

# Wheebox



## Sales Litmus 8 Dimension Test

James Miller

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Date of Assessment : 2018-02-27  
Test Duration : 40 Minutes  
Time Taken : 35 Minutes 4 Seconds

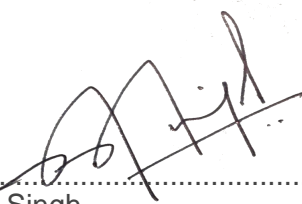


# Certificate of Achievement

**James Miller**

has successfully completed

**Sales Litmus 8 Dimension Test**

  
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Sanjay Singh  
Head of Consumer Certifications

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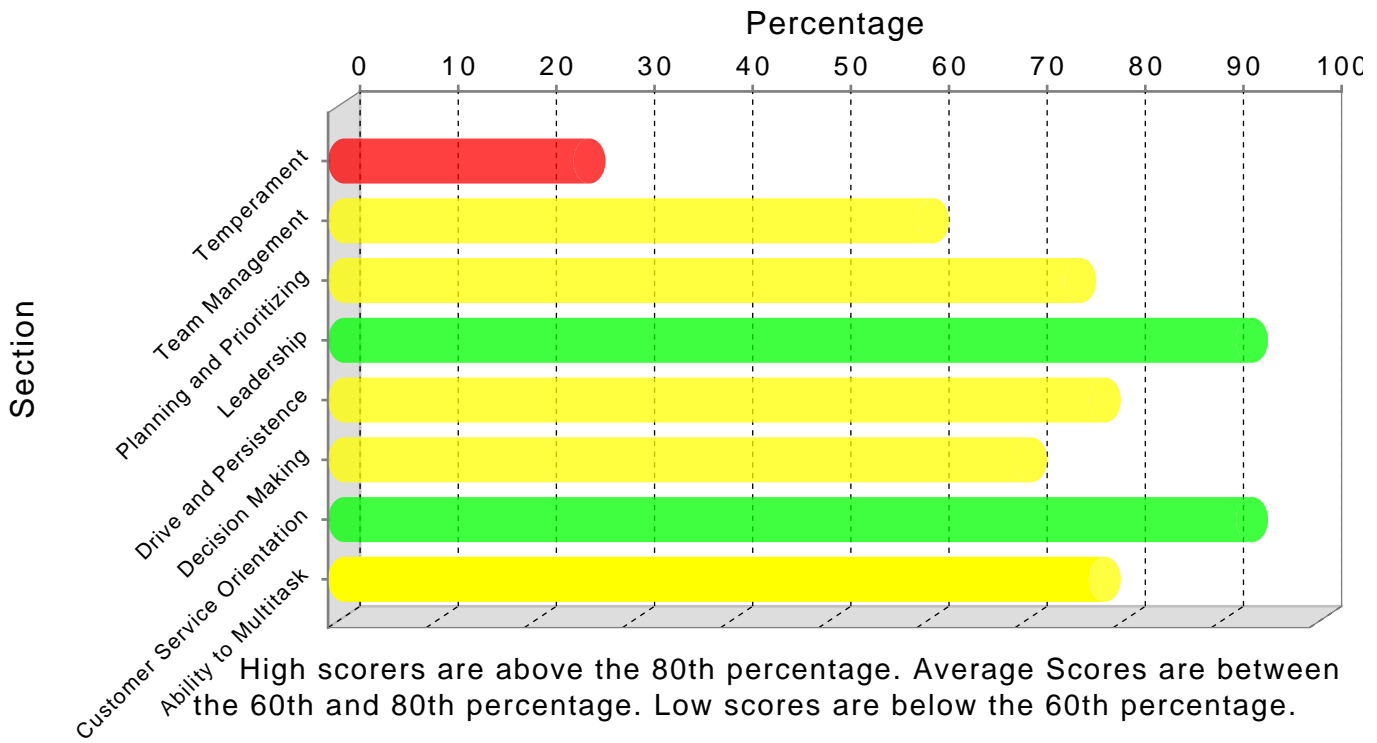


Date of Certification: 2018-02-27  
Certificate ID: SALT81002302614  
Validate: [wheebox.com/verify](http://wheebox.com/verify)

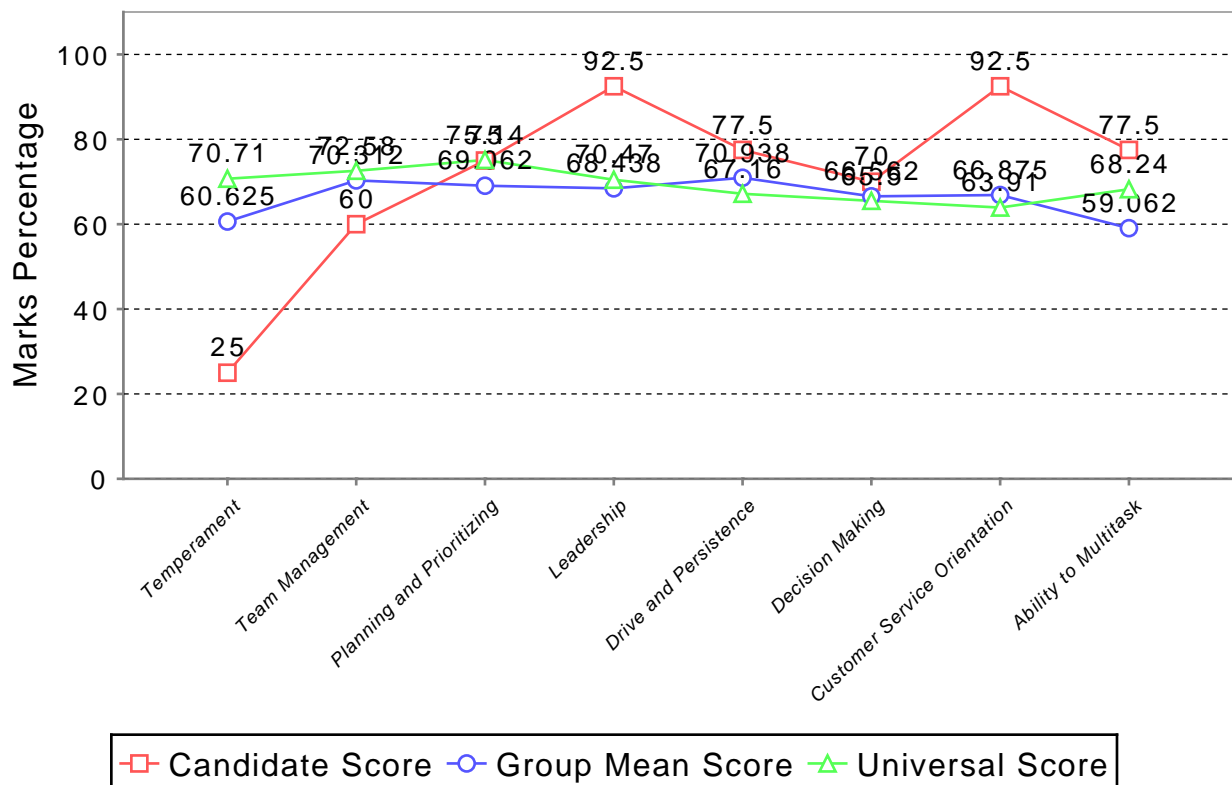




## Section Report



## Benchmark





## Temperament

Low

Innate aspect of individual personality. An individual's tendency to be impatient and become angry or annoyed with others. This can be caused by the situation or it can be a generally increased level of tension in a person.

### Candidate Feedback

The respondents score indicates that he tends to become easily angered and frustrated with others, especially when others make mistakes. He tends to be restless and impatient, and may feel higher levels of physical tension than most.

## Team Management

Medium

Managing a team of executives on a specified task. Coaches, mentors, shares experiences and guides people/team members in decision making. Able to leverage full potential of an executive, thereby building skill set, team spirit & identity.

### Candidate Feedback

The respondent seems to have moderate level of confidence in managing a team or a group of subordinates. Is likely to spend less time engaging in mentoring and guiding his team members through a decision or task. There may be aspects of team management where he feels less confident or may feel a need/scope of improvement. He may struggle with managing the aspirations of team members. However, this lack of confidence may be temporary and could be a result of his lack of on-the-job experience of managing a team.

## Planning and Prioritizing

Medium

The ability to create detailed robust plans encompassing milestones (critical tasks), checkpoints, deliverables and dependencies, taking into account both required resource availability and risk assessment. Can prioritize and differentiate between issues that are urgent vs. important and maintaining focus on important issues.

### Candidate Feedback

The respondent's score indicates that he may not prefer to give emphasis on planning and is likely to deal with situations as and when they arise. It is likely that he might not have a holistic view of the task thereby not taking into account risk factors/unforeseen obstacles that might arise. Though he may be comfortable in handling crisis, it may result in delayed implementation and affect quality of deliverables.



## Leadership

High

The ability to effectively manage, guide & align team members to achieve desired business results adapting different leadership styles as per the situation. Provides appropriate level of feedback and effectively mentors & coaches team members to ensure that they meet their full potential and to equip them to meet the current and future needs of the business.

### Candidate Feedback

The respondent seems to be confident of managing people and driving people's performance. He seems to spend substantial time in goal setting, coaching, mentoring, providing feedback, building capabilities of team members, inspiring people etc. This confidence may enable him to understand strengths and weaknesses that each team member has and drive initiatives for their learning and development accordingly this confidence may enable this respondent to proactively build talent pipelines.

## Drive and Persistence

Medium

Demonstrates energy, dependability, perseverance and self motivation. Has the ability to take things forward when they get stuck (through networking or escalation). Refuses to give up.

### Candidate Feedback

The respondent's score indicates that he appears to be moderately ambitious, He is fairly driven and will want to achieve some kind of success in the workplace. He seems to have some internal drive and motivation to overcome setbacks. It is likely that he will show some persistence when faced with obstacles although he may benefit from external impetus or assistance when faced with difficulties. He will put a moderate amount of energy and commitment into achieving their goals at work, will probably want to achieve promotion or career advancement to a certain degree; but will also have other priorities. There may be certain aspects of his role that particularly motivates him; it is these areas that he will be most likely to take an enthusiastic and committed approach to.

## Decision Making

Medium

The ability to use available information and sound judgment to make effective and timely decisions. Implements decisions with logic and confidence. Makes decisions in complex or unusual situations.

### Candidate Feedback

The respondent has a fair understanding of the basics, but is likely to make spontaneous decisions. He may not weigh or evaluate all the pros and cons in a detailed or holistic manner. During times of ambiguity, this spontaneity in decision making may sometimes result in adverse consequences or lapses in crucial projects. In an attempt to move ahead quickly the respondent may not spend adequate time in reviewing the consequences before making any decisions. This spontaneous decision making style of this individual may help in ensuring that work progress is maintained, however the decision may not always be thought through or well evaluated.



## Customer Service Orientation

High

Ability to understand and honor all of the organizations' commitments to customers by providing helpful, courteous, accessible, responsive, and knowledgeable customer service.

### Candidate Feedback

The respondent is likely to exceed customer expectations by applying a good understanding of what customers need and value. He would take actions to meet customer needs when required and assume ownership of issues and take appropriate steps to eliminate problems, own the issue and take action to address deficiencies by identifying resolutions. He is likely to maintain positive long term relationship with the client; is adept at focusing individualized attention resulting in consistent, high level customer satisfaction. He may respond promptly to customer and regularly update customer's needs and quickly adapts solutions as per the need of changing customer demands.

## Ability to Multitask

Medium

Ability to adeptly work on more than one task simultaneously, while maintaining efficiency and effectiveness when interrupted or switching between tasks.

### Candidate Feedback

The respondent seem to enjoy or feel comfortable in multi- tasking, and in his current role may be managing more tasks than required, but It is likely that he may leave the task half way or shift on to some other tasks/activity. As a result may struggle with time implementation/meeting deadlines. It is likely that there is a lot of last minute buildup closer to the deadline, resulting in stress. This is likely to reduce the quality of his output and also lead significant others (team members, manager) to have less confidence with regard to timely delivery of the tasks.

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