

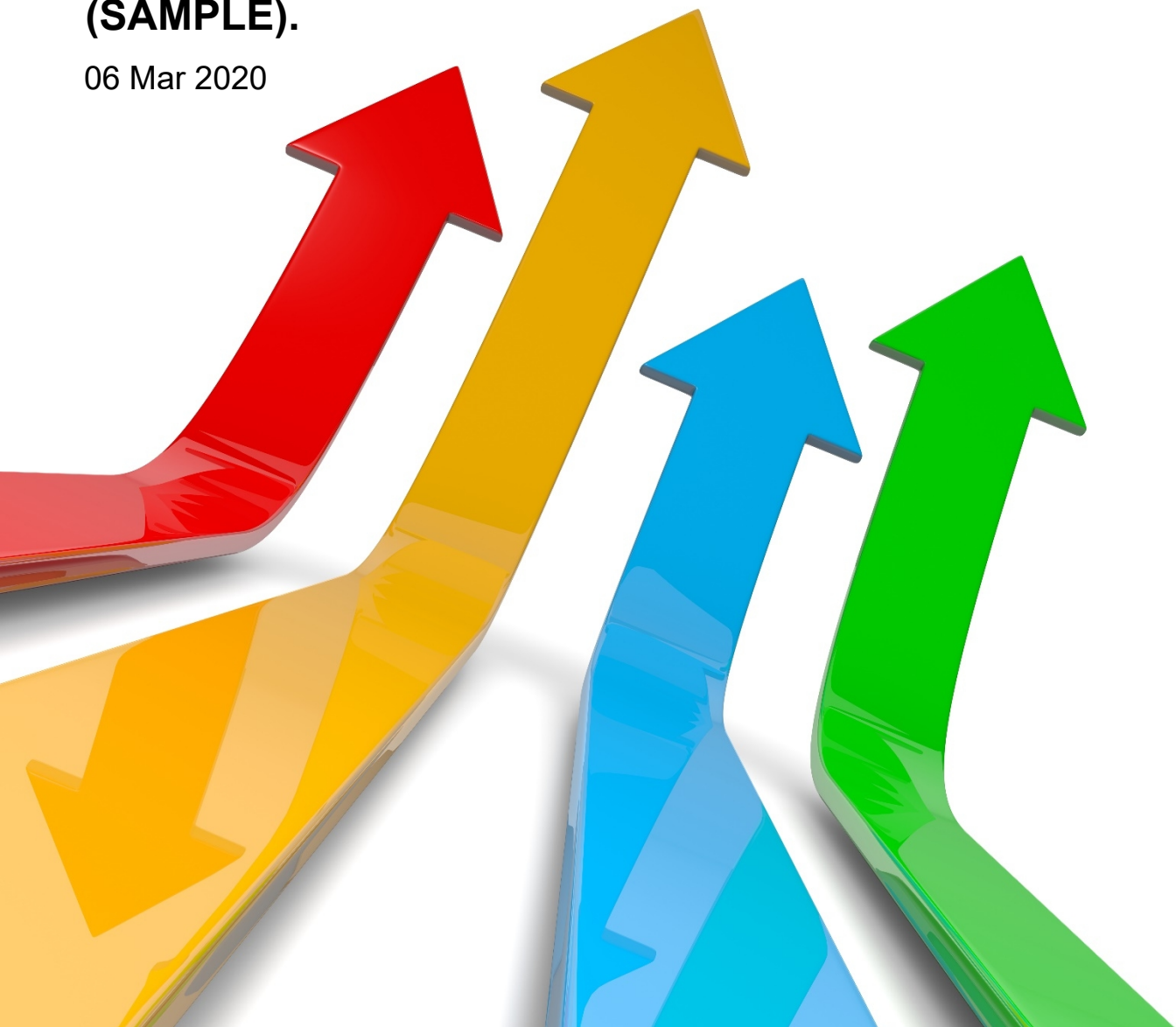
# REACH TRAINING NEEDS ANALYSIS

## REACH PROFILES

### Group Report

**Training Recommendations based on the REACH Profile for all respondents on the REACH Profile for YumYum Dairy (SAMPLE).**

06 Mar 2020



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# Consolidated courses recommendations

## Leadership Development Training

- Janelle Fromm
- Mina Yu
- Mina Yu
- Morten Zimbelist

## PPA - Building Team Synergy Training Course

- Charles Poulton
- Eric Poulton
- Josh McKenzie
- Zhang Wei

## PPA - Identifying Difference as Opportunities

- Charles Poulton
- Eric Poulton
- Josh McKenzie
- Zhang Wei
- Zhang Wei

## Supervising Others Training

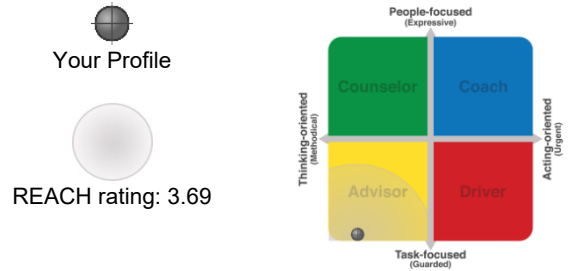
- Eric Poulton
- Janelle Fromm
- Josh McKenzie
- Mina Yu
- Morten Zimbelist

## Time Management for Managing Projects and Complex Tasks

- Janelle Fromm
- Mina Yu
- Morten Zimbelist

# Personal REACH Development Plan for Charles Poulton

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	<b>Counseling Characteristics</b>								
	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]					
	<b>Average:</b>	<b>3.76</b>	<b>3.00</b>	More Challenging		Moderate		More Comfortable	
	<b>Coaching Characteristics</b>								
	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]						
<b>Average:</b>	<b>3.61</b>	<b>3.50</b>	More Challenging		Moderate		More Comfortable		
Achieving Goals	<b>Driving Characteristics</b>								
	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]					
	<b>Average:</b>	<b>3.55</b>	<b>3.75</b>	More Challenging		Moderate		More Comfortable	
	<b>Advising Characteristics</b>								
	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]						
<b>Average:</b>	<b>3.54</b>	<b>4.50</b>	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

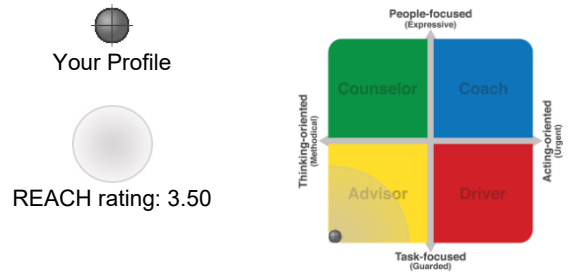
- [Communication Skills Training](#)
- [Customer Service Training](#)
- [Facilitation Skills Training](#)
- [Professional Telephone Skills](#)
- [Sales Training](#)
- [Retail Sales Training](#)
- [Emotional Intelligence \(EQ\) Training](#)
- [Body Language Training](#)
- [Advanced Facilitation Skills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

#### Coaching Activities (recommended in the REACH Coaches Companion)

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

# Personal REACH Development Plan for Eric Poulton

The goal of this development plan is to provide Eric Poulton with the clarity of their current development priorities. After training and/or coaching Eric 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	<b>Counseling Characteristics</b>								
	Assimilating team members	3.81	2.00	[Green bar from 0 to 2]					
	Cultivating team spirit	3.80	3.00	[Green bar from 0 to 3]					
	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]					
	<b>Average:</b>	<b>3.76</b>	<b>2.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Coaching Characteristics</b>								
	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	3.00	[Blue bar from 0 to 3]						
<b>Average:</b>	<b>3.61</b>	<b>3.25</b>	More Challenging		Moderate		More Comfortable		
Achieving Goals	<b>Driving Characteristics</b>								
	Establishing clear expectations	3.68	3.00	[Red bar from 0 to 3]					
	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]					
	<b>Average:</b>	<b>3.55</b>	<b>3.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Advising Characteristics</b>								
	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	4.00	[Yellow bar from 0 to 4]						
<b>Average:</b>	<b>3.54</b>	<b>4.75</b>	More Challenging		Moderate		More Comfortable		



## Eric Poulton Current Development Priorities



Counselor

### Developing Counselor Skills (the “Who”)

They should consider this list of courses:

#### **Assimilating team members**

- [Supervising Others Training](#)

#### **Identifying personal needs**

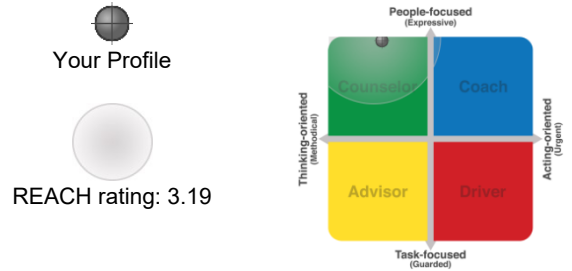
- [PPA - Building Team Synergy Training Course](#)
- [PPA - Identifying Difference as Opportunities](#)

### Coaching Activities (recommended in the REACH Coaches Companion)

- New manager assimilation
- Identifying and overcoming a weakness
- Matching and mirroring

# Personal REACH Development Plan for Janelle Fromm

The goal of this development plan is to provide Janelle Fromm with the clarity of their current development priorities. After training and/or coaching Janelle Fromm 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	<b>Counseling Characteristics</b>								
	Assimilating team members	3.81	4.00	[Green bar from 0 to 4]					
	Cultivating team spirit	3.80	4.00	[Green bar from 0 to 4]					
	Identifying personal needs	3.57	5.00	[Green bar from 0 to 5]					
	Recognizing others' efforts	3.87	5.00	[Green bar from 0 to 5]					
	<b>Average:</b>	<b>3.76</b>	<b>4.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Coaching Characteristics</b>								
	Building rapport	3.67	4.00	[Blue bar from 0 to 4]					
	Easing tensions during conflict	3.53	3.00	[Blue bar from 0 to 3]					
	Finding opportunities for synergy	3.55	3.00	[Blue bar from 0 to 3]					
Rallying others around a cause	3.69	3.00	[Blue bar from 0 to 3]						
<b>Average:</b>	<b>3.61</b>	<b>3.25</b>	More Challenging		Moderate		More Comfortable		
Achieving Goals	<b>Driving Characteristics</b>								
	Establishing clear expectations	3.68	2.00	[Red bar from 0 to 2]					
	Evaluating individual performance	3.59	2.00	[Red bar from 0 to 2]					
	Exercising control over processes	3.51	1.00	[Red bar from 0 to 1]					
	Guiding team during change	3.43	4.00	[Red bar from 0 to 4]					
	<b>Average:</b>	<b>3.55</b>	<b>2.25</b>	More Challenging		Moderate		More Comfortable	
	<b>Advising Characteristics</b>								
	Addressing quality concerns	3.58	3.00	[Yellow bar from 0 to 3]					
	Aligning resources with needs	3.48	2.00	[Yellow bar from 0 to 2]					
	Designing team structure/function	3.50	2.00	[Yellow bar from 0 to 2]					
Integrating diverse perspectives	3.58	4.00	[Yellow bar from 0 to 4]						
<b>Average:</b>	<b>3.54</b>	<b>2.75</b>	More Challenging		Moderate		More Comfortable		





## Janelle Fromm Current Development Priorities



### Developing Driver Skills (the “What”)

They should consider this list of courses:

#### **Exercising control over processes**

- [Time Management for Managing Projects and Complex Tasks](#)

#### **Establishing clear expectations**

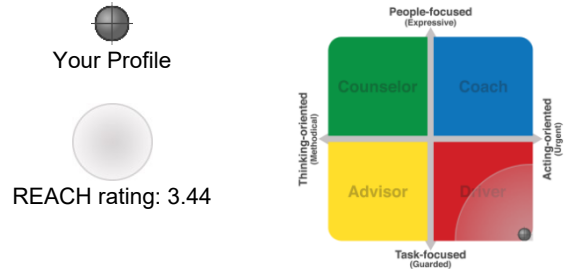
- [Supervising Others Training](#)
- [Leadership Development Training](#)

#### Coaching Activities (recommended in the REACH Coaches Companion)

- Keeping control of tasks and operations
- How clear are you in defining requirements?
- Giving feedback using the SBI model

# Personal REACH Development Plan for Josh McKenzie

The goal of this development plan is to provide Josh McKenzie with the clarity of their current development priorities. After training and/or coaching Josh McKenzie 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	<b>Counseling Characteristics</b>								
	Assimilating team members	3.81	3.00	[Green bar from 0 to 3]					
	Cultivating team spirit	3.80	3.00	[Green bar from 0 to 3]					
	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]					
	<b>Average:</b>	<b>3.76</b>	<b>2.75</b>	More Challenging		Moderate		More Comfortable	
	<b>Coaching Characteristics</b>								
	Building rapport	3.67	3.00	[Blue bar from 0 to 3]					
	Easing tensions during conflict	3.53	2.00	[Blue bar from 0 to 2]					
	Finding opportunities for synergy	3.55	4.00	[Blue bar from 0 to 4]					
Rallying others around a cause	3.69	3.00	[Blue bar from 0 to 3]						
<b>Average:</b>	<b>3.61</b>	<b>3.00</b>	More Challenging		Moderate		More Comfortable		
Achieving Goals	<b>Driving Characteristics</b>								
	Establishing clear expectations	3.68	5.00	[Red bar from 0 to 5]					
	Evaluating individual performance	3.59	4.00	[Red bar from 0 to 4]					
	Exercising control over processes	3.51	5.00	[Red bar from 0 to 5]					
	Guiding team during change	3.43	4.00	[Red bar from 0 to 4]					
	<b>Average:</b>	<b>3.55</b>	<b>4.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Advising Characteristics</b>								
	Addressing quality concerns	3.58	3.00	[Yellow bar from 0 to 3]					
	Aligning resources with needs	3.48	4.00	[Yellow bar from 0 to 4]					
	Designing team structure/function	3.50	4.00	[Yellow bar from 0 to 4]					
Integrating diverse perspectives	3.58	3.00	[Yellow bar from 0 to 3]						
<b>Average:</b>	<b>3.54</b>	<b>3.50</b>	More Challenging		Moderate		More Comfortable		



## Josh McKenzie 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:

#### Easing tensions during conflict

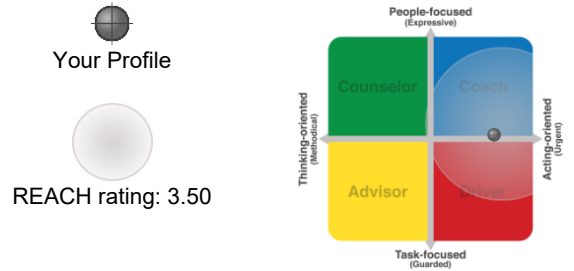
- [Assertiveness and Self Confidence Training](#)
- [Conflict Resolution Training](#)
- [Supervising Others Training](#)

#### Coaching Activities (recommended in the REACH Coaches Companion)

- Identifying and overcoming a weakness
- Resolving internal conflict
- New manager assimilation

# Personal REACH Development Plan for Mina Yu

The goal of this development plan is to provide Mina Yu with the clarity of their current development priorities. After training and/or coaching Mina Yu 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.



Relating to Others	<b>Counseling Characteristics</b>	Population Average	Self-rating	0	1	2	3	4	5
	Assimilating team members	3.81	3.00	<div style="width: 75%;"></div>					
	Cultivating team spirit	3.80	4.00	<div style="width: 80%;"></div>					
	Identifying personal needs	3.57	3.00	<div style="width: 75%;"></div>					
	Recognizing others' efforts	3.87	4.00	<div style="width: 80%;"></div>					
	<b>Average:</b>	<b>3.76</b>	<b>3.50</b>	More Challenging		Moderate		More Comfortable	
Achieving Goals	<b>Coaching Characteristics</b>	Population Average	Self-rating	0	1	2	3	4	5
	Building rapport	3.67	5.00	<div style="width: 100%;"></div>					
	Easing tensions during conflict	3.53	4.00	<div style="width: 80%;"></div>					
	Finding opportunities for synergy	3.55	5.00	<div style="width: 100%;"></div>					
	Rallying others around a cause	3.69	4.00	<div style="width: 80%;"></div>					
	<b>Average:</b>	<b>3.61</b>	<b>4.50</b>	More Challenging		Moderate		More Comfortable	
Achieving Goals	<b>Driving Characteristics</b>	Population Average	Self-rating	0	1	2	3	4	5
	Establishing clear expectations	3.68	3.00	<div style="width: 75%;"></div>					
	Evaluating individual performance	3.59	3.00	<div style="width: 75%;"></div>					
	Exercising control over processes	3.51	4.00	<div style="width: 80%;"></div>					
	Guiding team during change	3.43	3.00	<div style="width: 75%;"></div>					
	<b>Average:</b>	<b>3.55</b>	<b>3.25</b>	More Challenging		Moderate		More Comfortable	
Achieving Goals	<b>Advising Characteristics</b>	Population Average	Self-rating	0	1	2	3	4	5
	Addressing quality concerns	3.58	3.00	<div style="width: 75%;"></div>					
	Aligning resources with needs	3.48	2.00	<div style="width: 40%;"></div>					
	Designing team structure/function	3.50	2.00	<div style="width: 40%;"></div>					
	Integrating diverse perspectives	3.58	4.00	<div style="width: 80%;"></div>					
	<b>Average:</b>	<b>3.54</b>	<b>2.75</b>	More Challenging		Moderate		More Comfortable	



## Mina Yu 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](#)

#### **Designing team structure/function**

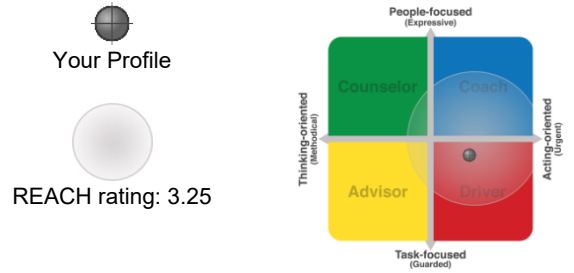
- [Leadership Development Training](#)

#### **Coaching Activities (recommended in the REACH Coaches Companion)**

- Using a RACI chart
- Clear roles and assignments
- Using the 5 Whys technique

# Personal REACH Development Plan for Morten Zimbelist

The goal of this development plan is to provide Morten Zimbelist with the clarity of their current development priorities. After training and/or coaching Morten Zimbelist 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					
				More Challenging		Moderate		More Comfortable	
Relating to Others	<b>Counseling Characteristics</b>								
	Assimilating team members	3.81	4.00	[Green bar to 4.00]					
	Cultivating team spirit	3.80	3.00	[Green bar to 3.00]					
	Identifying personal needs	3.57	3.00	[Green bar to 3.00]					
	Recognizing others' efforts	3.87	4.00	[Green bar to 4.00]					
	<b>Average:</b>	<b>3.76</b>	<b>3.50</b>						
	<b>Coaching Characteristics</b>								
	Building rapport	3.67	5.00	[Blue bar to 5.00]					
	Easing tensions during conflict	3.53	4.00	[Blue bar to 4.00]					
	Finding opportunities for synergy	3.55	5.00	[Blue bar to 5.00]					
Rallying others around a cause	3.69	5.00	[Blue bar to 5.00]						
<b>Average:</b>	<b>3.61</b>	<b>4.75</b>							
Achieving Goals	<b>Driving Characteristics</b>								
	Establishing clear expectations	3.68	3.00	[Red bar to 3.00]					
	Evaluating individual performance	3.59	2.00	[Red bar to 2.00]					
	Exercising control over processes	3.51	2.00	[Red bar to 2.00]					
	Guiding team during change	3.43	2.00	[Red bar to 2.00]					
	<b>Average:</b>	<b>3.55</b>	<b>2.25</b>						
	<b>Advising Characteristics</b>								
	Addressing quality concerns	3.58	2.00	[Yellow bar to 2.00]					
	Aligning resources with needs	3.48	2.00	[Yellow bar to 2.00]					
	Designing team structure/function	3.50	3.00	[Yellow bar to 3.00]					
Integrating diverse perspectives	3.58	3.00	[Yellow bar to 3.00]						
<b>Average:</b>	<b>3.54</b>	<b>2.50</b>							



## Morten Zimbelist Current Development Priorities



Advisor

### Developing Advisor Skills (the “How”)

They should consider this list of courses:

#### Addressing quality concerns

- [Train the Trainer Training](#)
- [PPA - Building Creativity](#)

#### Aligning resources with needs

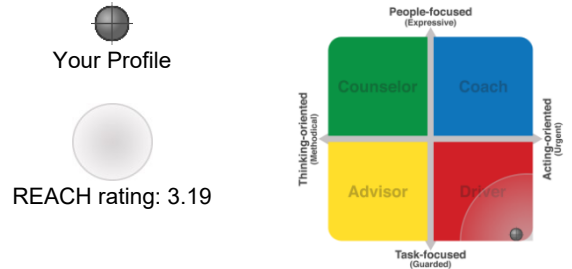
- [Supervising Others Training](#)
- [Time Management for Managing Projects and Complex Tasks](#)
- [Leadership Development Training](#)

#### Coaching Activities (recommended in the REACH Coaches Companion)

- Using the 5 Whys technique
- Using a RACI chart
- Involve your team in creating an upbeat culture

# Personal REACH Development Plan for Zhang Wei

The goal of this development plan is to provide Zhang Wei with the clarity of their current development priorities. After training and/or coaching Zhang Wei 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	<b>Counseling Characteristics</b>								
	Assimilating team members	3.81	3.00	[Green bar from 0 to 3]					
	Cultivating team spirit	3.80	3.00	[Green bar from 0 to 3]					
	Identifying personal needs	3.57	2.00	[Green bar from 0 to 2]					
	Recognizing others' efforts	3.87	2.00	[Green bar from 0 to 2]					
	<b>Average:</b>	<b>3.76</b>	<b>2.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Coaching Characteristics</b>								
	Building rapport	3.67	3.00	[Blue bar from 0 to 3]					
	Easing tensions during conflict	3.53	2.00	[Blue bar from 0 to 2]					
	Finding opportunities for synergy	3.55	4.00	[Blue bar from 0 to 4]					
Rallying others around a cause	3.69	3.00	[Blue bar from 0 to 3]						
<b>Average:</b>	<b>3.61</b>	<b>3.00</b>	More Challenging		Moderate		More Comfortable		
Achieving Goals	<b>Driving Characteristics</b>								
	Establishing clear expectations	3.68	4.00	[Red bar from 0 to 4]					
	Evaluating individual performance	3.59	5.00	[Red bar from 0 to 5]					
	Exercising control over processes	3.51	5.00	[Red bar from 0 to 5]					
	Guiding team during change	3.43	4.00	[Red bar from 0 to 4]					
	<b>Average:</b>	<b>3.55</b>	<b>4.50</b>	More Challenging		Moderate		More Comfortable	
	<b>Advising Characteristics</b>								
	Addressing quality concerns	3.58	4.00	[Yellow bar from 0 to 4]					
	Aligning resources with needs	3.48	2.00	[Yellow bar from 0 to 2]					
	Designing team structure/function	3.50	2.00	[Yellow bar from 0 to 2]					
Integrating diverse perspectives	3.58	3.00	[Yellow bar from 0 to 3]						
<b>Average:</b>	<b>3.54</b>	<b>2.75</b>	More Challenging		Moderate		More Comfortable		





## Zhang Wei 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](#)

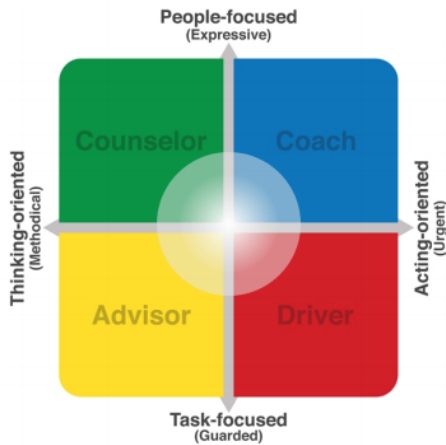
#### Recognizing others' efforts

- [PPA - Identifying Difference as Opportunities](#)

### Coaching Activities (recommended in the REACH Coaches Companion)

- Identifying and overcoming a weakness
- Recognizing other's efforts
- 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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<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.

