

Results for: **Good Project Manager** Date: 2/5/2013  
Company Name: Your Company  
Contact Person: Fletcher Wimbush  
Position: PROJECT MANAGER

**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 THIS POSITION:**

Good

This person has a Good personality quadrant for this position but not ideal.

Not ideal because Supporter/Empathy is stronger than Controller/Assertive.

**COMPETENCY:**

Good

Emotional competency looks poor but analytical competency looks good.

IC Ability results for Know how to Deal with People and Overall Logic are strong, but there is a concern that results for Not Nice and Confront People are weak.

**ATTITUDE:**

Good

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.

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

**LANGUAGE MASTERY**

Good

The word test indicates an above average ability to read.

**THE BEHAVIORAL TYPE:**

This person has Analyzer/Logical and Supporter/Empathy behavior. He or she may tend to be interested in the pros and cons of decisions, being prepared, being accurate and working toward consensus on issues.

This person likes supporting others administratively.

This person has the traits for doing number and detail type work such as estimating or accounting.

**POSITIONS MOST SUITED FOR:**

Technician, Accounts Person, Vehicle Driver.

Or similar to the above.

**% CHANCE OF A GOOD HIRE**

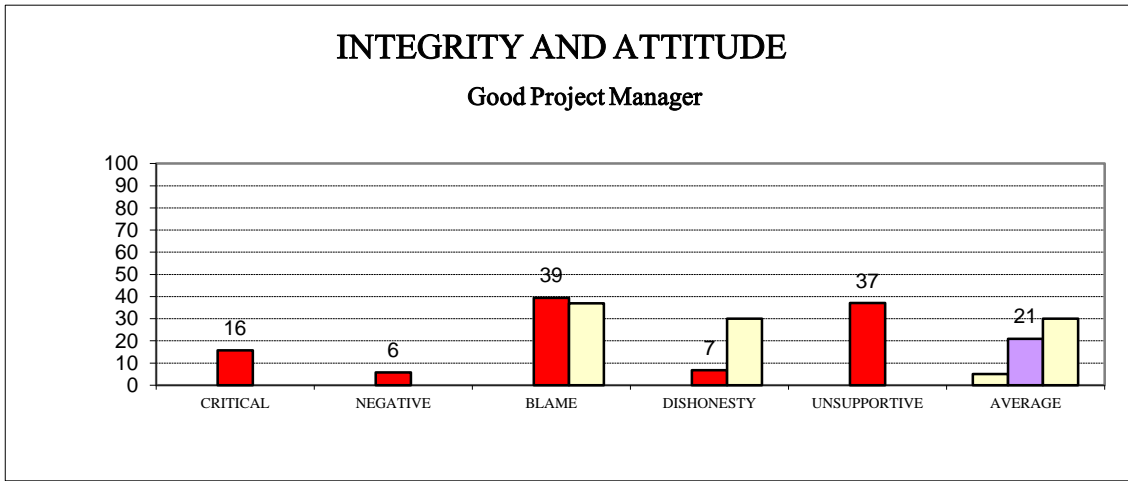
83

Based on the Ability test results and four categories above.

The word test indicates an above average ability to read.

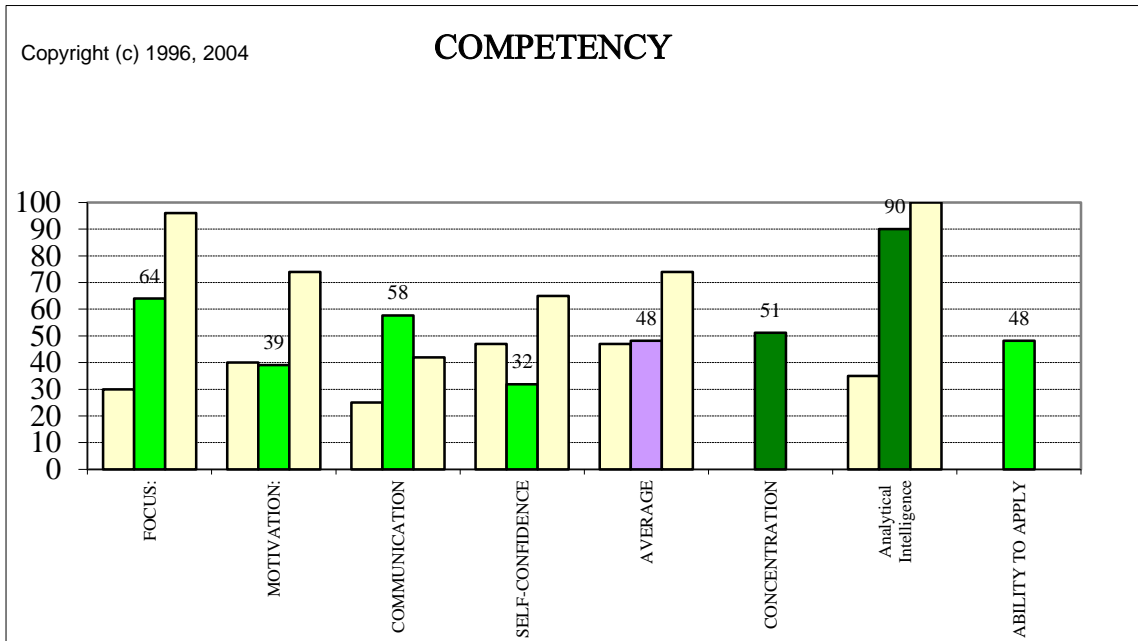
(This % is based on the assumption the person has the right experience, training and interest for this position.)

I would risk hiring this person if interviews, resume and reference checks also look good.



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.

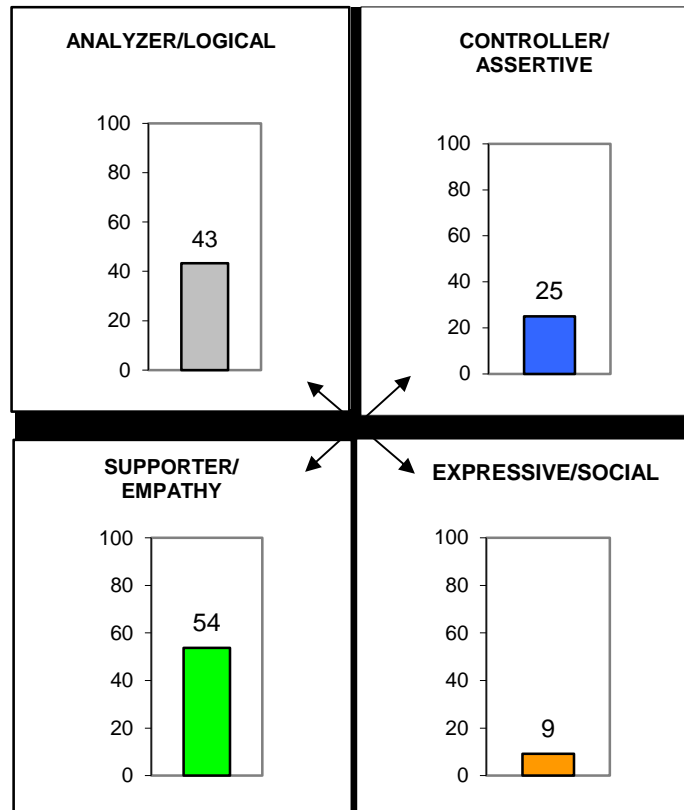
If the person is an existing employee, ask to be remarked free of charge as such.

## THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:

**AN ANALYZER/LOGICAL AND SUPPORTER/EMPATHY**

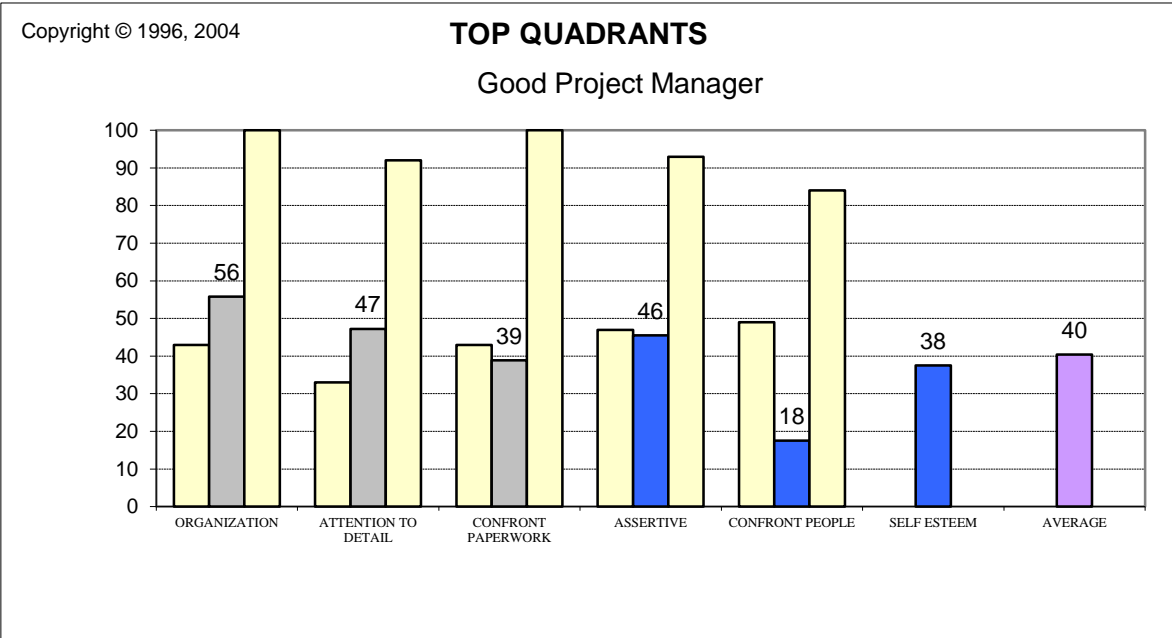
Benchmark: A Project Manager can be an Analyzer/Logical, a Controller/Assertive or in between. Or both a Controller/Assertive and an Expressive/Social able to do detail.



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

SL OK. Unknown % chance:

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

[Organization](#)

[Confront Paperwork](#)

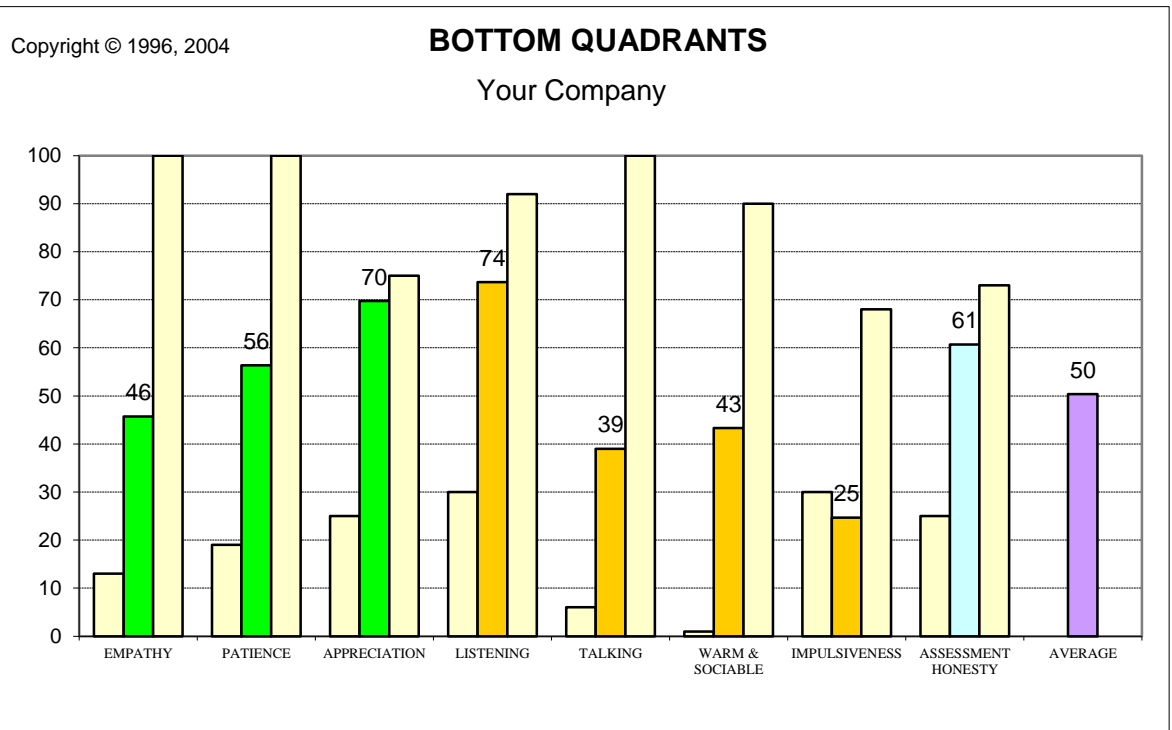
[Confront People](#)

[Average](#)

[Attention to Detail](#)

[Assertiveness](#)

[Self Esteem](#)



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

[Empathy](#)

[Appreciation](#)

[Talking](#)

[Impulsiveness](#)

[Average](#)

[Patience](#)

[Listening](#)

[Warm & Sociable](#)

[Assessment Honesty](#)

**Overall**

**Results for:**

**Good Project Manager**

2/5/2013

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:**

Answered the questions inconsistently, and answered over 80 as in-between answers.

**ATTITUDE:**

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

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

Attitude based on history: 11% of being poor, 4% borderline, 74% good, 11% very good.

**COMPETENCY:**

**From an OK (6) level to a very good (7) level of competence.**

**THE BEHAVIORAL TYPE:**

AN ANALYZER/LOGICAL AND SUPPORTER/EMPATHY

**POSITIONS MOST SUITED FOR:**

Technician, Accounts Person, Vehicle Driver.

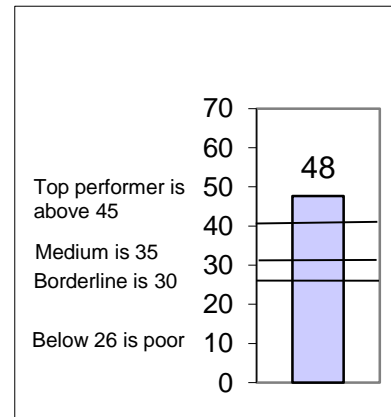
Or similar to the above.

**OVERALL RECOMMENDATION**

Too much spread on Attitude for a reliable reading.

Overall Recommendation

**48**



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 very honest.

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 very 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 and Supporter/Empathy behavior. He or she focuses on organizing things, systemizing things, being thorough, paying attention to details, pleasing others, caring for others and supporting others. See page 88 and 90 of the assessment manual for more explanation.  
S/he has the ideal traits for a technician, estimator, engineer or customer service rep.

#### CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person may have little desire to control or persuade others. Also, producing immediate results, winning and speaking up may NOT be important.  
S/he may have some fear about making mistakes and confronting others.  
This person may do poorly at persuasive sales or cold calling.

#### 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 be more interested in doing methodical and serving work such as technical or administration.

#### SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

This person has Analyzer/Logical and Supporter/Empathy behavior. He or she may tend to be interested in the pros and cons of decisions, being prepared, being accurate and working toward consensus on issues.  
This person likes supporting others administratively.  
This person has the traits for doing number and detail type work such as estimating 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.