



Foundations Training Series

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COURSE #1

WINSLOW ASSESSMENT BASICS

This 3.5-hour course examines the 24 traits measured by the Winslow Profile, bringing you to a strong level of proficiency and confidence in extracting maximum value from the various Reports we produce.

Over 40 years ago the Winslow Research Institute designed a powerful psychometric instrument measuring 24 human personality traits. Thousands of clients have used this profile for hiring, coaching, promotion decisions and overall staff development. Many individuals have used it personally for self-improvement and career planning. This course provides deep understanding of all 24 traits and their interconnections.

The graph below indicates one person's scores for each of the 24 traits along with a color-coded position overlay comparing this individual to the requirements of a particular job.



COURSE #2

THE CONFIDENT HIRING SOLUTION

This 3.5 hour course teaches a five-step process designed to filter out unsuitable candidates saving manager's time and increasing the likelihood of successful hiring decisions.

Most managers use a “rear-view mirror” approach when recruiting candidates. They focus on the past asking:

- *Where did you go to school?*
- *Where have you worked?*
- *What did you make?*
- *Who's your daddy?*
- *Are you any better than the last three people I mistakenly hired?*



But what if we had a “windshield view” — a system that peered into the candidate's future, predicting behavior with great precision?



COURSE #3

THE CONFIDENT COACHING PROCESS

This 3.5-hour course introduces Coaches and HR specialists to a revolutionary style of coaching. We train Coaches how to integrate the results of a client's Winslow Assessment into a redemptive, practical, solution-oriented conversation process.

Traditional management focuses on output/results and business processes. People are often viewed as expendable or replaceable human capital. Clients who hire qualified people can, and should, expect to coach and train them once on board. We need to accept the fact that our recruits likely come to the job with a reasonable number of developmental needs.



A Confident Coach assists a client in becoming a confident, self-managed person capable of creating strong value, making wise decisions, and avoiding inhibiting, self-destructive behaviors

The first two courses (Winslow Assessment Basics and The Confident Hiring Solution) fulfill the prerequisite for enrolling in The Confident Coaching Network.

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