

WIMBUSH-SL**RESTAURANT MANAGER**

Results for: **Good Restaurant Manager** Date: 6/17/2013
Client Company: Your Company
Contact Person: Fletcher Wimbush
Position: Restaurant Manager

ACCURACY OF RESULTS:

OK

Due to exaggeration in filling in the assessment.

This would only affect the reliability of this assessment's results but not be a negative by itself.

PERSONALITY FOR POSITION:

Ideal

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

COMPETENCY:

Good

IC Ability result for Know how to Deal with People and Initiative are strong.

ATTITUDE:

OK

The sentence below describes what could happen when someone answers the questions like this person did.
5.5 Attitude Level. This and the competency questions indicate a 60% chance of a good attitude.

LANGUAGE MASTERY:

Good

The word test indicates an above average ability to read.

THE BEHAVIORAL TYPE:

This person has Controller/Assertive behavior. S/he will tend to be interested in managing or persuading others, leading people and getting things done. This person will be results oriented. This person will speak up and state his or her opinions and will want to win at whatever he or she takes on.

This person would rather work in sales management or leadership roles managing other leaders.

POSITIONS MOST SUITED FOR:

Persuasive Salesperson (no cold calls), Outside Salesperson.
Manager with Supervisors.

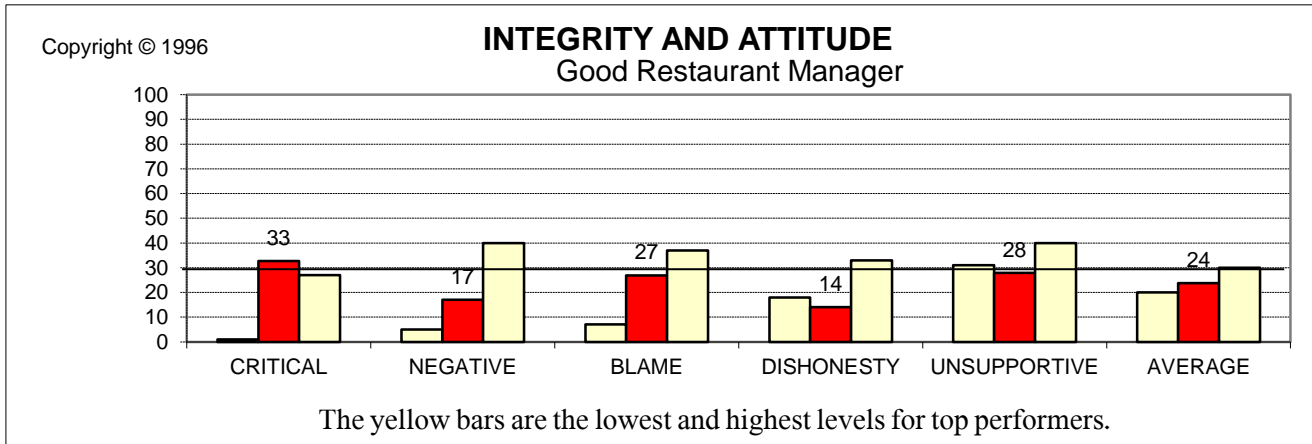
% CHANCE OF A GOOD HIRE:

83

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 risk hiring this person if I was certain that Attitude would be acceptable.



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

[Critical](#)

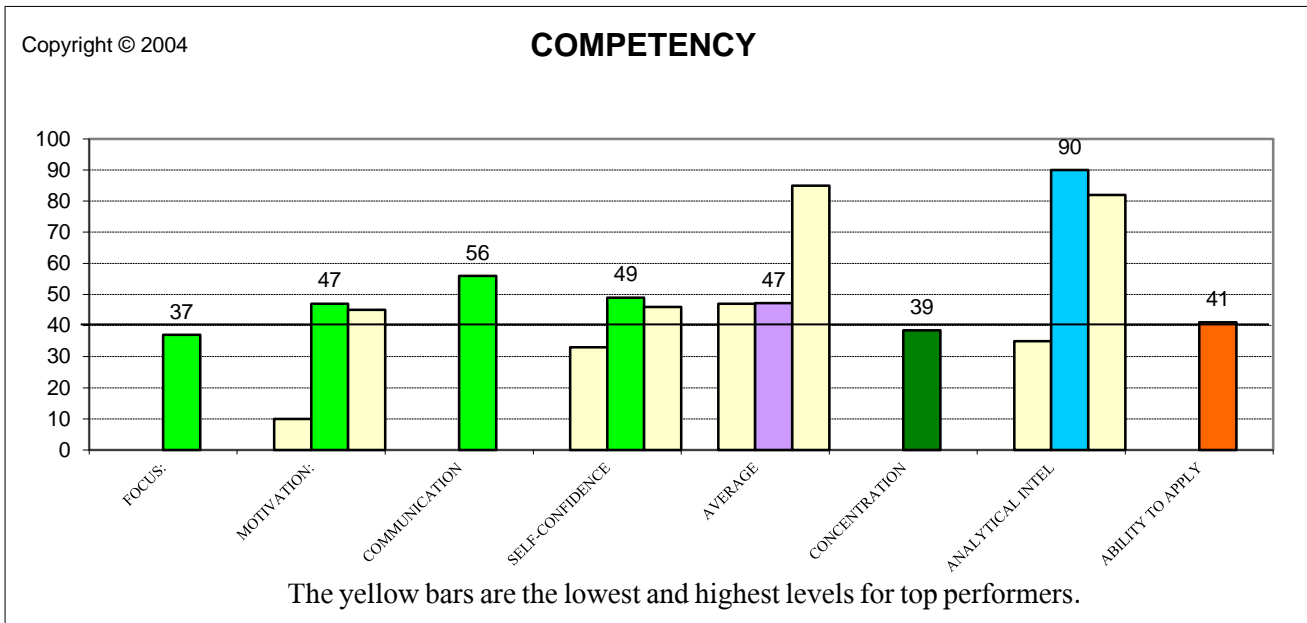
[Negative](#)

[Blame](#)

[Dishonesty](#)

[Unsupportive](#)

[Average](#)



[Motivation](#)

[Self Confidence](#)

[Concentration](#)

[Ability to Apply](#)

[Focus](#)

[Communication](#)

[Average](#)

[Analytical Intelligence](#)

BECAUSE THE COMPETENCY RANGE IS WIDE, RESULTS COULD BE BETTER OR WORSE.

THE LEFT FOUR TRAITS STILL HAVE VALUE AS THEY RELATE TO EACH OTHER.

Results for: **Good Restaurant Manager**

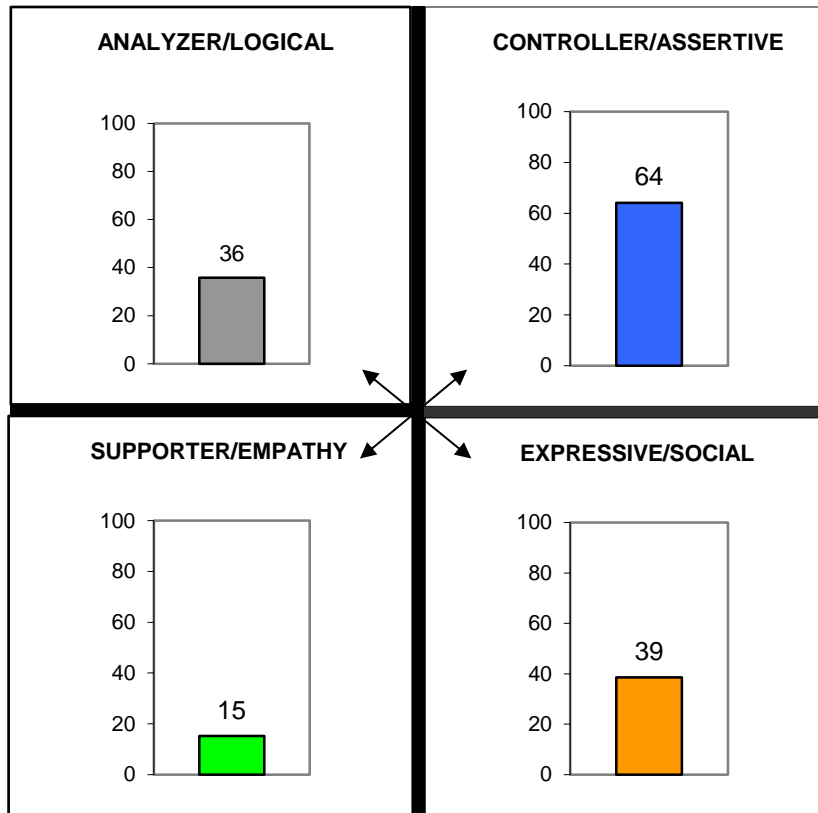
Date: 6/17/2013

THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:
A CONTROLLER/ASSERTIVE.

Benchmark:

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

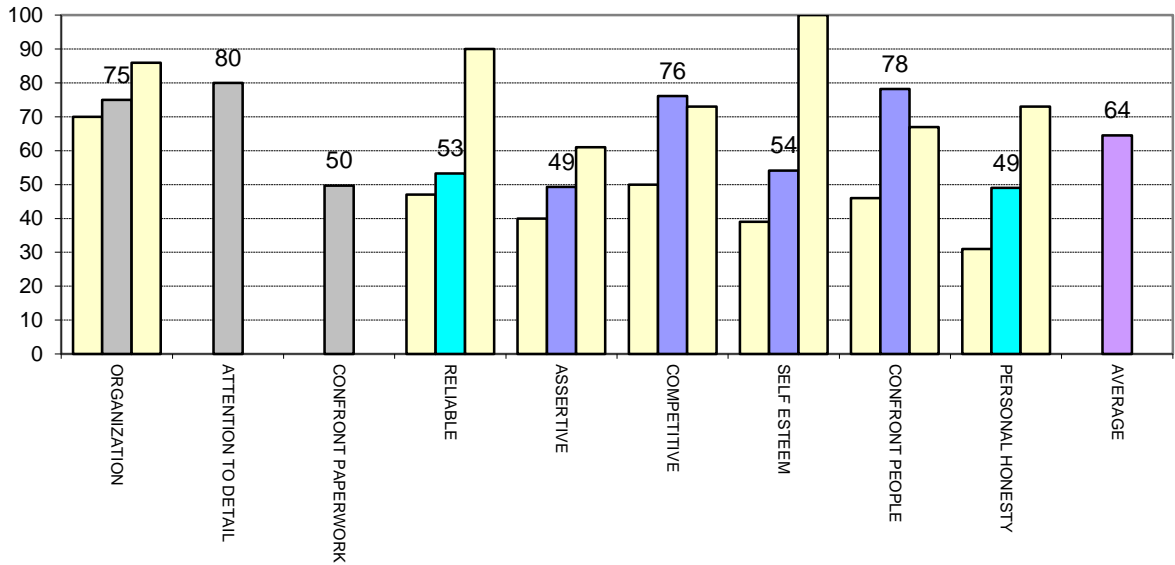


The dominant quadrant is determined by the most diagonal difference.

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TOP QUADRANTS

Good Restaurant Manager

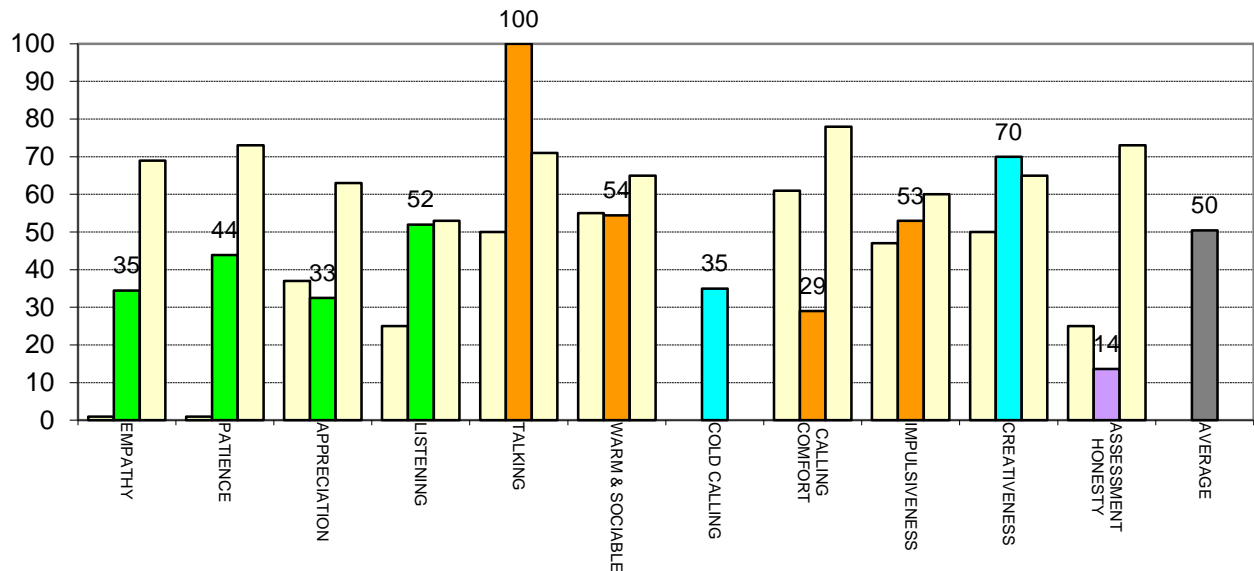


The yellow bars are the lowest and highest levels for top performers.

[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 Restaurant Manager**

Date: 6/17/2013

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 answered the questions well enough for a good result.

ATTITUDE:

From a borderline (4.5) to a good (6.5) level of attitude.

COMPETENCY:

From a good (6.0) level to a very good (7.0) level of competence.

BEHAVIORAL TYPE:

A CONTROLLER/ASSERTIVE.

POSITIONS MOST SUITED FOR:

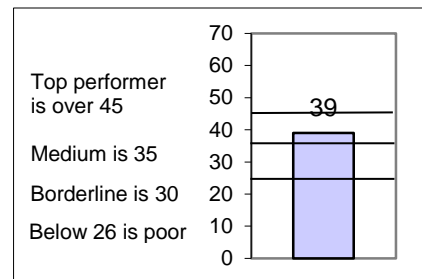
Persuasive Salesperson (no cold calls), Outside Salesperson.
Manager with Supervisors.

OVERALL RECOMMENDATION

Overall Recommendation.

39

Too much range on Attitude for a reliable read.



INTEGRITY AND ATTITUDE

- CRITICAL: This applicant is too aware of other's faults, but unlikely to be an attitude problem.
- NEGATIVE: This applicant has a mostly positive outlook on life.
- BLAME: This applicant tends to take responsibility for his or her mistakes.
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- 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 likely to be acceptable.

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

ANALYZER/LOGICAL AS IT RELATES TO THIS PERSON

S/he will be more interested in overviews than detail descriptions. S/he may feel more comfortable being focused on immediate results than wanting to double check things, being thorough, being exact or being structured. See page 87 and 90 of the assessment manual.

This person would rather manage, supervise or lead people and get things done rapidly.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person has Controller/Assertive behavior. S/he will tend to be interested in managing or persuading others, leading people and getting things done. This person will be results oriented. This person will speak up and state his or her opinions and will want to win at whatever he or she takes on.

This person would rather work in sales management or leadership roles managing other leaders.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

S/he is more interested in getting immediate results than double and triple checking things. S/he is more interested in managing or persuading others & getting things done. In most cases this person's greatest fear is losing control or failing to achieve goals. S/he would do well in a sales role and be especially well suited to closing sales and being focused on results.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

S/he is less concerned for the welfare of others than in managing or persuading people or getting rapid results. S/he is more concerned over failures to reach goals than fears of confrontations. Pleasing others or building relationships is less important than getting things done rapidly.

This person would rather NOT work in a people pleasing or care giving role.

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.