

WIMBUSH-IC SOFTWARE SUPPORT

Results for: **Good Software Support** Date: 9/19/2013
Company Name: Your Company
Contact Person: Fletcher Wimbush
Position: SOFTWARE SUPPORT

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: Ideal

This person has the ideal personality quadrant for this position.

COMPETENCY: Good

General competency looks good.
Assertive is weak and may be a concern.
IC Ability results for Solution Selling and Confidence Fear are strong.

ATTITUDE: Excellent

The sentence below describes what could happen when someone answers the questions like this person did.
8 Attitude Level. Clients tell me the employee applicants who filled in the assessment like this one almost always have a great attitude and only 3% of client reported any borderline or poor attitudes.

LANGUAGE MASTERY Average

The word test indicates an ability to read the questions.

THE BEHAVIORAL TYPE:

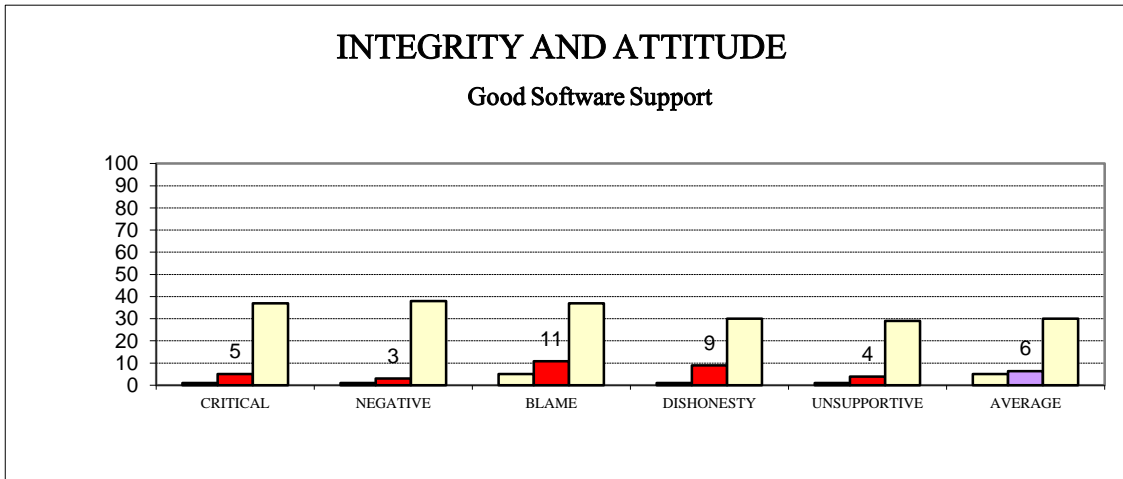
This person is a Support/Empathy. S/he may want to please and care for others, work out disagreements, support others, and believes in agreement by consensus.
This person may want to relax and take life easy rather than focus on immediate results.
This person has the traits to enjoy customer service work, administrative assisting and possibly retail sales.

POSITIONS MOST SUITED FOR:

Customer Service Representative, Receptionist, Retail Sales.
Engineer, Estimator, Technician, Accounts Person, Vehicle Driver.

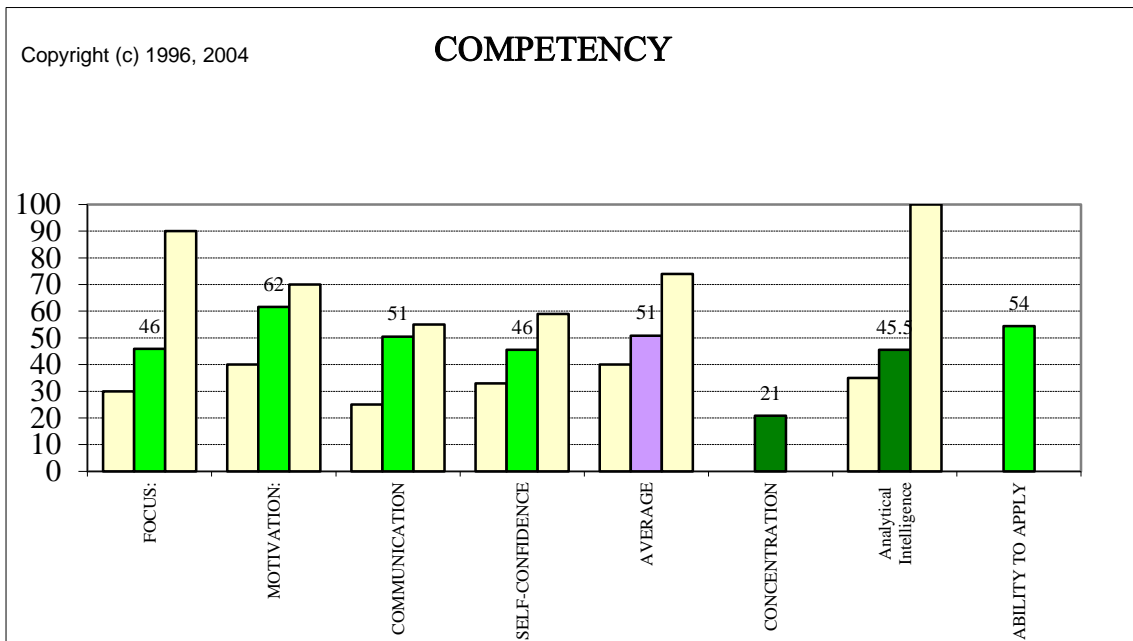
% CHANCE OF A GOOD HIRE 90

Based on the Ability test results and four categories above.
The word test indicates an ability to read the questions.
(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 etc. 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](#)

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.

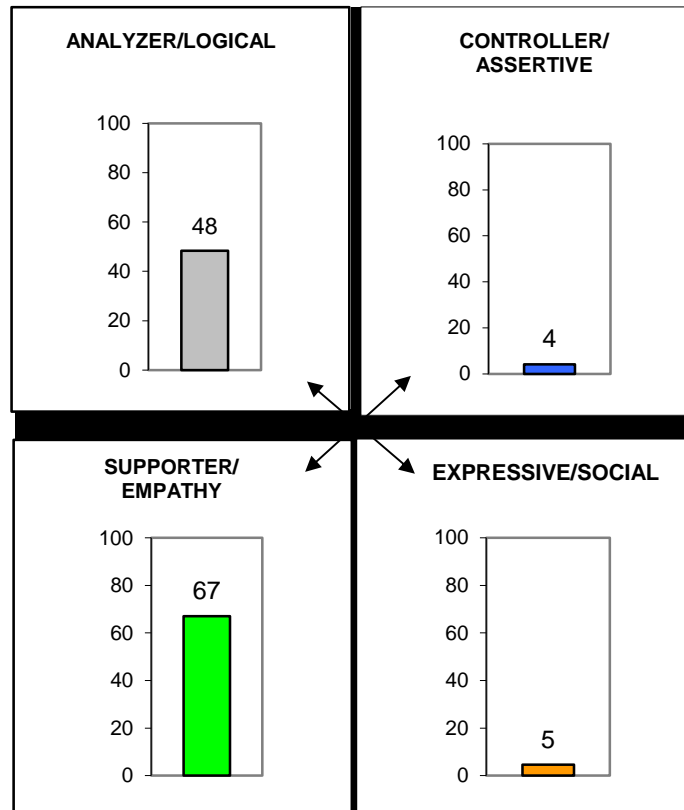
If the person is an existing employee, ask to be remarked free of charge as such.

THE BEHAVIORAL QUADRANTS

THE PERSONALITY TYPE IS:

A SUPPORTER/EMPATHY.

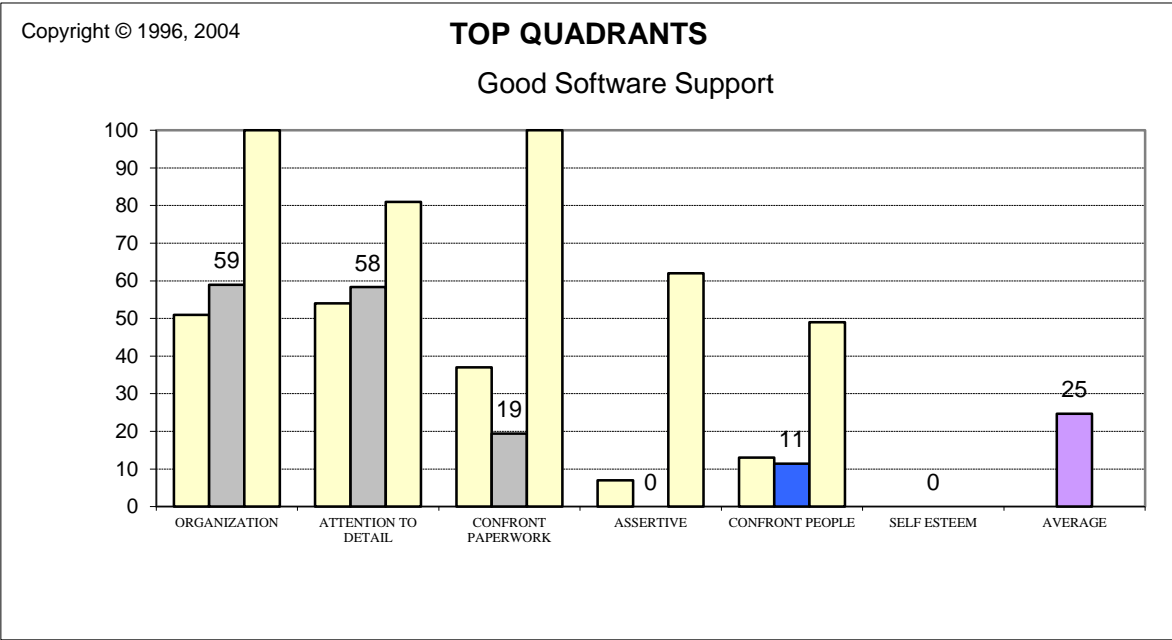
Benchmark: A Software Supporter, should ideally be a Supporter/Empathy and an Analyzer/Logical together.



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

SL OK. Unknown % chance:

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

[Organization](#)

[Confront Paperwork](#)

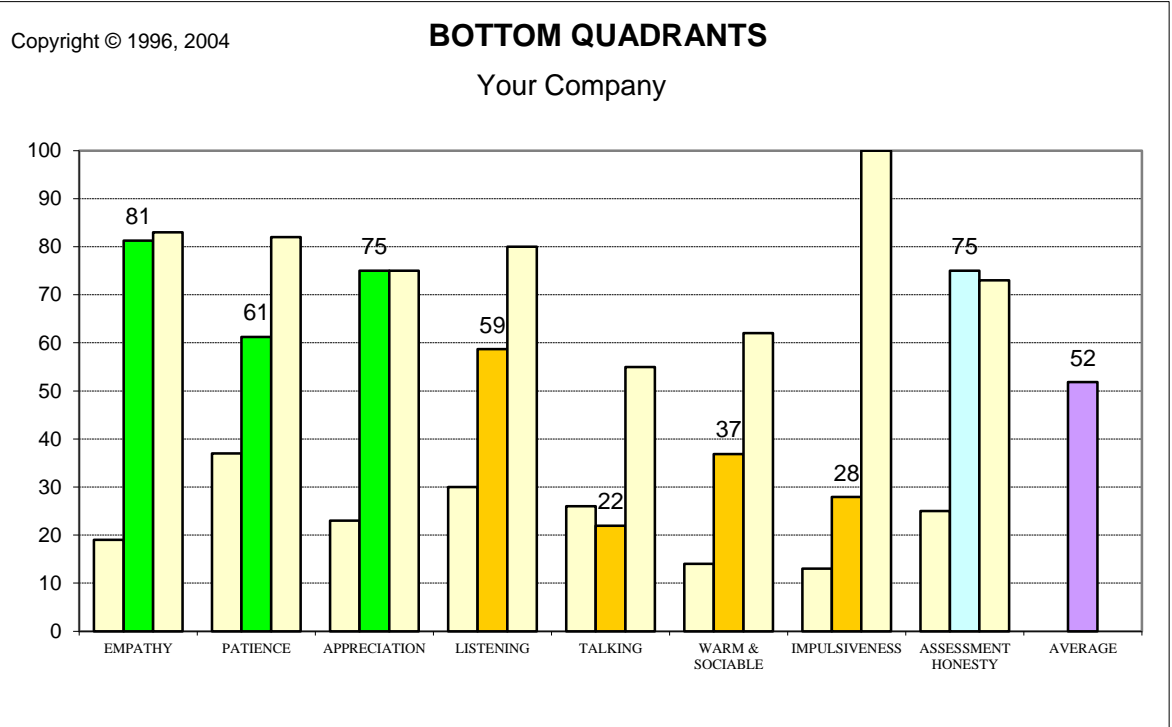
[Confront People](#)

[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 Support

9/19/2013

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 ability to read the questions.

CONSISTENCY:

The questions were answered consistently.

ATTITUDE:

From a very good (7.5) to an excellent (8) highest level attitude.

Others who answered the questions in the same way ended up with the following results:

Attitude based on history: 3% being poor, 65% being good and 32% very good.

COMPETENCY:

From a borderline (5) level to a very good (7) level of competence.

THE BEHAVIORAL TYPE:

A SUPPORTER/EMPATHY.

POSITIONS MOST SUITED FOR:

Customer Service Representative, Receptionist, Retail Sales.

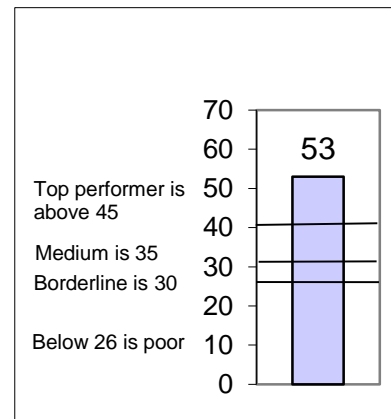
Engineer, Estimator, Technician, Accounts Person, Vehicle Driver.

OVERALL RECOMMENDATION

Too much spread on Competence for a reliable reading.

Overall Recommendation

53



CRITICAL: This applicant has a balanced view of other's faults.
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 very honest.

UNSUPPORT: This applicant will be very supportive of leadership.

AVERAGE: This person's attitude is highly likely to be good.

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

ANALYZER/LOGICAL AS IT RELATES TO THIS PERSON

Although this person has some interest in Analyzer/Logical behavior, this is not his or her dominant interest. S/he may be more interested in supporting and possibly organizing structure than getting immediate results. See page 88 and 90 of the assessment manual for more explanation. This person may enjoy care giving type positions.

CONTROLLER/ASSERTIVE AS IT RELATES TO THIS PERSON

This person may NOT desire getting things done immediately, taking control of other people, or confronting people. S/he would rather not persuade others to change their minds. S/he would rather NOT get too personally involved. S/he may fear confrontations, and making mistakes more than loss of control or failure to achieve goals. S/he may do better in support, and administrative assist. positions than leadership positions.

EXPRESSIVE/SOCIAL AS IT RELATES TO THIS PERSON

S/he may not want to be very verbal. He or she may be more interested in pleasing and supporting. S/he may be adaptable, easy going and compassionate. He or she may be more compassionate than expressive. The journey may be more important than the destination for this person. This person would not be suited for most sales positions, especially persuasive ones.

SUPPORTER/EMPATHY AS IT RELATES TO THIS PERSON

This person is a Support/Empathy. S/he may want to please and care for others, work out disagreements, support others, and believes in agreement by consensus.

This person may want to relax and take life easy rather than focus on immediate results.

This person has the traits to enjoy customer service work, administrative assisting and possibly retail sales.

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.