

WIMBUSH-IC SOFTWARE DEVELOPER TEST RESULTS

Results for: **Good Software Developer** Date: 7/28/2013
Company Name: Your Company
Contact Person: Fletcher Wimbush
Position: SOFTWARE DEVELOPER

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 the personality quadrants do not match the quadrant benchmarks exactly.

COMPETENCY: Very Good

General competency looks very good.
IC Ability score for Overall Logic is excellent.

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:

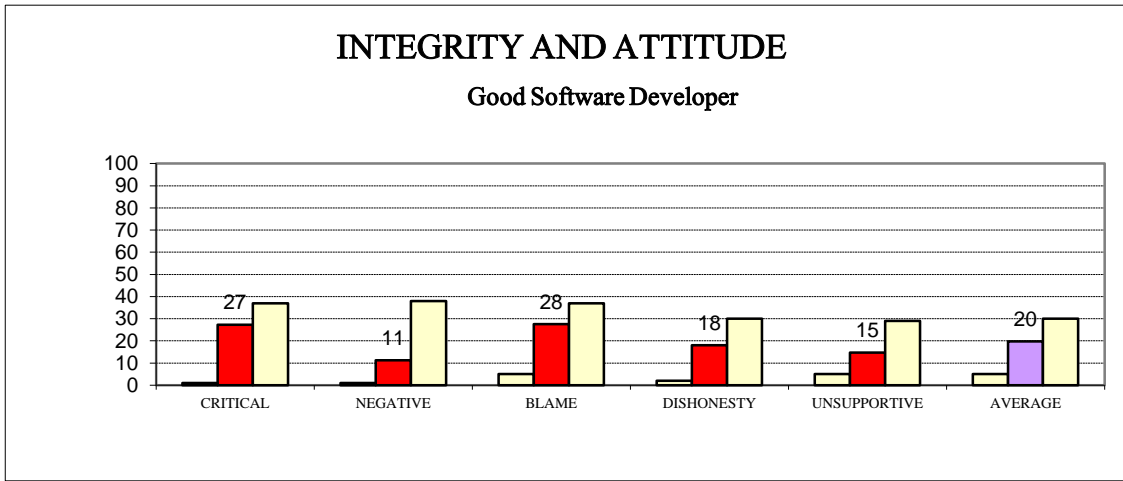
This person has Controller/Assertive behavior. S/he may tend to be interested in managing or persuading others, leading people and getting things done. This person may be results oriented. This person may speak up and state his or her opinions and may want to win at whatever he or she takes on.
This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

POSITIONS MOST SUITED FOR:

Tech Sales, Technical Supervisor, Project Manager.

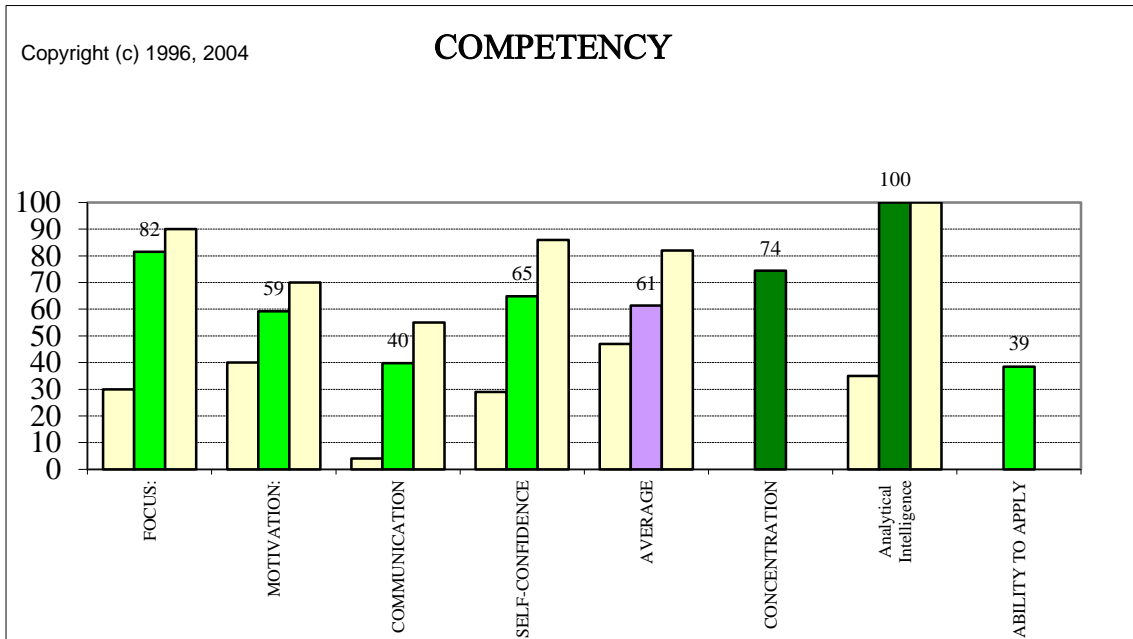
% CHANCE OF A GOOD HIRE 90

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](#)

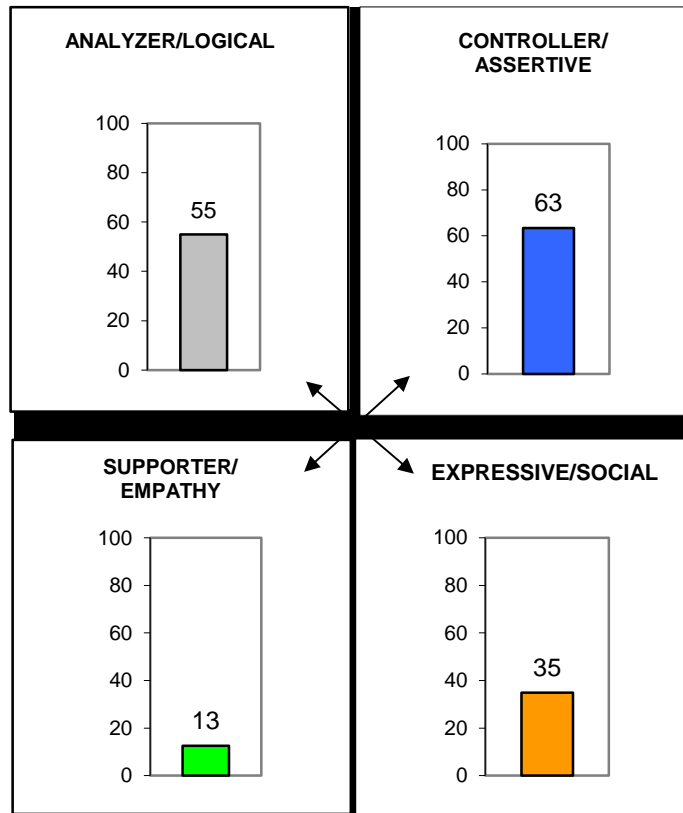
The more above the 40 average the better the competence. Below the 40 average the worse competence.

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

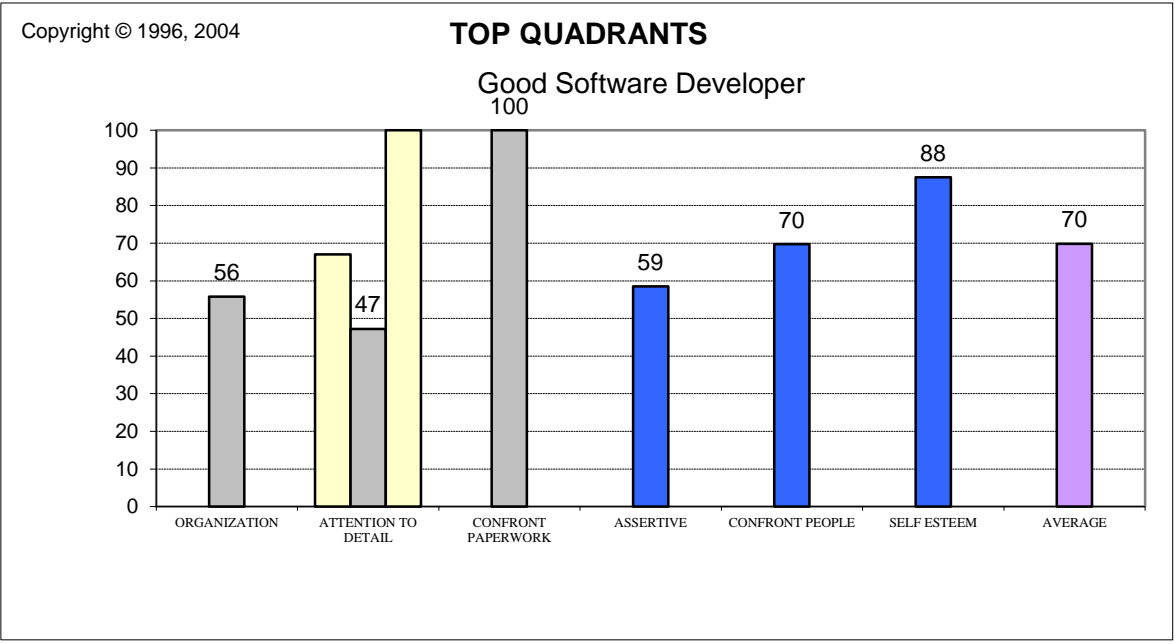
THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:
A CONTROLLER/ASSERTIVE.

Benchmark: Should be an Analyzer/Logical leaning towards a Supporter/Empathy, or an Analyzer/Logical or between a Controller/Assertive and an Analyzer/Logical.

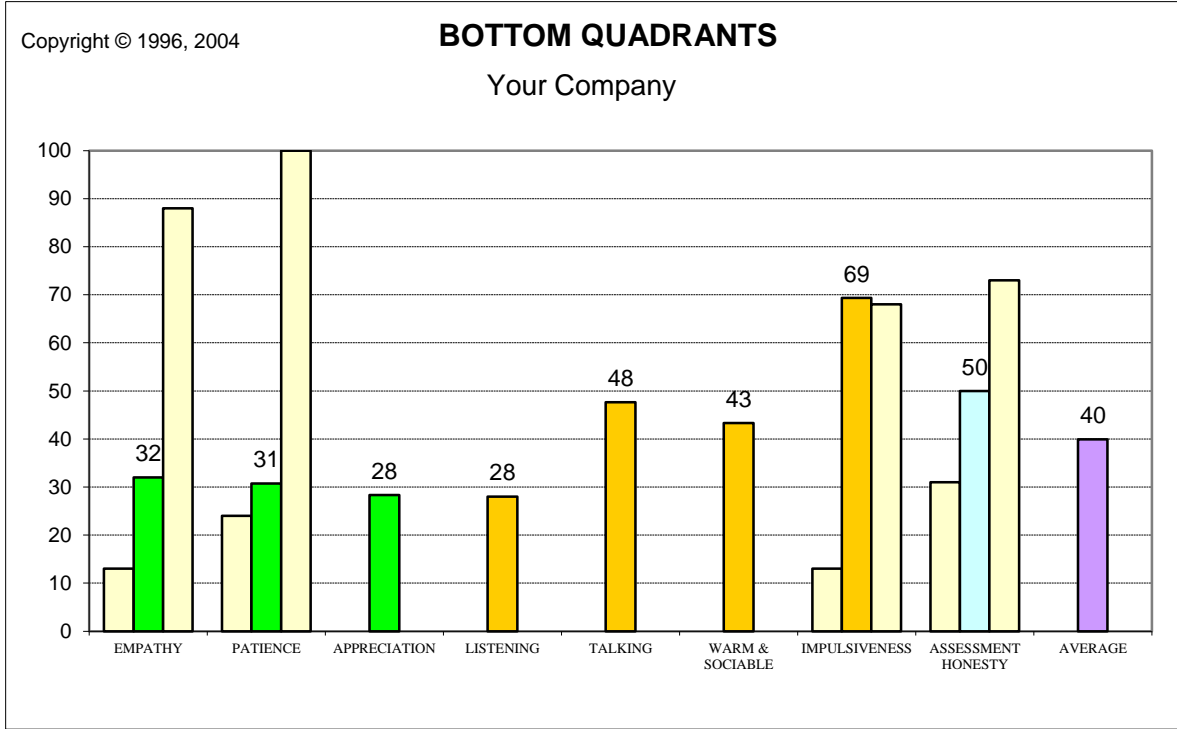


The dominant quadrant is determined by the largest diagonal quadrant differential.



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 Software Developer

7/28/2013

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:

The questions were answered consistently.

ATTITUDE:

From a borderline (5.5) to a very good (7.5) level 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 a very good (7) level to an Excellent (8) level of competence.

THE BEHAVIORAL TYPE:

A CONTROLLER/ASSERTIVE.

POSITIONS MOST SUITED FOR:

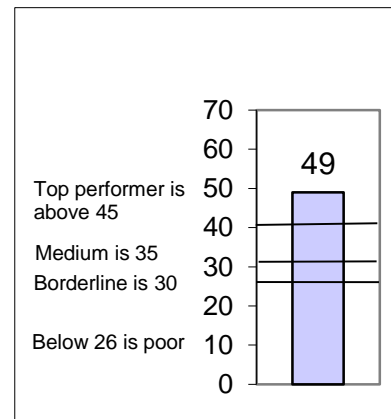
Tech Sales, Technical Supervisor, Project Manager.

OVERALL RECOMMENDATION

Too much spread on Attitude for a reliable reading.

Overall Recommendation

49



CRITICAL: This applicant says or thinks poorly of others.
NEGATIVE: This applicant has a mostly positive outlook on life.
BLAME: This applicant tends to take responsibility for his or her mistakes.

DISHONEST: This applicant is likely to be truthful.

UNSUPPORT: This applicant will be very supportive of leadership.

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 may be able to 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 may tend to be interested in managing or persuading others, leading people and getting things done. This person may be results oriented. This person may speak up and state his or her opinions and may want to win at whatever he or she takes on. This person may be able to work in sales management or leadership roles managing other leaders.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

S/he may be more interested in getting results than building relationships. S/he may be more interested in managing or persuading others and getting things done than having fun. His or her greatest fear may be losing control or failing to achieve goals.
In a selling role, this person may lean more to a sales closing role than a prospector for new business.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

S/he may be less concerned for others than in managing or persuading people or getting rapid results.
S/he may be more concerned over reaching goals than fears of confrontations. Pleasing others or building relationships may be 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. EVERY QUADRANT HAS ITS PROS AND CONS--MATCHING THE JOB TO RIGHT QUADRANT IS THE KEY.