The Hire Talent
A Talent Assessment Company

WIMBUSH-IC	TECH SUPPORT

Results for: **Good Tech Support**   Date: **9/19/2013**

Company Name: Your Company
Contact Person: Fletcher Wimbush
Position: TECH 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.
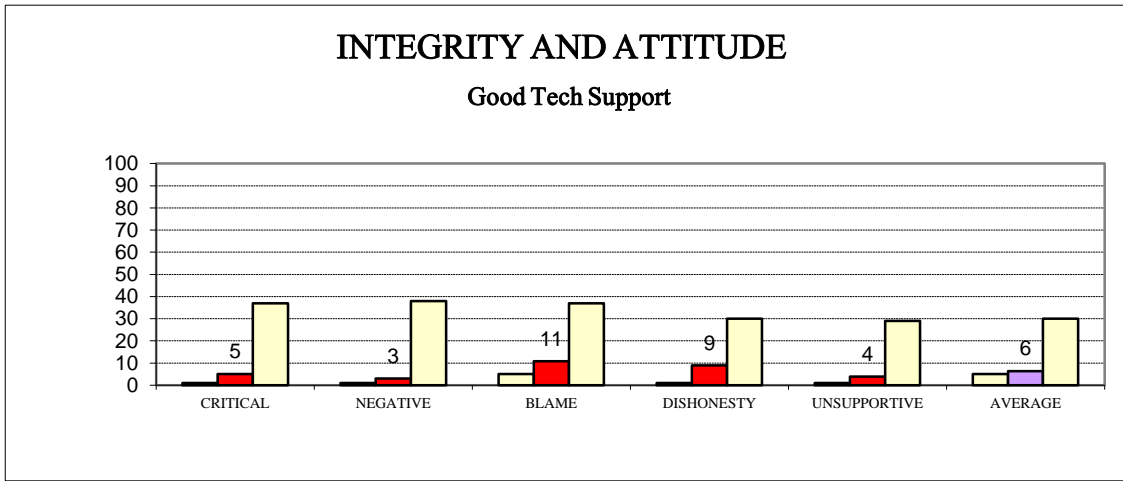
THE BEHAVIORAL TYPE:
This person is a Support/Empathy. S/he may want to please and care for others, work out disagreements,
support others, and believes in agreement by consensus.
This person may want to relax and take life easy rather than focus on immediate results.
This person has the traits to enjoy 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 catagories 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.

INTEGRITY AND ATTITUDE

Good Tech Support

	CRITICAL	NEGATIVE	BLAME	DISHONESTY	UNSUPPORTIVE	AVERAGE
Value	5	3	11	9	4	6

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

COMPETENCY

Copyright (c) 1996, 2004
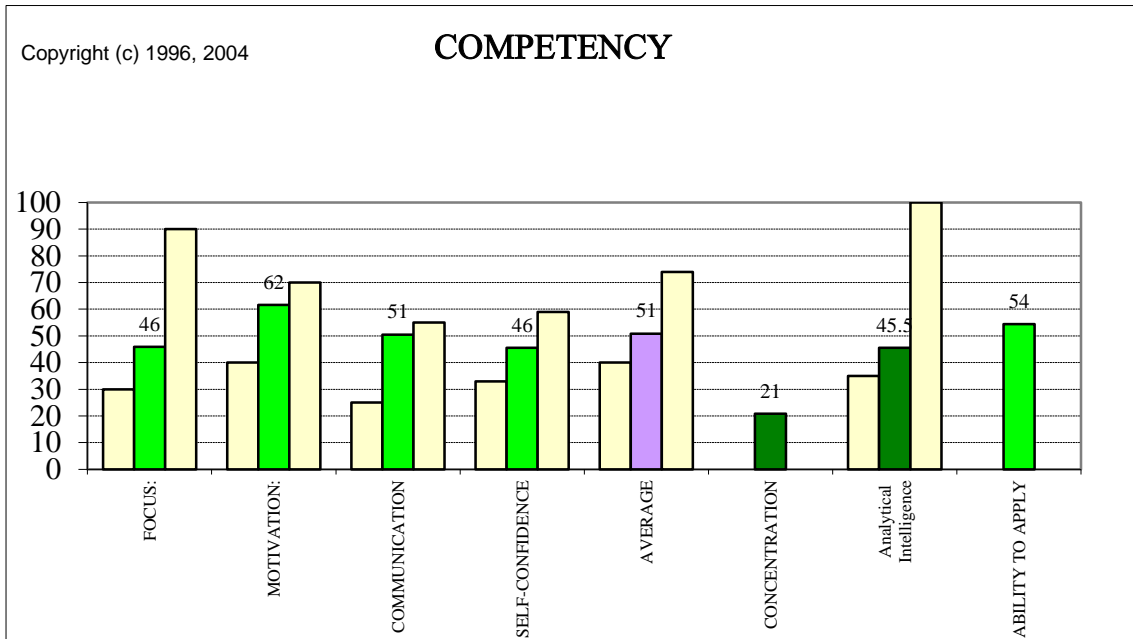
FOCUS:	MOTIVATION:	COMMUNICATION	SELF-CONFIDENCE	AVERAGE	CONCENTRATION	Analytical Intelligence	ABILITY TO APPLY
46	62	51	46	51	21	45.5	54

Motivation   Self Confid.   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.
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 Tech Supporter, should ideally be a Supporter/Empathy and an Analyzer/Logical together.

ANALYZER/LOGICAL	CONTROLLER/ASSERTIVE
48	4

SUPPORTER/EMPATHY	EXPRESSIVE/SOCIAL
67	5
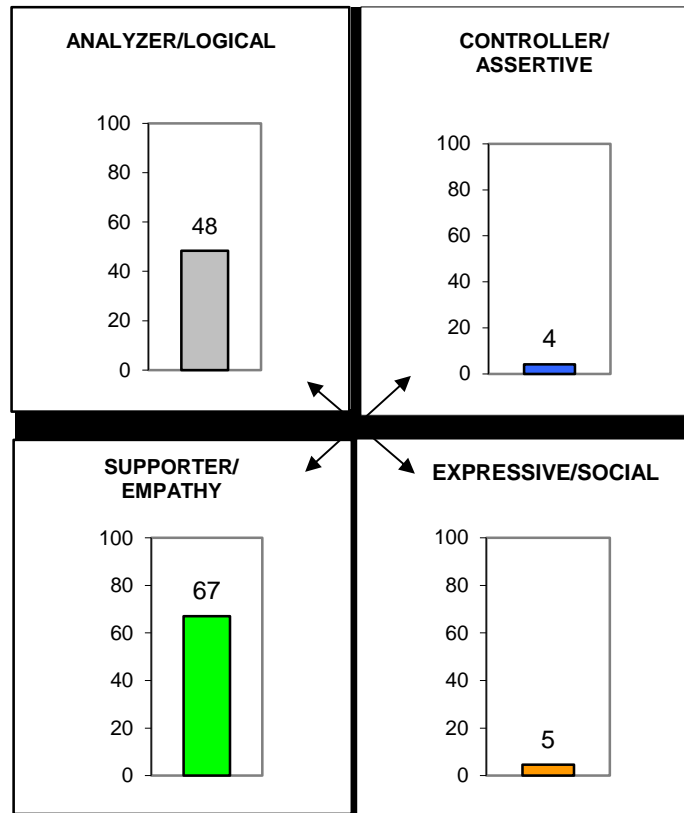
The dominant quadrant is determined by the largest diagonal quadrant differential.

SL OK. Unknown % chance:

TOP QUADRANTS

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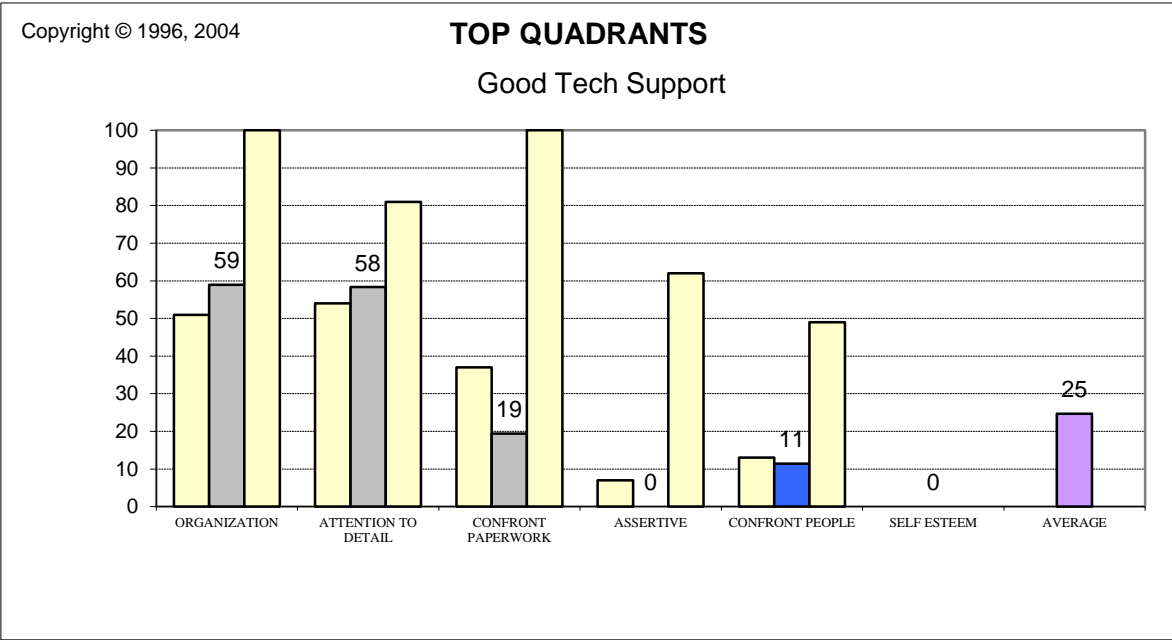
The yellow bars are the lowest and highest levels for top performers.

Organization   Confront Paperwork   Confront People   Average
          Attention to Detail   Assertiveness   Self Esteem

BOTTOM QUADRANTS

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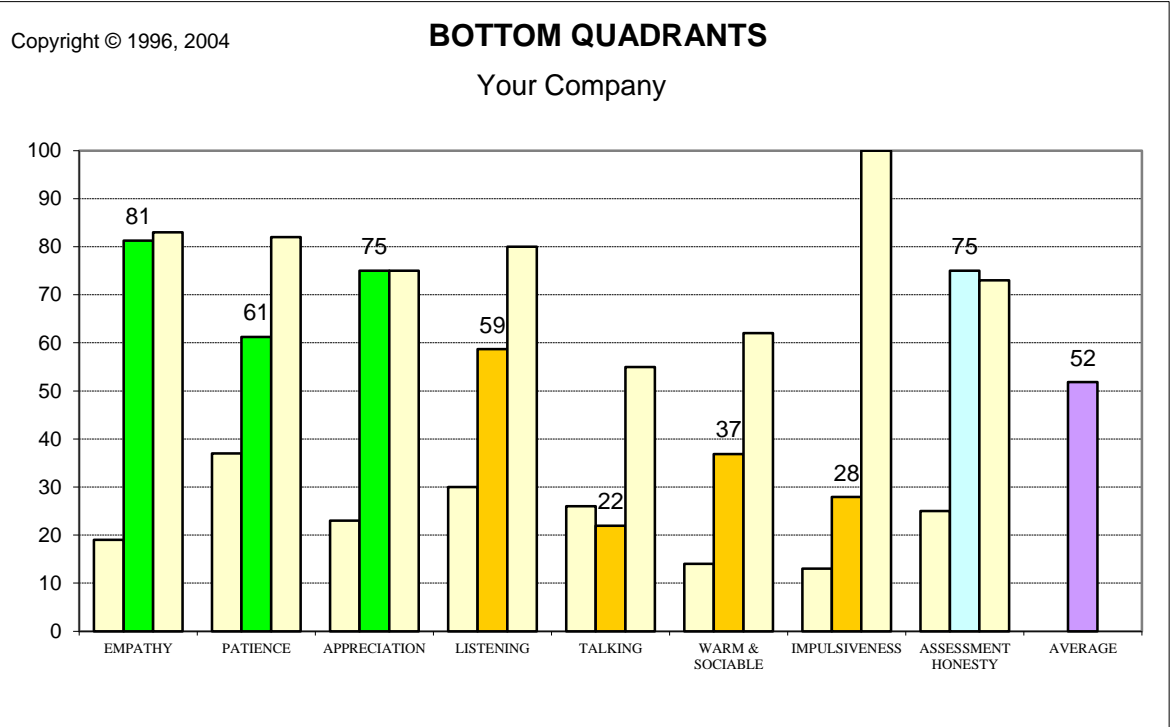
The yellow bars are the lowest and highest levels for top performers.

Empathy   Appreciation   Talking   Impulsiveness   Average
          Patience   Listening   Warm & Sociable   Assessment Honesty

4

Overall
Results for: Good Tech 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:
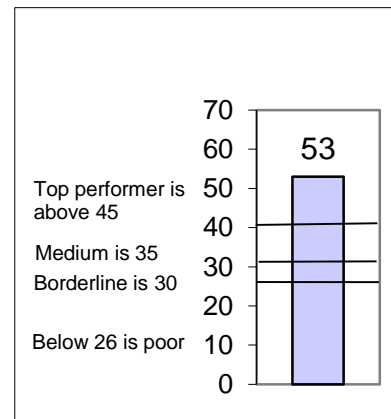Customer Service Representative, Receptionist, Retail Sales.
Engineer, Estimator, Technician, Accounts Person, Vehicle Driver.

OVERALL RECOMMENDATION
Too much spread on Competence for a reliable reading.
Overall Recommendation
53

Top performer is above 45	70
	60 53
	50
Medium is 35	40
Borderline is 30	30
	20
Below 26 is poor	10
	0

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.