

REACH TRAINING NEEDS ANALYSIS

REACH
360

Individual Report

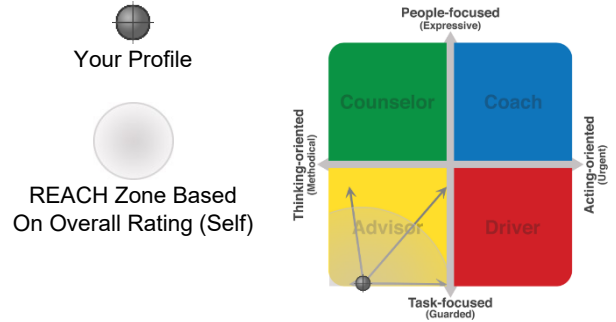
Training Recommendations based on 360 Feedback for
Charles Poulton

06 Mar 2020



REACH Quotient: 2.84 out of 5.00

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.



Relating to Others

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

Coaching Characteristics (the "why")		Rating	0	1	2	3	4	5
Building rapport	Self	3.00	[Bar chart: 3.00]					
	Raters	2.00	[Bar chart: 2.00]					
Easing tensions during conflict	Self	3.00	[Bar chart: 3.00]					
	Raters	2.00	[Bar chart: 2.00]					
Finding opportunities for synergy	Self	4.00	[Bar chart: 4.00]					
	Raters	2.00	[Bar chart: 2.00]					
Rallying others around a cause	Self	4.00	[Bar chart: 4.00]					
	Raters	2.00	[Bar chart: 2.00]					
Average:		Self 3.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
Raters		2.00						

Achieving Goals

Driving Characteristics (the "what")		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	4.00	[Bar chart: 4.00]					
	Raters	2.00	[Bar chart: 2.00]					
Evaluating individual performance	Self	3.00	[Bar chart: 3.00]					
	Raters	2.00	[Bar chart: 2.00]					
Exercising control over processes	Self	4.00	[Bar chart: 4.00]					
	Raters	2.00	[Bar chart: 2.00]					
Guiding team during change	Self	4.00	[Bar chart: 4.00]					
	Raters	2.00	[Bar chart: 2.00]					
Average:		Self 3.75	More Challenging Less Effective		Moderate	More Comfortable More Effective		
Raters		2.00						

Advising Characteristics (the "how")		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	5.00	[Bar chart: 5.00]					
	Raters	2.00	[Bar chart: 2.00]					
Aligning resources with needs	Self	5.00	[Bar chart: 5.00]					
	Raters	2.00	[Bar chart: 2.00]					
Designing team structure/function	Self	5.00	[Bar chart: 5.00]					
	Raters	2.00	[Bar chart: 2.00]					
Integrating diverse perspectives	Self	3.00	[Bar chart: 3.00]					
	Raters	2.00	[Bar chart: 2.00]					
Average:		Self 4.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
Raters		2.00						



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:



The OrgDev Institute
+61 490 036 610
j.belchamber@orgdevinstitute.co
<https://www.orgdevinstitute.co/>



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.