REACH
TRAINING NEEDS ANALYSIS

REACH
360

Group Report

Training Recommendations based on 360 Feedback for all 360's attached to the REACH Profile for YumYum Dairy (SAMPLE).

06 Mar 2020

Contents

Consolidated courses recommendations

Supervising Others Training

- Eric Poulton
- Mina Yu
- Josh McKenzie
- Charles Poulton

Leadership Development Training

- Eric Poulton
- Mina Yu
- Josh McKenzie

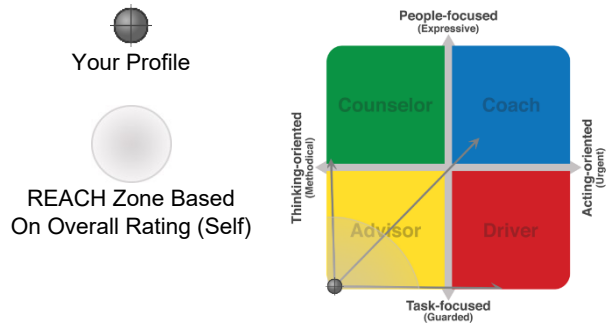## PPA - Building Team Synergy Training Course

- Josh McKenzie
- Charles Poulton

PPA - Identifying Difference as Opportunities

- Josh McKenzie
- Charles Poulton

Training Needs Analysis for Eric Poulton

The goal of this development plan is to provide Eric Poulton with the clarity of their current development priorities based on their REACH360. After training and/or coaching Eric Poulton will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.

Your Profile

REACH Zone Based
On Overall Rating (Self)

Relating to Others

Counseling Characteristics (the "who")

	Rating						
		0	1	2	3	4	5
Assimilating team members — Self	2.00						
Assimilating team members — Raters	2.25						
Cultivating team spirit — Self	3.00						
Cultivating team spirit — Raters	3.00						
Identifying personal needs — Self	2.00						
Identifying personal needs — Raters	2.75						
Recognizing others' efforts — Self	3.00						
Recognizing others' efforts — Raters	2.60						
Average: Self	**2.50**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
Raters	**2.67**						

Coaching Characteristics (the "why")

	Rating						
		0	1	2	3	4	5
Building rapport — Self	3.00						
Building rapport — Raters	2.80						
Easing tensions during conflict — Self	3.00						
Easing tensions during conflict — Raters	2.60						
Finding opportunities for synergy — Self	4.00						
Finding opportunities for synergy — Raters	3.50						
Rallying others around a cause — Self	3.00						
Rallying others around a cause — Raters	3.40						
Average: Self	**3.25**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
Raters	**3.05**						

Achieving Goals

Driving Characteristics (the "what")

	Rating						
		0	1	2	3	4	5
Establishing clear expectations — Self	3.00						
Establishing clear expectations — Raters	4.00						
Evaluating individual performance — Self	3.00						
Evaluating individual performance — Raters	3.00						
Exercising control over processes — Self	4.00						
Exercising control over processes — Raters	4.00						
Guiding team during change — Self	4.00						
Guiding team during change — Raters	3.20						
Average: Self	**3.50**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
Raters	**3.61**						

Advising Characteristics (the "how")

	Rating						
		0	1	2	3	4	5
Addressing quality concerns — Self	5.00						
Addressing quality concerns — Raters	3.80						
Aligning resources with needs — Self	5.00						
Aligning resources with needs — Raters	3.40						
Designing team structure/function — Self	5.00						
Designing team structure/function — Raters	3.20						
Integrating diverse perspectives — Self	4.00						
Integrating diverse perspectives — Raters	3.00						
Average: Self	**4.75**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
Raters	**3.35**						

Eric Poulton Current Development Priorities

Developing Counselor Skills (the "Who")

They should consider this list of courses:

Assimilating team members

- [Supervising Others Training](#)

Developing Driver Skills (the "What")

They should consider this list of courses:

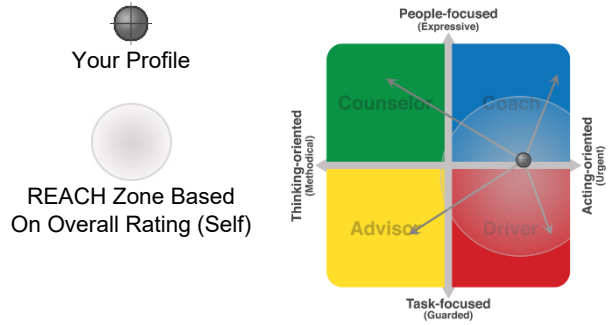### Evaluating individual performance

- [Supervising Others Training](#)
- [Leadership Development Training](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- New manager assimilation
- Giving feedback using the SBI model
- Identifying and overcoming a weakness

Training Needs Analysis for Mina Yu

The goal of this development plan is to provide Mina Yu with the clarity of their current development priorities based on their REACH360. After training and/or coaching Mina Yu will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.

Your Profile

REACH Zone Based
On Overall Rating (Self)

Relating to Others

Counseling Characteristics (the "who")

	Rating						
		0	1	2	3	4	5
Assimilating team members — Self	2.00						
Raters	3.33						
Cultivating team spirit — Self	3.00						
Raters	4.00						
Identifying personal needs — Self	3.00						
Raters	3.00						
Recognizing others' efforts — Self	2.00						
Raters	3.67						
Average: Self	**2.50**	More Challenging / Less Effective		Moderate		More Comfortable / More Effective	
Raters	**3.50**						

Coaching Characteristics (the "why")

	Rating						
		0	1	2	3	4	5
Building rapport — Self	3.00						
Raters	3.67						
Easing tensions during conflict — Self	2.00						
Raters	3.67						
Finding opportunities for synergy — Self	3.00						
Raters	4.00						
Rallying others around a cause — Self	3.00						
Raters	3.33						
Average: Self	**2.75**	More Challenging / Less Effective		Moderate		More Comfortable / More Effective	
Raters	**3.67**						

Achieving Goals

Driving Characteristics (the "what")

	Rating						
		0	1	2	3	4	5
Establishing clear expectations — Self	4.00						
Raters	3.00						
Evaluating individual performance — Self	3.00						
Raters	3.00						
Exercising control over processes — Self	4.00						
Raters	3.33						
Guiding team during change — Self	2.00						
Raters	2.33						
Average: Self	**3.25**	More Challenging / Less Effective		Moderate		More Comfortable / More Effective	
Raters	**2.91**						

Advising Characteristics (the "how")

	Rating						
		0	1	2	3	4	5
Addressing quality concerns — Self	5.00						
Raters	2.33						
Aligning resources with needs — Self	3.00						
Raters	3.00						
Designing team structure/function — Self	4.00						
Raters	3.00						
Integrating diverse perspectives — Self	4.00						
Raters	3.33						
Average: Self	**4.00**	More Challenging / Less Effective		Moderate		More Comfortable / More Effective	
Raters	**2.92**						

Mina Yu Current Development Priorities

Developing Driver Skills (the "What")

They should consider this list of courses:

Evaluating individual performance

- Supervising Others Training
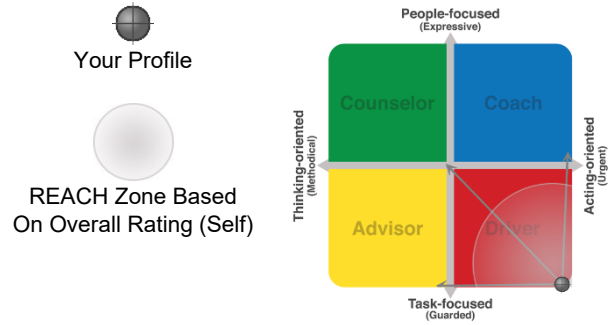- Leadership Development Training

Guiding team during change

- Train the Trainer Training
- PPA - Resilience and You
- PPA - Building Creativity

Coaching Activities (recommended in the REACH Coaches Companion)

- Giving feedback using the SBI model
- Problem solving and the ladder of inference
- Using the 5 Whys technique

Training Needs Analysis for Josh McKenzie

The goal of this development plan is to provide Josh McKenzie with the clarity of their current development priorities based on their REACH360. After training and/or coaching Josh McKenzie will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.

Your Profile

REACH Zone Based On Overall Rating (Self)

People-focused (Expressive)

Counselor | Coach

Thinking-oriented (Methodical) | Acting-oriented (Urgent)

Advisor | Driver

Task-focused (Guarded)

Relating to Others

Counseling Characteristics (the "who")		Rating	0	1	2	3	4	5
Assimilating team members	Self	4.00						
	Raters	2.33						
Cultivating team spirit	Self	4.00						
	Raters	2.67						
Identifying personal needs	Self	4.00						
	Raters	2.00						
Recognizing others' efforts	Self	4.00						
	Raters	3.00						
Average:	**Self**	**4.00**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters	**2.50**						

Coaching Characteristics (the "why")		Rating	0	1	2	3	4	5
Building rapport	Self	3.00						
	Raters	2.67						
Easing tensions during conflict	Self	4.00						
	Raters	2.00						
Finding opportunities for synergy	Self	4.00						
	Raters	3.00						
Rallying others around a cause	Self	4.00						
	Raters	3.33						
Average:	**Self**	**3.75**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters	**2.75**						

Achieving Goals

Driving Characteristics (the "what")		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	3.00						
	Raters	3.33						
Evaluating individual performance	Self	0.00						
	Raters	4.00						
Exercising control over processes	Self	3.00						
	Raters	4.00						
Guiding team during change	Self	2.00						
	Raters	3.00						
Average:	**Self**	**2.67**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters	**3.58**						

Advising Characteristics (the "how")		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	3.00						
	Raters	3.33						
Aligning resources with needs	Self	3.00						
	Raters	2.50						
Designing team structure/function	Self	2.00						
	Raters	2.67						
Integrating diverse perspectives	Self	4.00						
	Raters	2.33						
Average:	**Self**	**3.00**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters	**2.73**						

Josh McKenzie Current Development Priorities

Advisor

Developing Advisor Skills (the "How")

They should consider this list of courses:

Aligning resources with needs

- Supervising Others Training
- Time Management for Managing Projects and Complex Tasks
- Leadership Development Training

Counselor

Developing Counselor Skills (the "Who")

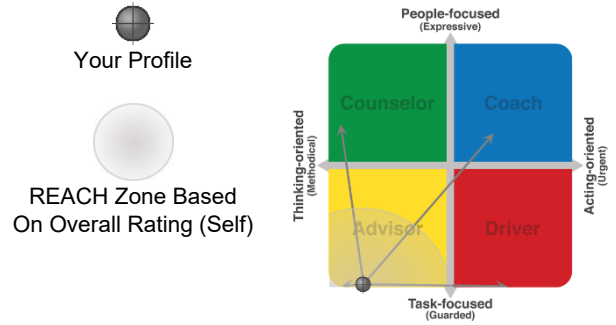They should consider this list of courses:

Identifying personal needs

- PPA - Building Team Synergy Training Course
- PPA - Identifying Difference as Opportunities

Coaching Activities (recommended in the REACH Coaches Companion)

- Using a RACI chart
- Identifying and overcoming a weakness
- Resolving internal conflict

Training Needs Analysis for Charles Poulton

The goal of this development plan is to provide Charles Poulton with the clarity of their current development priorities based on their REACH360. After training and/or coaching Charles Poulton will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.

Your Profile

REACH Zone Based On Overall Rating (Self)

People-focused (Expressive)

Counselor | Coach

Thinking-oriented (Methodical) | Acting-oriented (Urgent)

Advisor | Driver

Task-focused (Guarded)

Relating to Others

Counseling Characteristics (the "who")

	Rating	0	1	2	3	4	5
Assimilating team members	Self 3.00						
	Raters 3.25						
Cultivating team spirit	Self 4.00						
	Raters 3.75						
Identifying personal needs	Self 2.00						
	Raters 3.00						
Recognizing others' efforts	Self 3.00						
	Raters 3.25						
Average:	**Self 3.00**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters 3.31						

Coaching Characteristics (the "why")

	Rating	0	1	2	3	4	5
Building rapport	Self 3.00						
	Raters 3.50						
Easing tensions during conflict	Self 3.00						
	Raters 2.50						
Finding opportunities for synergy	Self 4.00						
	Raters 3.00						
Rallying others around a cause	Self 4.00						
	Raters 3.50						
Average:	**Self 3.50**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters 3.12						

Achieving Goals

Driving Characteristics (the "what")

	Rating	0	1	2	3	4	5
Establishing clear expectations	Self 4.00						
	Raters 3.75						
Evaluating individual performance	Self 3.00						
	Raters 2.75						
Exercising control over processes	Self 4.00						
	Raters 3.50						
Guiding team during change	Self 4.00						
	Raters 3.75						
Average:	**Self 3.75**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters 3.44						

Advising Characteristics (the "how")

	Rating	0	1	2	3	4	5
Addressing quality concerns	Self 5.00						
	Raters 3.75						
Aligning resources with needs	Self 5.00						
	Raters 3.50						
Designing team structure/function	Self 5.00						
	Raters 2.75						
Integrating diverse perspectives	Self 3.00						
	Raters 2.50						
Average:	**Self 4.50**	More Challenging Less Effective		Moderate		More Comfortable More Effective	
	Raters 3.12						

Charles Poulton Current Development Priorities

Developing Coach Skills (the "Why")

They should consider this list of courses:

Easing tensions during conflict

- [Assertiveness and Self Confidence Training](#)
- [Conflict Resolution Training](#)
- [Supervising Others Training](#)

Developing Counselor Skills (the "Who")

They should consider this list of courses:
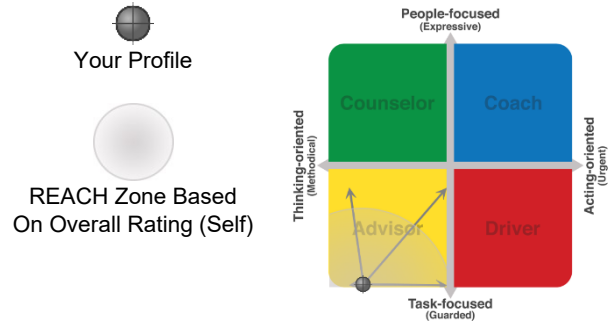
Identifying personal needs

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

Coaching Activities (recommended in the REACH Coaches Companion)

- Resolving internal conflict
- Identifying and overcoming a weakness
- Giving feedback using the SBI model

Training Needs Analysis for Charles Poulton

The goal of this development plan is to provide Charles Poulton with the clarity of their current development priorities based on their REACH360. After training and/or coaching Charles Poulton will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.

Your Profile

REACH Zone Based On Overall Rating (Self)

People-focused (Expressive)

Counselor | Coach

Thinking-oriented (Methodical) — Acting-oriented (Urgent)

Advisor | Driver

Task-focused (Guarded)

Relating to Others

Counseling Characteristics (the "who")

	Rating	0	1	2	3	4	5
Assimilating team members — Self	3.00						
Raters	2.00						
Cultivating team spirit — Self	4.00						
Raters	2.00						
Identifying personal needs — Self	2.00						
Raters	2.00						
Recognizing others' efforts — Self	3.00						
Raters	2.00						
Average: **Self**	**3.00**						
Raters	**2.00**						

More Challenging / Less Effective   Moderate   More Comfortable / More Effective

Coaching Characteristics (the "why")

	Rating	0	1	2	3	4	5
Building rapport — Self	3.00						
Raters	2.00						
Easing tensions during conflict — Self	3.00						
Raters	2.00						
Finding opportunities for synergy — Self	4.00						
Raters	2.00						
Rallying others around a cause — Self	4.00						
Raters	2.00						
Average: **Self**	**3.50**						
Raters	**2.00**						

More Challenging / Less Effective   Moderate   More Comfortable / More Effective

Achieving Goals

Driving Characteristics (the "what")

	Rating	0	1	2	3	4	5
Establishing clear expectations — Self	4.00						
Raters	2.00						
Evaluating individual performance — Self	3.00						
Raters	2.00						
Exercising control over processes — Self	4.00						
Raters	2.00						
Guiding team during change — Self	4.00						
Raters	2.00						
Average: **Self**	**3.75**						
Raters	**2.00**						

More Challenging / Less Effective   Moderate   More Comfortable / More Effective

Advising Characteristics (the "how")

	Rating	0	1	2	3	4	5
Addressing quality concerns — Self	5.00						
Raters	2.00						
Aligning resources with needs — Self	5.00						
Raters	2.00						
Designing team structure/function — Self	5.00						
Raters	2.00						
Integrating diverse perspectives — Self	3.00						
Raters	2.00						
Average: **Self**	**4.50**						
Raters	**2.00**						

More Challenging / Less Effective   Moderate   More Comfortable / More Effective

Charles Poulton Current Development Priorities

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](#)

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

Recommendations: Type 2: Trait/Awareness-based RQ Elements
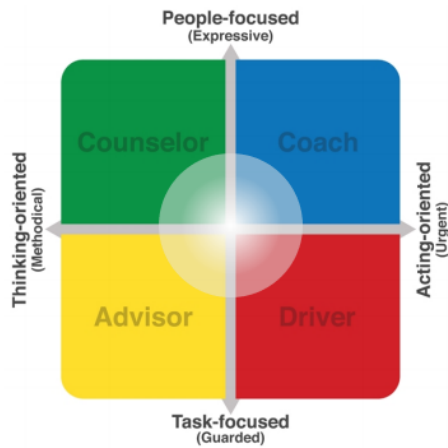
Developing Awareness of Self and Others – Trait Based Elements of RQ

- Assertiveness and Self Confidence Training
- Communication Skills Training
- Facilitation Skills Training
- Emotional Intelligence (EQ) Training
- Body Language Training
- Advanced Facilitation Skills Training

Developing Resilience and Adaptability – Preparing for change today and tomorrow!

- PPA - Building Team Synergy Training Course
- PPA - Resilience and You
- PPA - Building Creativity
- PPA - Identifying Difference as Opportunities

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.