

# 10 EXCLUSIVE FEATURES

## OF THE WINSLOW ASSESSMENT SYSTEM

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### 1. The Most Comprehensive Assessment

The Winslow Dynamics Profile is the most comprehensive assessment available to measure the personality, behavior and attitudes of employees and applicants. The Profile measures 24 personality traits, on a bi-polar scale, for a total of 48 dimensions of personality. It measures every trait relevant to success in all positions at all levels of an organizational chart.

### 2. The Most Comprehensive Assessment Feedback

Four versions of Winslow Reports are available to our clients:

- **Participant's Report:** A 45 page Report presents detailed information to each participant on their personality, behavior and attitudes. Included in each report are profile charts, trait descriptions, influential traits, both assets and potential concerns, and suggestions for development.
- **Manager's Report:** A condensed text Report is provided for each participant's immediate manager. This version enables managers to most effectively communicate, manage and motivate employees to their full potential.
- **Executive Report:** This version provides upper management with the assessment results in a concise format to save time in reviewing Reports. This version contains only the Personality Profile and Position Compatibility Summary Form.
- **Position Compatibility Summary:** This "bottom line" Report provides the assessment results and the participant's compatibility for their position on one easy to understand color-coded page for Human Resources Directors.

### **3. Assessment Validity Controls**

The Winslow Profile contains special control questions that detect when answers to the questions are not honest, objective and accurate.

- **Valid Reports Guaranteed:** Winslow Reports are only prepared when participants' answers to the Profile are valid and reliable. Thirty percent of all participants have invalid results on their first assessment. Consequently, 3 of 10 competitive reports are invalid because they do not contain assessment validity controls.
- **Free Retakes:** Clients are not charged an additional fee when participants with invalid results retake the Profile.

### **4. Position Success Profiles**

A Color-coded Success Profile, based on the results of a Position Analysis, is included in each Report. This user-friendly overlay enables clients to identify trait scores that will have a positive or negative influence on success.

### **5. Position Compatibility Summary (PCS) Forms**

This document compares the Participant's behavior to the behavioral requirements for their position. This color-coded PCS Form then uses a unique scoring system to summarize the Participant's compatibility with the position.

### **6. Group Personality Profiles**

Composite profiles are prepared for any groups of participants you desire. The average trait scores for all participants in a group are presented in one Profile. These profiles enable management to identify the strengths and synergies of select groups of personnel, and are valuable in managing teams.

### **7. Group Personality Trait Charts**

This exclusive feature enables clients to view all the Personality Trait Scores, for every participant in a group, on one unique color-coded chart.

## **8. Group Position Compatibility Charts**

This feature displays all the Position Compatibility Summary Data, for all participants in any group, on one color-coded chart. Clients can view the summary data, for all applicants on a single chart and sort them by their scores.

## **9. Client Winslow Reports Website**

Clients are given a private, secure Winslow Website to administer and manage their assessment activity. This system enables clients to conveniently purchase Profile Passwords, Activate Passwords for participants, access The Winslow Reports and manage their group profiles. Participants can also complete the profile online.

## **10. Ongoing, Value-added Client Support**

Certain Winslow Certified Consultants provide continuing support to assist clients in managing their assessment activity. If desired, employees can receive additional training to become a Winslow Solutions Specialist. We also offer coaching, strategic planning, human capital analysis and other vital, value-added services when asked.