

WIMBUSH INDIVIDUAL CONTRIBUTOR ABILITY TEST RESULTS

RESULTS FOR: **Good Software Developer**

Date: 7/28/2013

Contact Person Fletcher Wimbush

Position: SOFTWARE DEVELOPER

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

Excellent with People and Logic combined.

My comments will be included in the Aptitude test results.

Minutes to do the test:

40

Because it took less than 45 and more than 27 minutes, the overall results were not affected.

Position Benchmarks: SOFTWARE DEVELOPER

DEFINITION:

SOFTWARE DEVELOPER: This person is more likely to be more competent in the logical and mechanical areas than the people competencies.

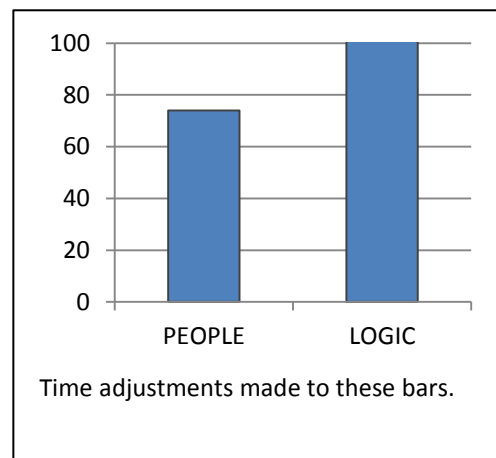
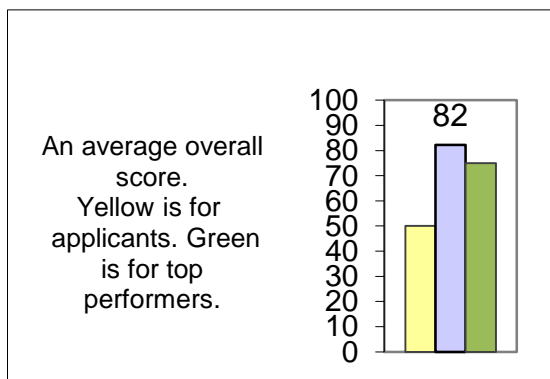
TESTING PROFILE:

These types will do well on the overall Logic, Discernment and Mechanical traits and get around the mid 50s on the overall score.

Honesty: 100

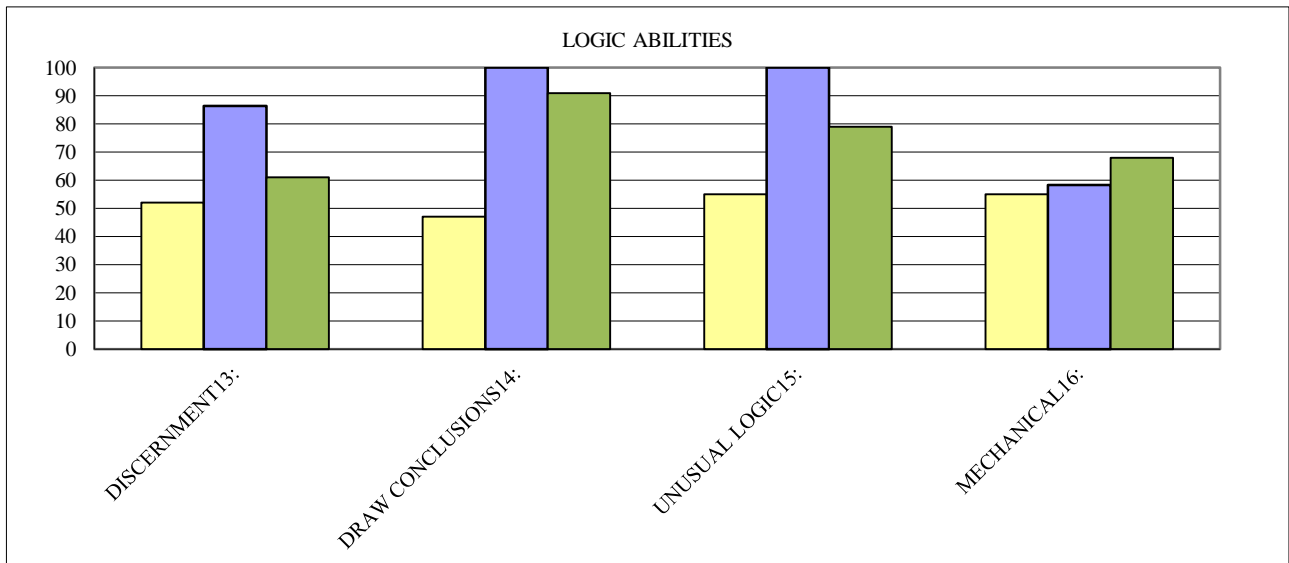
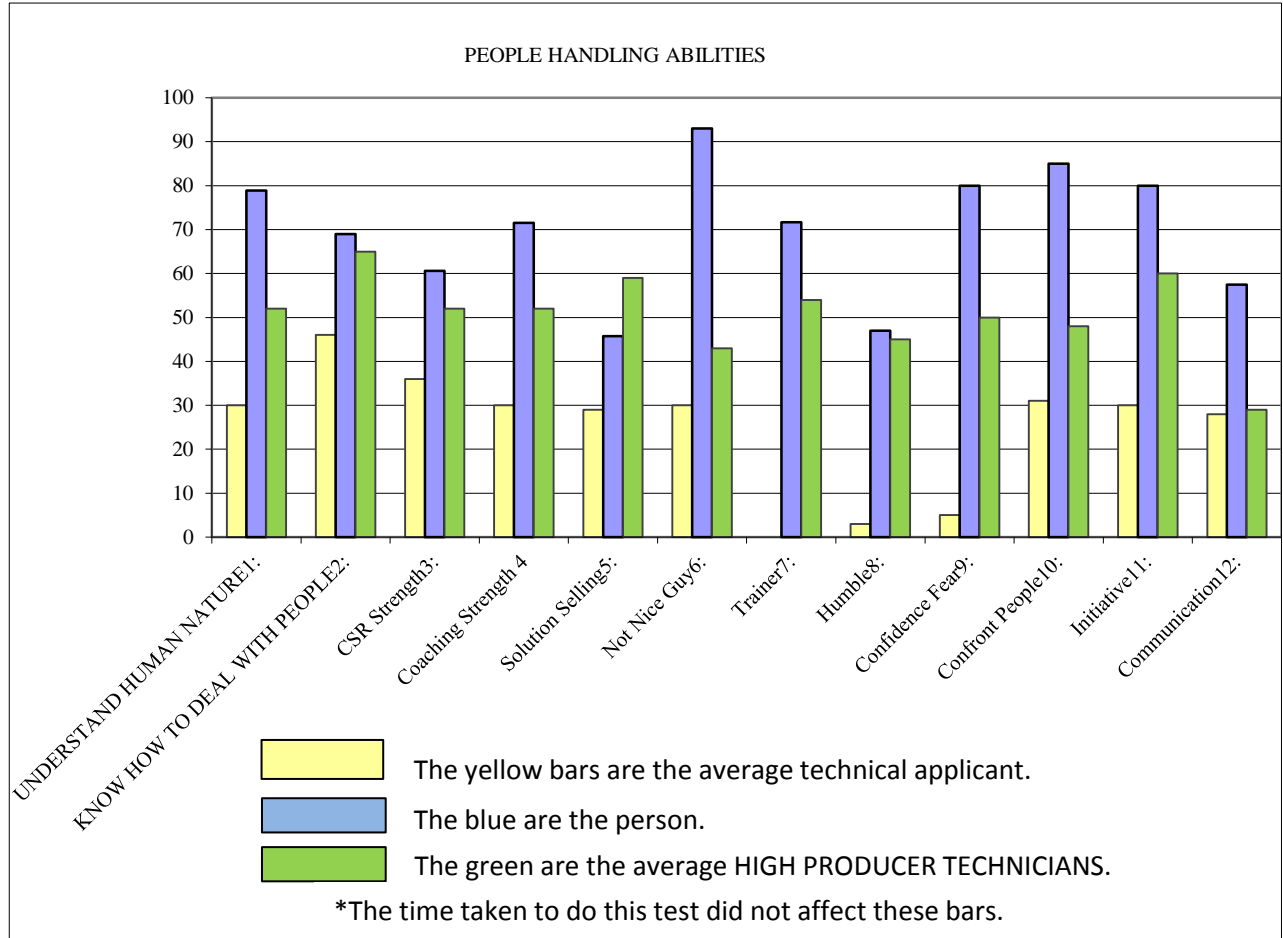
Attitude: 80

IC ABILITY CHARTS



PEOPLE and LOGIC Percentage with time adjustments: **82**

PEOPLE AND LOGIC CHARTS



IC ABILITY People Traits and Descriptions

PEOPLE PERSON/LOGICAL PERSON BALANCE:

This person is better at analytical problem solving than dealing with people.

UNDERSTANDING HUMAN NATURE:

Understanding how people will behave, or are, in given situations is excellent.

KNOWING HOW TO DEAL WITH PEOPLE:

Knowing how to deal with people in given situations is very good.

CSR (CUSTOMER SERVICE REPRESENTATIVE) STRENGTH:

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

COACHING STRENGTH:

An excellent savvy of a realistic approach and coaching motivation but good coach listening.

SUB COACHING-A realistic approach.

An excellent understanding of interactive coaching and reading people signs.

SOLUTION SELLING:

An OK understanding of speaking up but good questioning and very poor sol. sell. listening.

NOT A NICE GUY:

An excellent understanding of not being nice about confronting people and confronting reality.

TRAINER:

An excellent understanding of observing comprehension but OK interactive training savvy.

HUMBLE:

This person has borderline arrogant tendencies and may not be realistic about one's abilities.

CONFIDENCE FEAR:

This person has an excellent understanding how fear can affect personal confidence.

CONFRONT PEOPLE:

This person has an excellent understanding of the need to confront people at times.

INITIATIVE:

This person fully believes in using initiative.

COMMUNICATION:

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

IC ABILITY Logic Traits and Descriptions

DISCERNMENT:

This person is excellent at seeing 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 an excellent ability to step outside the box and see simple solutions to logic problems.

MECHANICAL PROBLEMS:

This person is OK at being able to solve mechanical problems accurately.