

REACH TRAINING NEEDS ANALYSIS

REACH PROFILES

Individual Report

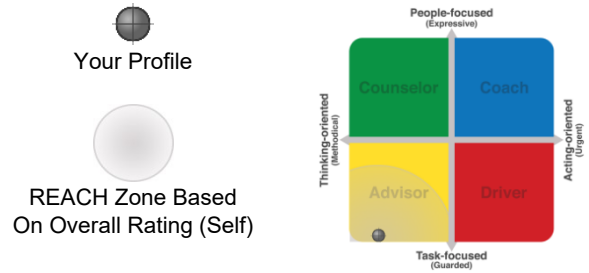
Training Recommendations based on the REACH Profile for Charles Poulton

06 Mar 2020



REACH Quotient: 3.69 out of 5.00

The goal of this development plan is to provide Charles Poulton with the clarity of their current development priorities. After training and/or coaching Charles Poulton will commonly see their development priorities change next time they take the REACH Profile. By retaking the survey, they can maintain an ongoing targeted development journey that will grow REACH Quotient, REACH Zone and have a positive impact.



		Population Average	Self-rating	0	1	2	3	4	5
Relating to Others	Counseling Characteristics								
	Assimilating team members	3.81	3.00	[Green bar from 0 to 3]					
	Cultivating team spirit	3.80	4.00	[Green bar from 0 to 4]					
	Identifying personal needs	3.57	2.00	[Green bar from 0 to 2]					
	Recognizing others' efforts	3.87	3.00	[Green bar from 0 to 3]					
	Average:	3.76	3.00	More Challenging		Moderate		More Comfortable	
	Coaching Characteristics								
	Building rapport	3.67	3.00	[Blue bar from 0 to 3]					
	Easing tensions during conflict	3.53	3.00	[Blue bar from 0 to 3]					
	Finding opportunities for synergy	3.55	4.00	[Blue bar from 0 to 4]					
Rallying others around a cause	3.69	4.00	[Blue bar from 0 to 4]						
Average:	3.61	3.50	More Challenging		Moderate		More Comfortable		
Achieving Goals	Driving Characteristics								
	Establishing clear expectations	3.68	4.00	[Red bar from 0 to 4]					
	Evaluating individual performance	3.59	3.00	[Red bar from 0 to 3]					
	Exercising control over processes	3.51	4.00	[Red bar from 0 to 4]					
	Guiding team during change	3.43	4.00	[Red bar from 0 to 4]					
	Average:	3.55	3.75	More Challenging		Moderate		More Comfortable	
	Advising Characteristics								
	Addressing quality concerns	3.58	5.00	[Yellow bar from 0 to 5]					
	Aligning resources with needs	3.48	5.00	[Yellow bar from 0 to 5]					
	Designing team structure/function	3.50	5.00	[Yellow bar from 0 to 5]					
Integrating diverse perspectives	3.58	3.00	[Yellow bar from 0 to 3]						
Average:	3.54	4.50	More Challenging		Moderate		More Comfortable		



Charles Poulton Current Development Priorities



Counselor

Developing Counselor Skills (the “Who”)

They should consider this list of courses:

Identifying personal needs

- [PPA - Building Team Synergy Training Course](#)
- [PPA - Identifying Difference as Opportunities](#)



Coach

Developing Coach Skills (the “Why”)

They should consider this list of courses:

Building rapport

- [Communication Skills Training](#)
- [Customer Service Training](#)
- [Facilitation Skills Training](#)
- [Professional Telephone Skills](#)
- [Sales Training](#)
- [Retail Sales Training](#)
- [Emotional Intelligence \(EQ\) Training](#)
- [Body Language Training](#)
- [Advanced Facilitation Skills Training](#)
- [Consultative Sales Training](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- Identifying and overcoming a weakness
- Matching and mirroring
- Resolving internal conflict

Contact Information

For more information regarding the REACH suite of products and services available to help you develop and coach high performers, please contact your REACH Partner:



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Important Note

The information contained herein describes certain behavioral preferences and tendencies derived from the participants' self-reporting. While such patterns of behavior tend to be consistent over time, these can change based on circumstances beyond the scope of what has been measured by this survey. Therefore, this information does not represent a comprehensive measure of psychological traits, nor does it claim to represent a prediction of future behavior. No part of this information is intended to convey a psychological, medical, or psychiatric evaluation, and in no way is this information intended to convey an evaluation of employability. This information is intended to provide insight that is useful in coaching, team-building, and other aspects of professional development and training. No employment decision should be made based, in whole or in part, on the results contained herein, and no indication of suitability for employment should be inferred or implied based on the REACH Culture Survey.