The Hire Talent
A Talent Assessment Company

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good Receptionist**   Date: 6/18/2013

Contact Person   Fletcher Wimbush

Position: RECEPTIONIST/APPOINTMENT SETTER

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

Good with People and Borderline Logic.

My comments will be included in the Aptitude test results.

Minutes to do the test:

47

Because it took between 45 and 54 minutes, the overall results were reduced by 8%.

Position Benchmarks: RECEPTIONIST

DEFINITION:

RECEPTIONIST: The person needs to have the ability to receive people well both in person or over the phone. Some receptionists are also required to do administrative work.

TESTING PROFILE:

Most receptionists score in the mid 40s for the overall score, OK CSR and Humble traits and a good one can be overly Nice with low logic and low mechanical traits.
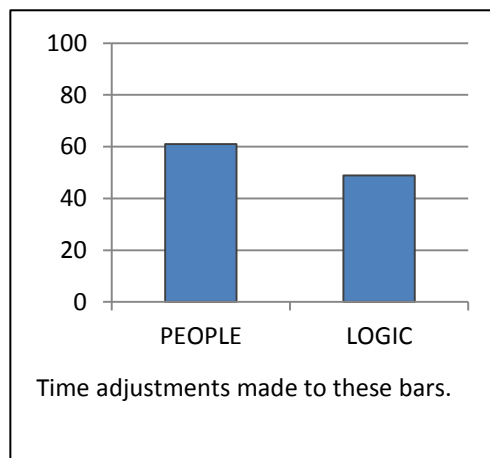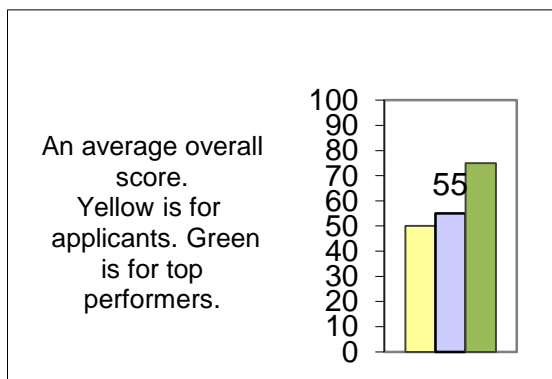
Honesty: **100**   Most receptionists score poorly on honesty because they are continuously
Attitude: 3   asked to lie (he's in a meeting).
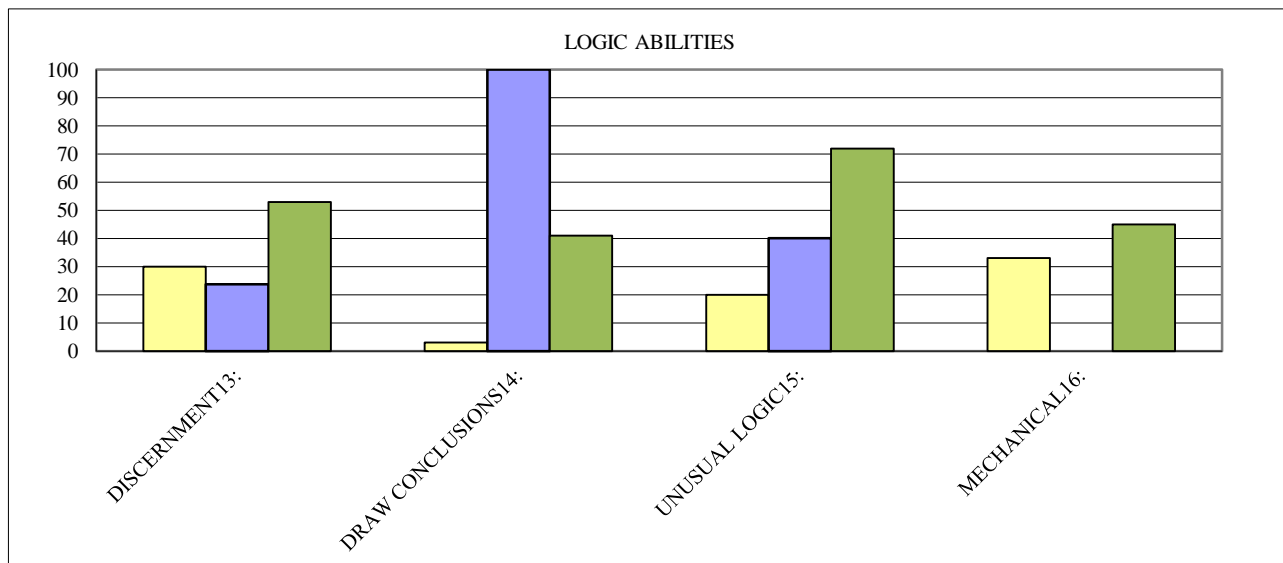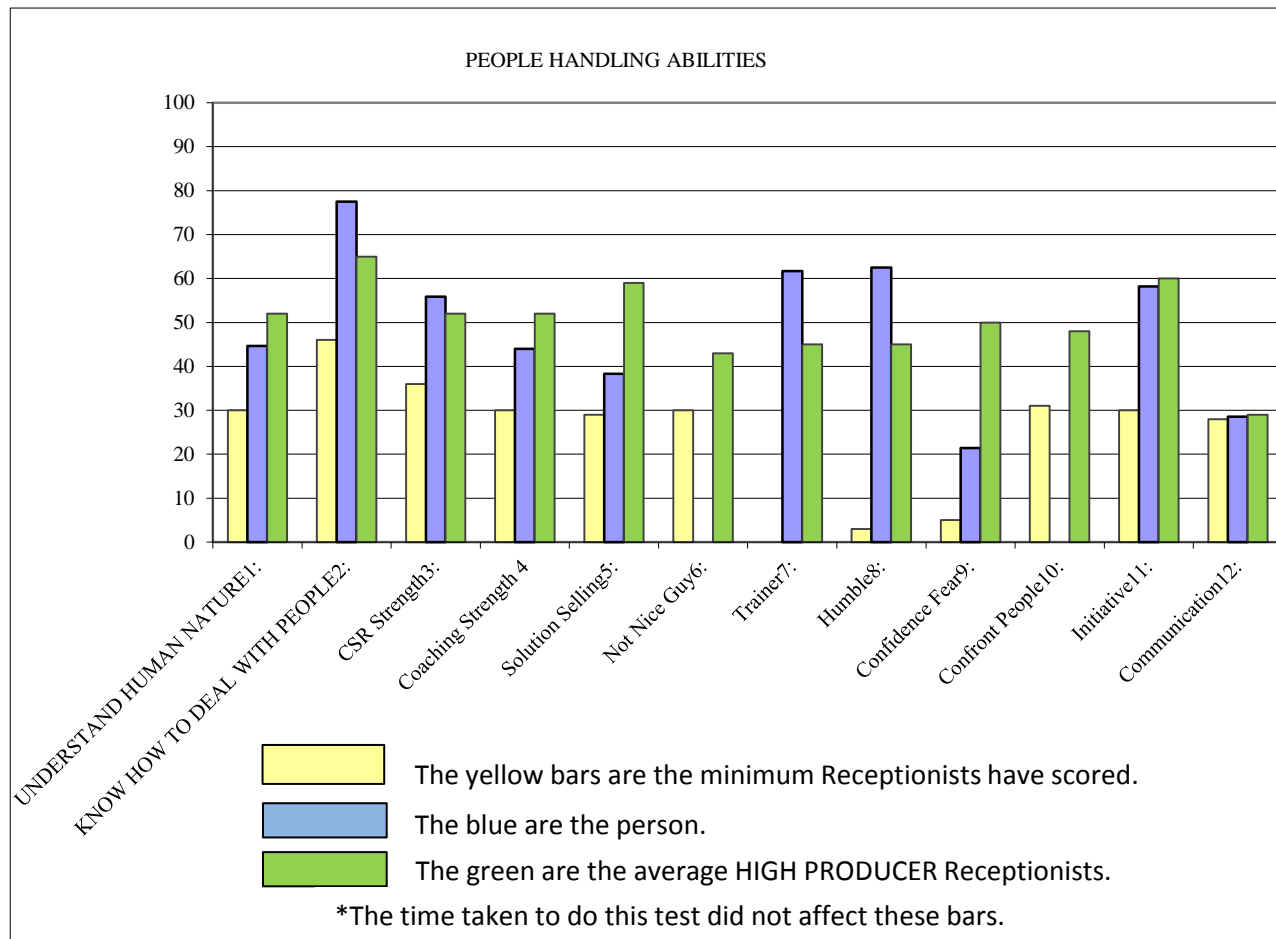
IC ABILITY CHARTS

An average overall score.
Yellow is for applicants. Green is for top performers.

55

PEOPLE   LOGIC

Time adjustments made to these bars.

PEOPLE and LOGIC Percentage with time adjustments: **55**

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PEOPLE AND LOGIC CHARTS

PEOPLE HANDLING ABILITIES

Categories (left to right):
UNDERSTAND HUMAN NATURE1:, KNOW HOW TO DEAL WITH PEOPLE2:, CSR Strength3:, Coaching Strength 4, Solution Selling5:, Not Nice Guy6:, Trainer7:, Humble8:, Confidence Fear9:, Confront People10:, Initiative11:, Communication12:

The yellow bars are the minimum Receptionists have scored.

The blue are the person.

The green are the average HIGH PRODUCER Receptionists.

*The time taken to do this test did not affect these bars.

LOGIC ABILITIES

Categories (left to right):
DISCERNMENT13:, DRAW CONCLUSIONS14:, UNUSUAL LOGIC15:, MECHANICAL16:

* TIME TAKEN TO DO THIS TEST DID AFFECT THESE BLUE BARS.

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:

Although understanding people is low, dealing with people makes up for it.

KNOWING HOW TO DEAL WITH PEOPLE:

Knowing how to deal with people in given situations is excellent.

CSR (CUSTOMER SERVICE REPRESENTATIVE) STRENGTH:

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

COACHING STRENGTH:

A borderline savvy of a realistic approach, excellent coach listening but very poor coaching motivation.

SUB COACHING-A realistic approach.

An excellent understanding of interactive coaching but very poor reading people signs.

SOLUTION SELLING:

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

NOT A NICE GUY:

A very poor understanding of not being nice about confronting people and confronting reality.

TRAINER:

An excellent understanding of the value of interactive training but borderline observing comprehension.

HUMBLE:

May be modest, open to learn new things, admit mistakes and has an OK 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 very poor understanding of the need to confront people at times.

INITIATIVE:

This person mostly believes in using initiative.

COMMUNICATION:

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

IC ABILITY Logic Traits and Descriptions

DISCERNMENT:

This person can't tell the subtle differences between one thing and a similar group of things.

DRAW CONCLUSIONS (Only 2 questions to this trait.):

This person is Excellent 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 very poor at being able to solve mechanical problems accurately.