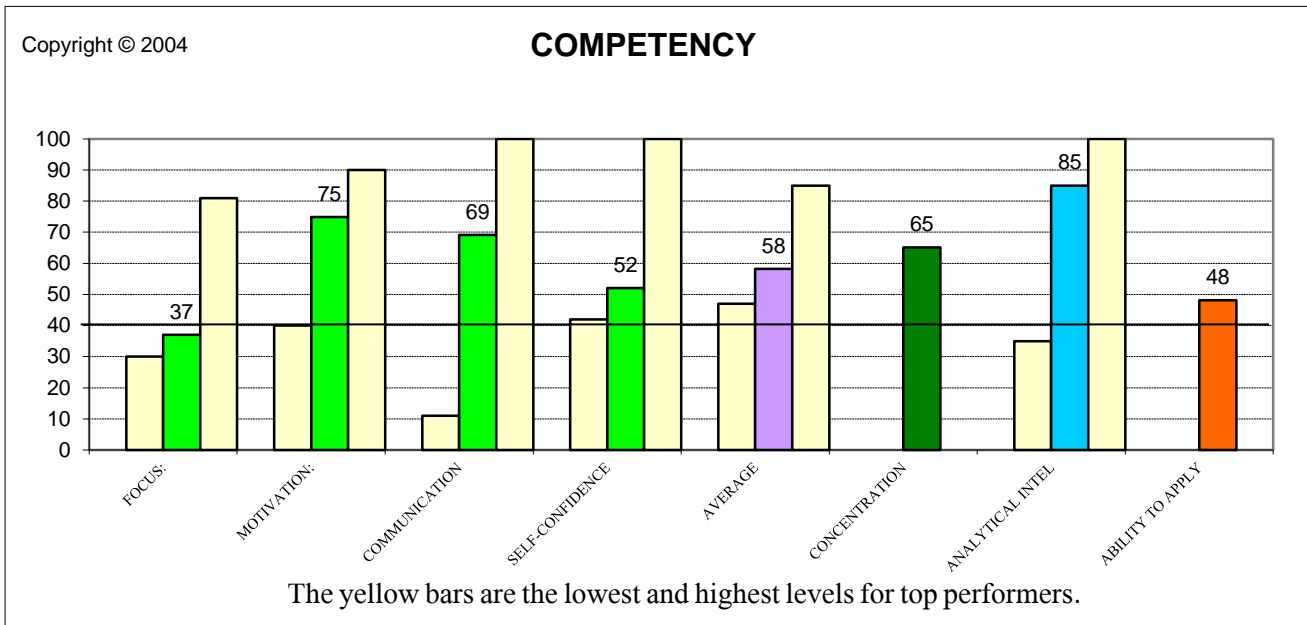
(This % is based on the assumption the person has the right experience, training and interest for this position.)

Even though this person has a borderline personality, I may risk hiring this person if interviews, etc. look good and if Discernment and Unusual Logic are looked into.



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 Mid-Level Management**

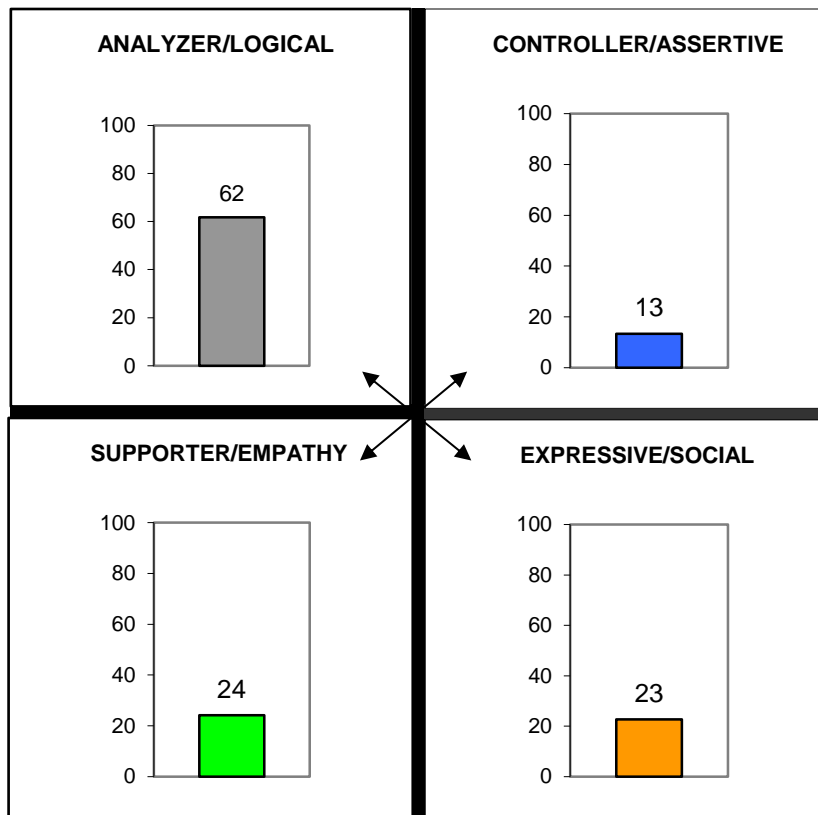
Date: 10/2/2013

THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:
AN ANALYZER/LOGICAL.

Benchmark:

A Mid-Level Manager should be an Analyzer/Logical leaning towards a Controller/Assertive, or a Controller/Assertive leaning towards an Expressive/Social.

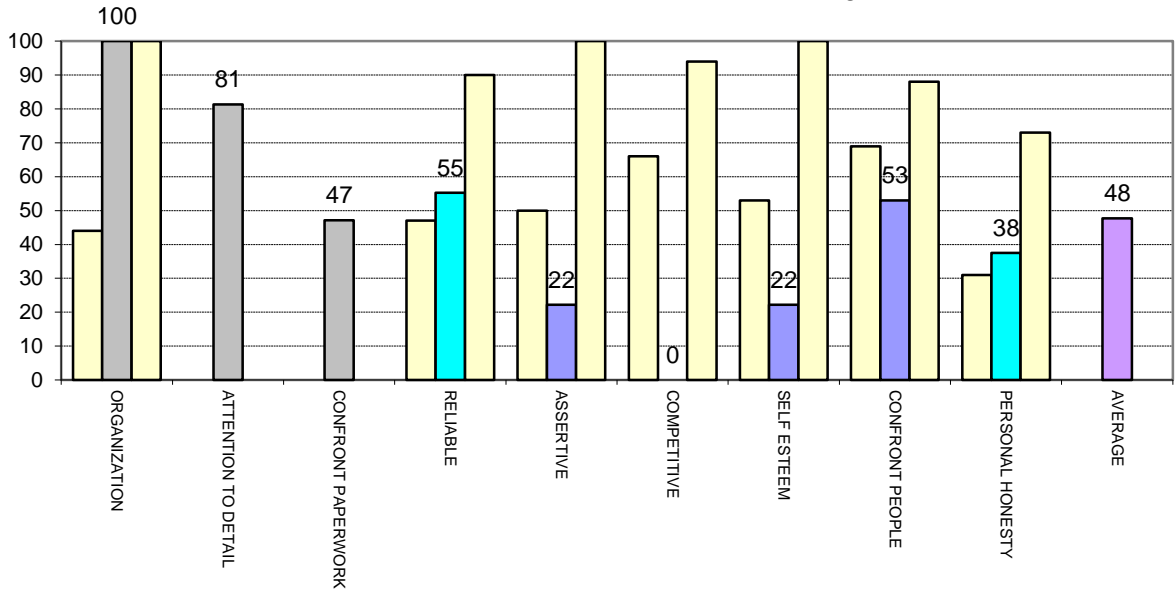


The dominant quadrant is determined by the most diagonal difference.

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TOP QUADRANTS

Good Mid-Level Management

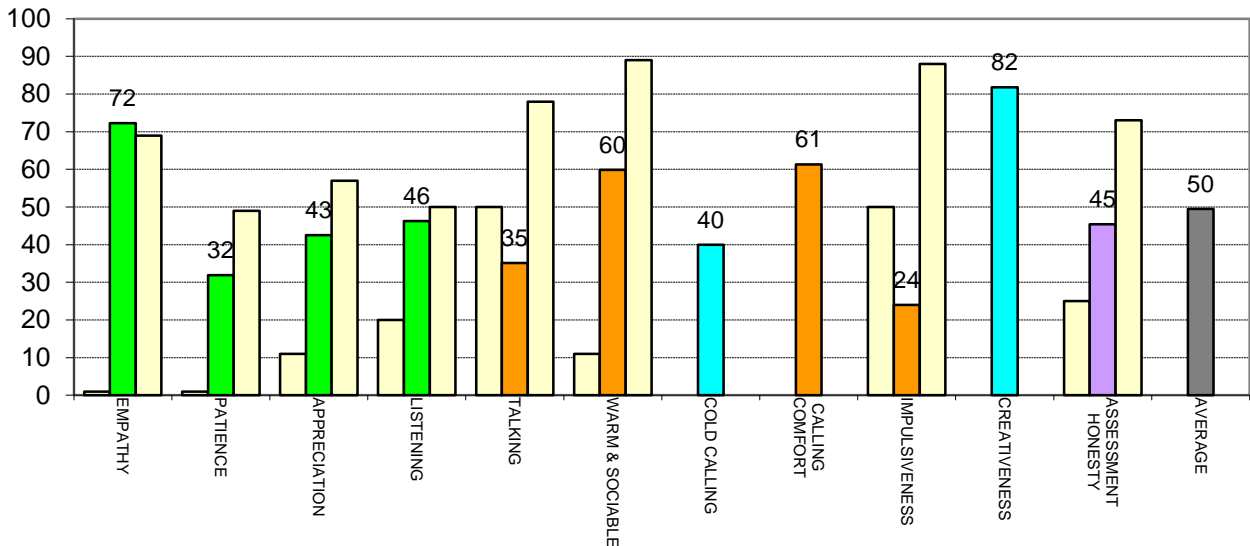


The yellow bars are the lowest and highest levels for top performers.

[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](#)

Overall

Results for: **Good Mid-Level Management**

Date: 10/2/2013

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 must have read and answered the questions very thoroughly.

ATTITUDE:

From a very good (7.5) to an excellent (8) highest level attitude.

COMPETENCY:

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

BEHAVIORAL TYPE:

AN ANALYZER/LOGICAL.

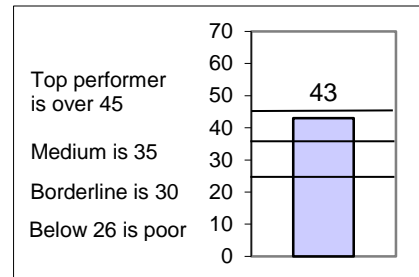
POSITIONS MOST SUITED FOR:

Engineer, Estimator, Technician, Possible Accounts Person, Vehicle Driver.
Or similar to the above.

OVERALL RECOMMENDATION

As an Executive:

43



INTEGRITY AND ATTITUDE

CRITICAL: This applicant has a balanced view of other's faults.
NEGATIVE: This applicant has a mostly positive outlook on life.
BLAME: This applicant tends to take responsibility for his or her mistakes.

DISHONEST: This applicant is likely to be very honest.
UNSUPPORT: This applicant will be very supportive of leadership.

AVERAGE: This person's attitude is highly likely to be good.

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. S/he will tend to be interested in being methodical, organized, thorough, exact and tend to pay attention to details. S/he has an unusually high creative trait for this quadrant. See page 87 and 90 of the Assessment Manual for a more expanded description. S/he has the traits for doing creative, 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 will more interested in how things are orderly progressing than the overall result. He or she is interested in being methodical, organizing things, being thorough, being pleasing and serving others.

He or she will fear making mistakes and to some degree confrontation.

This person may be able to do serving work such as customer service.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

Supporting and showing compassion will be more important than pushing others for results.

He or she wants the facts and figures regardless of how fashionable it is. Accuracy is more important than being fashionable.

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