

WIMBUSH-SL**RECRUITER**

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

Date: 5/28/2012

ACCURACY OF RESULTS:**OK****PERSONALITY FOR POSITION:****Ideal**

This person has the ideal personality quadrant for this position but not the attitude.

COMPETENCY:**Very Good**

General competency looks very good.

Sales Ability results for Relationship Sales and Listener are strong, but Questioner is weak and is a concern for this position.

ATTITUDE:**OK**

The sentence below describes what could happen when someone answers the questions like this person did. 5 Attitude Level. This and the competency questions indicate a borderline attitude.

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

Dishonesty is high and is a concern.

LANGUAGE MASTERY:**Good**

The word test indicates an above average ability to read.

THE BEHAVIORAL TYPE:

This person has both Analyzer/Logical and Controller/Assertive behavior. S/he will tend to be interested in being methodical, being thorough, being exact, paying attention to details, wanting to lead or manage others, and persuading. See page 87 and 90 of the Assessment Manual for a more expanded description. This person will be interested in managing methodical, technical and detail type work.

POSITIONS MOST SUITED FOR:

Non-Persuasive Salesperson (no cold calls).
Or similar to the above.

% CHANCE OF A GOOD HIRE:**67**

Based on the Ability test results and four categories above.

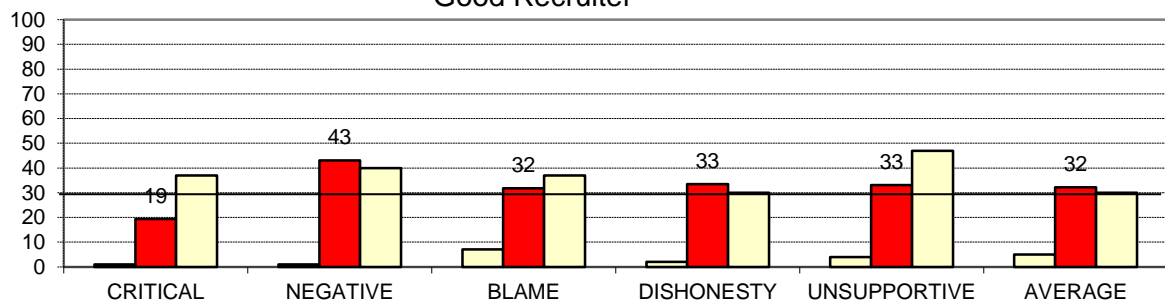
(This % is based on the assumption the person has the right experience, training and interest for this position.)

I would only risk hiring this person if nothing negative about attitude comes up in interviews, resume, reference checks and other tests.

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INTEGRITY AND ATTITUDE

Good Recruiter



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

The more below the 30 average the better the attitude. The higher above the 30 average the worse the attitude.

[Critical](#)

[Negative](#)

[Blame](#)

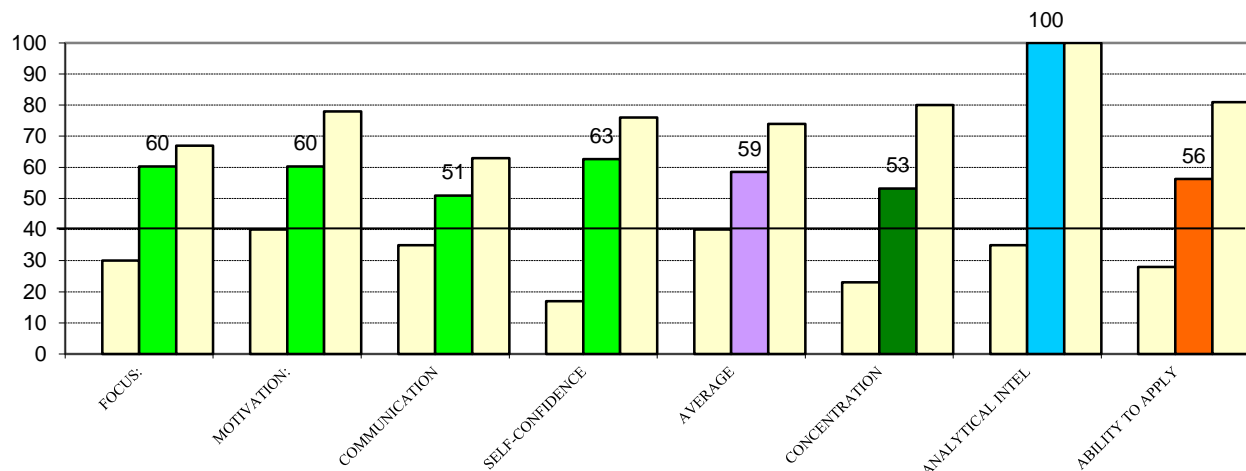
[Dishonesty](#)

[Unsupportive](#)

[Average](#)

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COMPETENCY



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

[Motivation](#)

[Self Confidence](#)

[Concentration](#)

[Ability to Apply](#)

[Focus](#)

[Communication](#)

[Average](#)

[Analytical Intelligence](#)

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

Results for: **Good Recruiter**

Date: 5/28/2012

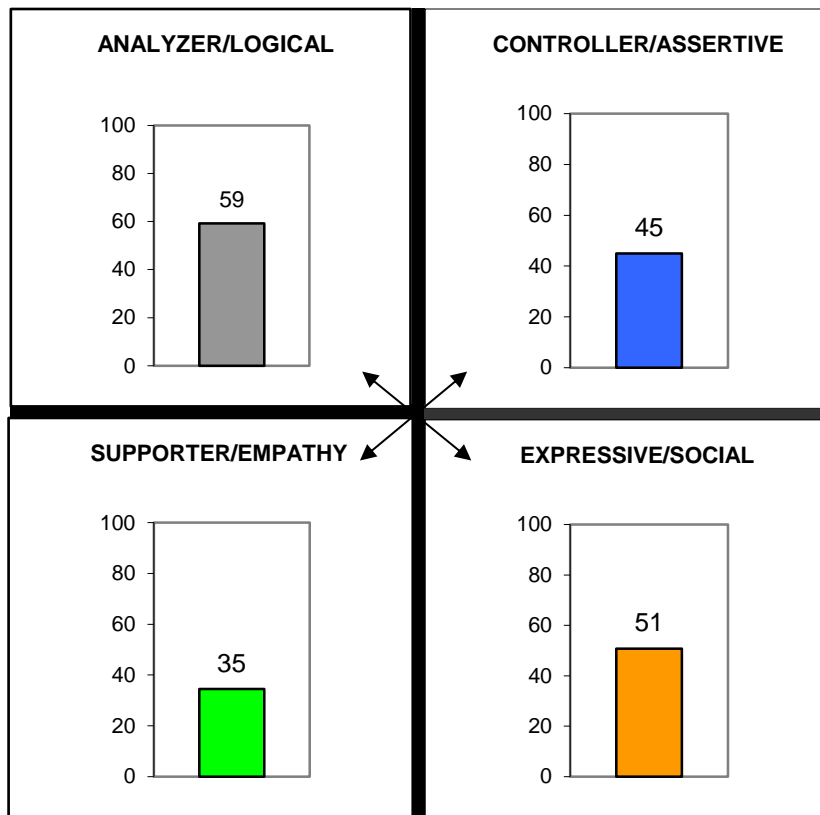
THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:

AN ANALYZER/LOGICAL AND CONTROLLER/ASSERTIVE.

Benchmark:

A Relationship Salesperson can be any quadrant except a strong Analyzer/Logical or Controller/Assertive quadrant by itself.

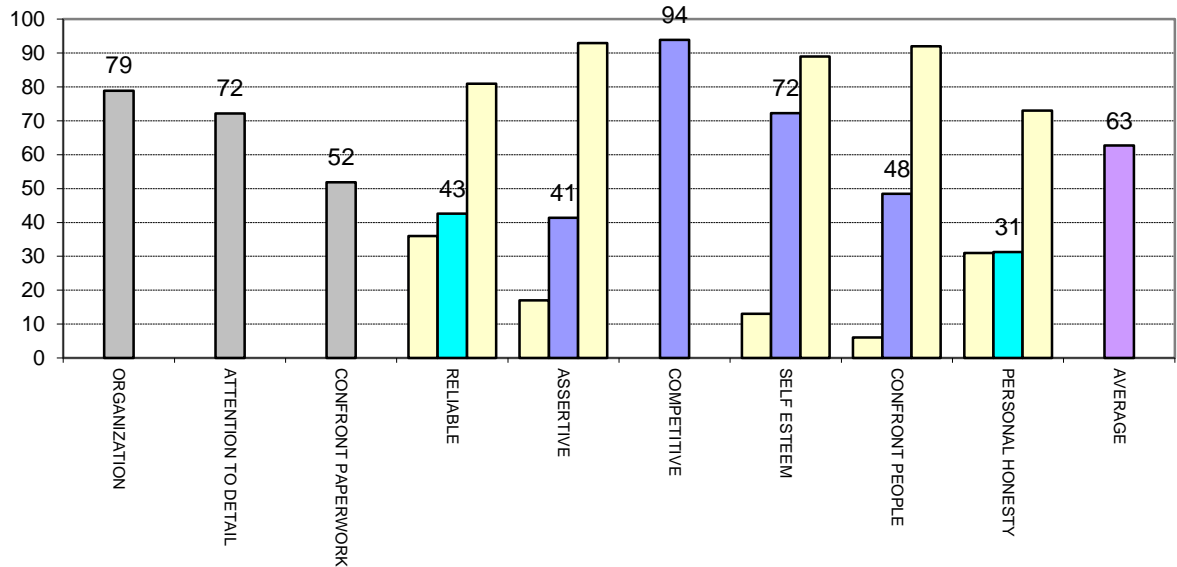


The dominant quadrant is determined by the most diagonal difference.

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TOP QUADRANTS

Good Recruiter

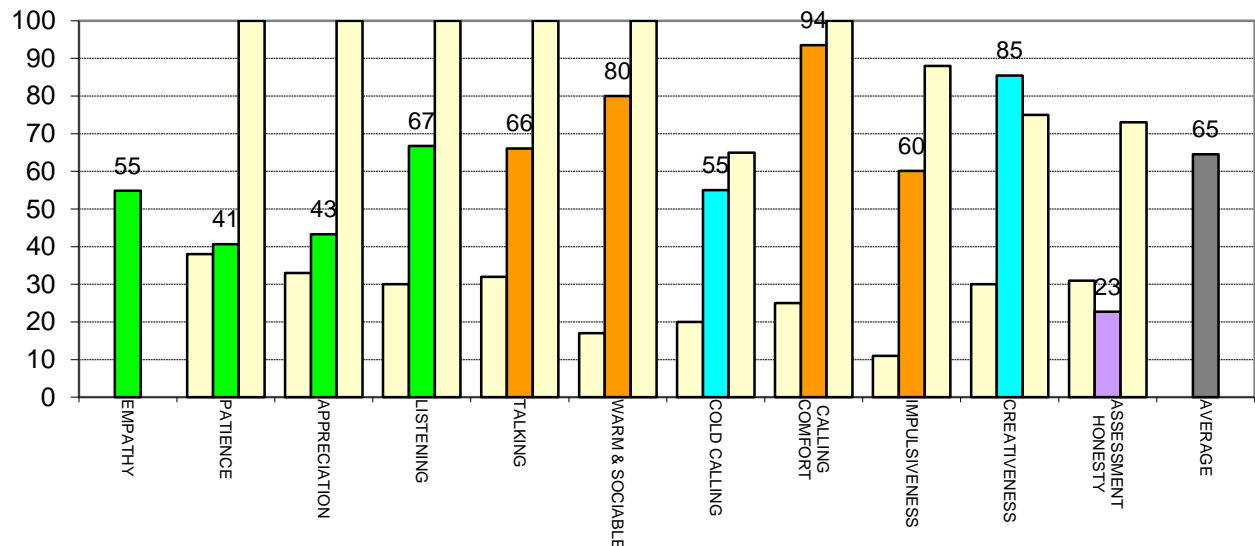


The yellow bars are the lowest and highest levels for top performers.

[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 Recruiter**

Date: 5/28/2012

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 an acceptable result

ATTITUDE:

From a borderline (4.0) to an OK (6.0) level of attitude.

COMPETENCY:

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

BEHAVIORAL TYPE:

AN ANALYZER/LOGICAL AND CONTROLLER/ASSERTIVE.

POSITIONS MOST SUITED FOR:

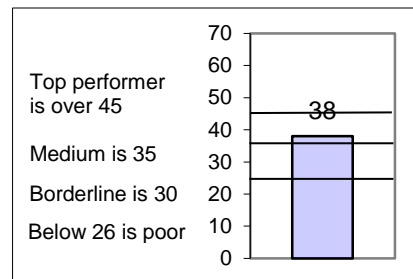
Non-Persuasive Salesperson (no cold calls).
Or similar to the above.

OVERALL RECOMMENDATION

Overall Recommendation.

38

Too much range on Attitude for a reliable read.



INTEGRITY AND ATTITUDE

<u>CRITICAL:</u>	This applicant has a balanced view of other's faults.
<u>NEGATIVE:</u>	This applicant sees most conditions as worse than they really are.
<u>BLAME:</u>	This applicant tends to incorrectly assign cause to others for the negative effects the person feels, even though this person may have created the problem or could have averted it.
<u>DISHONEST:</u>	This applicant is borderline truthful about difficult situations.
<u>UNSUPPORT:</u>	This applicant would rather not support leadership or would rather follow his or her own agenda.
<u>AVERAGE:</u>	This person's attitude is a borderline concern for this position.

THE TEXT DESCRIPTIONS BELOW ARE TEXT BOOK DESCRIPTIONS OF PEOPLE LIKE THIS

ANALYZER/LOGICAL AS IT RELATES TO THIS PERSON

This person has both Analyzer/Logical and Controller/Assertive behavior. S/he will tend to be interested in being methodical, being thorough, being exact, paying attention to details, wanting to lead or manage others, and persuading. See page 87 and 90 of the Assessment Manual for a more expanded description. This person will be interested in managing methodical, technical and detail type work.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person will want to get results in an organized, methodical way. Results and structure will be more important than improvements in relationships. Understanding how the pros and cons will add up to results will be more important than having fun at work and pleasing others. This person will be better suited to managing people who do more repetitive, production or detail type work.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

This person will want accuracy and rapid results over being fashionable and compassionate. He or she will fear mistakes and failures to reach goals, more than loss of image or being confronted. This person will make decisions based on the pros and cons and values in terms of useful results. This person will make a good accounting, production or technical manager.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

Pleasing, supporting and showing compassion will NOT be high priorities for this person. Also, taking a fun loving approach to work and trying to be fashionable will also be low priorities for this person. He or she will NOT appreciate a casual, relaxed approach to work. Don't hire this person for relationship intensive jobs or ones requiring a lot of compassion.

NOTE: Because the diagonal difference is not significant, some quadrant descriptions may not be accurate.

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.