



Participant: Michael Hepper
Organization: Client Demonstration Site
Date Prepared: February 28, 2001
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Winslow Dynamics Profile

Participant: Michael Hepper

Organization: Client Demonstration Site

Location: Headquarters

Department: All Participants

Profile Date: February 28, 2001

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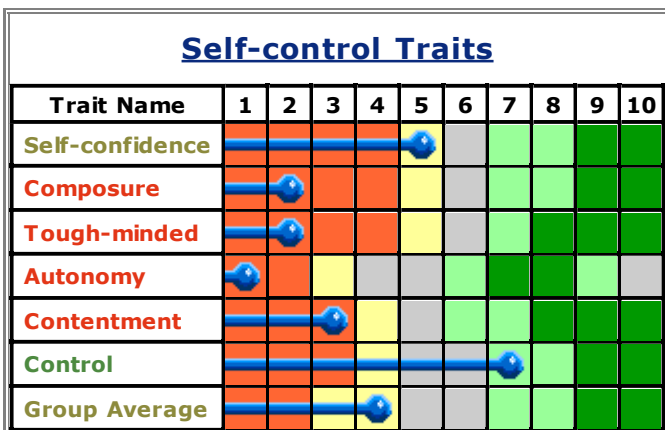
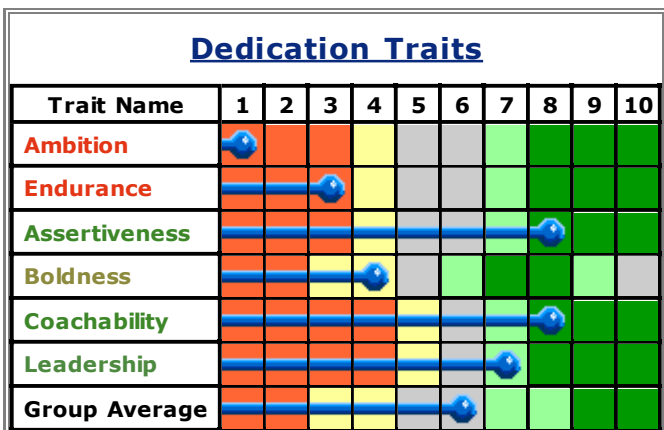
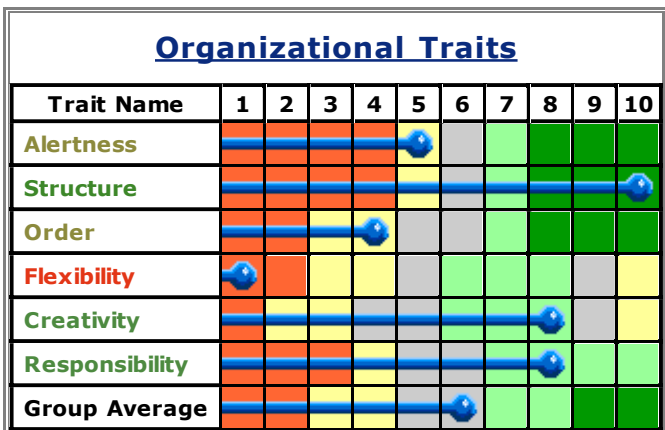
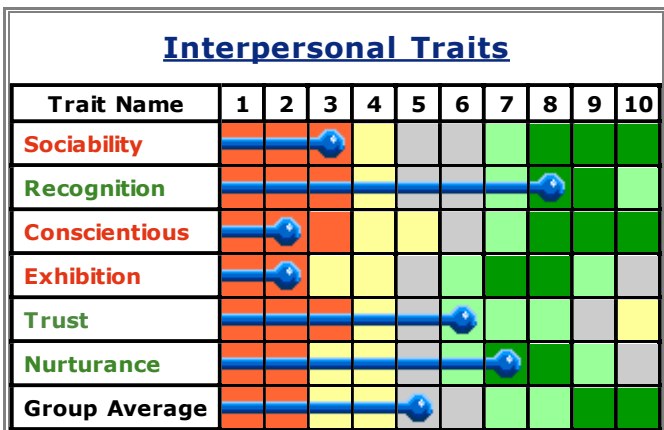
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Winslow Dynamics Profile Personality Trait Groups

PCS Position:



Scoring Range Codes

Desirable

Favorable

Neutral

Caution

Concern

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Position Compatibility Summary Interpretation

In computing the PCS, the Participant's Profile results are compared to the Position Analysis for the PCS Position named at the top of the form. Plus points are assigned for potentially positive trait scores, minus points for potentially negative trait scores and "zero" for trait scores in neutral zones:

| | | | | |
|---------------------|---------------------|------------------|-------------------|-------------------|
| Desirable Score: +4 | Favorable Score: +2 | Neutral Score: 0 | Caution Score: -2 | Concern Score: -5 |
|---------------------|---------------------|------------------|-------------------|-------------------|

Participant's Net Score: is the total PCS Score for all twenty-four Personal Dynamics Traits. Interpretation: A net score of "zero" to "plus 15," usually indicates an average probability of an average performance. "Plus 16" to "plus 35," usually indicates a noticeably above average performance. Net Scores above "plus 35," indicate outstanding suitability for the position that should result in exceptional performance, unless there are many scores in the Concern Scoring Zones. The higher the Net Score the higher the probability of success, and the more desirable the performance. Conversely, **the lower the Net Score**, the lower the probability of success and quality of performance in this position. However, these scoring ranges can vary significantly from one organization, location, or department, to another, depending upon the standards of performance, business activity, competition, management, and other factors.

Number of "Concern" Scores: is the total number of trait scores in "Concern" scoring zones. Interpretation: Most individuals with **four or more** "Concern" scores do not succeed in this position, or function significantly below average. However, it is important to analyze the "concern" scores and the requirements for your particular position.

Scoring Zone Totals: are the total number of trait scores in each of the five Scoring Zones. Interpretation: While assets positively influence performance, research indicates that liabilities have the most influence. The number of "Concern" and "Caution" scores are most important, because they can prevent an individual who has many "Desirable" and "Favorable" scores from succeeding in the position, or significantly reduce his/her performance. **The higher the number of "Concern" and "Caution scores**, the lower the probability of success and level of performance in this position.

Trait Group Scores: is the total number of trait scores in each of the five Scoring Zones. Interpretation: A Trait Group score of "Zero" usually indicates the probability of an average performance in situations requiring these traits. A Trait Group score of **minus nine or greater**, indicates that the influence of these traits will lower the Participant's probability of success and/or significantly diminish his/her performance in those situations.

Key Characteristics: is the total PCS Score for the first three traits, in the four Trait Groups. These traits are usually the most influential, and therefore, identified as Key Characteristics. Interpretation: **The higher this score, the higher the probability of success** and the desirable level of performance. This score helps to distinguish between Participants with identical or similar Net Scores.

Special Considerations:

1. Caution must be exercised when selecting PCS Positions and establishing the selection criterion for your organization's positions. Stringent requirements will increase performance and will reduce labor turnover. However, they will also significantly reduce the number of applicants who can meet these requirements.
2. In most cases, Participants should be compared to the requirements for one PCS Position. However, for some positions, it may be necessary to compare their assessment data to more than one PCS Position. For example, comparing an office supervisor to the "Administrative" and to the "Supervisor" positions. A person may have outstanding administrative traits, but not have the behavioral characteristics required for a successful supervisor. This enables you to make the most astute concessions when necessary.



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Winslow Dynamics Profile Position Compatibility Summary

PCS Position: General Manager

| | |
|---|---|
| <p style="text-align: center;"><u>Interpersonal Traits</u></p> <p>Sociability: 3 = -5 Recognition: 8 = +4 Conscientious: 2 = -5 Exhibition: 2 = -5 Trust: 6 = +2 Nurturance: 7 = +4 Group Total: -5</p> | <p style="text-align: center;"><u>Organizational Traits</u></p> <p>Alertness: 5 = -2 Structure: 10 = +4 Order: 4 = -2 Flexibility: 1 = -5 Creativity: 8 = +2 Responsibility: 8 = +2 Group Total: -1</p> |
| <p style="text-align: center;"><u>Dedication Traits</u></p> <p>Ambition: 1 = -5 Endurance: 3 = -5 Assertiveness: 8 = +4 Boldness: 4 = -2 Coachability: 8 = +4 Leadership: 7 = +2 Group Total: -2</p> | <p style="text-align: center;"><u>Self-control Traits</u></p> <p>Self-confidence: 5 = -2 Composure: 2 = -5 Tough-minded: 2 = -5 Autonomy: 1 = -5 Contentment: 3 = -5 Control: 7 = +2 Group Total: -20</p> |

| <u>Position Summary Data</u> | | |
|-------------------------------------|---------------------------|-------------------------------------|
| Desirable: 5 | Interpersonal: -5 | Participant's Net Score: -28 |
| Favorable: 5 | Organizational: -1 | Key Characteristics: -24 |
| Neutral: 0 | Dedication: -2 | |
| Caution: 4 | Self-control: -20 | Objectivity: 25 of 30 |
| Concern: 10 | | Accuracy: 29 of 30 |

| <u>Scoring Range Codes</u> | | | | |
|-----------------------------------|---------------------|------------------|-------------------|-------------------|
| Desirable Score: +4 | Favorable Score: +2 | Neutral Score: 0 | Caution Score: -2 | Concern Score: -5 |

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