

11 APPLICATIONS OF THE WINSLOW PROFILE

- **Applicant Screening**
Eliminate unqualified applicants early in the process
- **Personnel Selection**
Select the best available applicant for the position
- **Personnel Placement**
Place new employees in the most suitable environment
- **Needs Analysis**
Objectively determine the specific training and development needs of individual employees
- **Succession Planning**
Identify the most suitable individual to be groomed to replace individuals who will be promoted, transferred, retired or terminated
- **Reorganization Decisions**
Determine which employees will function most successfully in the reorganized unit
- **Termination / Outplacement**
To explore the possibility of changing duties, positions, managers or departments instead of termination
- **Organizational Development**
Identify the developmental needs of the organization
- **Performance Appraisals**
Determine if employees are performing to potential
- **Career Pathing**
Advance individuals into the most suitable positions