

REACH BRIEFING

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REACH Consulting Services (RCS) and the OrgDev Institute (ODI) collaborated with Throwing Words, LLC of Charlotte, NC to study convergent validity associated with the REACH Profile. Specifically, the scales (styles, dimensions and skills) reported by the REACH Profile were analyzed for correlation with the scales (domains and strengths) reported within the StrengthsFinder assessment published by Gallup, Inc.

- ODI gathered responses from 114 participants who had completed the REACH Profile after having completed the StrengthsFinder assessment during previous training and coaching events. Results from the StrengthsFinder assessment were gathered and provided by Throwing Words, LLC.
- The REACH Profile is designed to convey a psychometric assessment of behavioral preferences and tendencies generally aligned within four distinct profiles: Counselor, Coach, Driver and Advisor. These profiles emerge from the interaction of two domains and their respective dimensions: Relating Style and Achieving Style. In addition to the styles and dimensions, the REACH Profile elicits self-ratings based on 16 skills that are aligned within the REACH framework.
- Of particular value in demonstrating construct validity is the correlation between reported scales across two professionally validated assessments. As mentioned above, the REACH framework addresses both dimensions and skills within distinct style domains: Relating Style and Achieving Style. Similarly, the StrengthsFinder assessment addresses strengths within four distinct domains: Executing, Influencing, Relationship Building and Strategic Thinking. The following table reveals correlation coefficients between the major domains of the REACH Profile and StrengthsFinder (n=114).

StrengthsFinder Domain	REACH Domain	
	Relating Style	Achieving Style
Executing	-.19*	-.13
Influencing	.27**	.17^
Relationship Building	.15	-.18^
Strategic Thinking	-.17^	.16^
Confidence Levels: ^=.90%; *=.95%; **=.99%		

- The REACH Profile assigns a profile label based on the interaction of participants' scores within the Relating Style and Achieving Style domains. This profile label is plotted in one of four quadrants on a 2x2 grid. Generally, participants scoring highest in the StrengthsFinder:
 - Executing domain tended to prefer the Advisor Profile
 - Influencing domain tended to prefer the Coach Profile
 - Relationship Building domain tended to prefer the Counselor Profile
 - Strategic Thinking domain tended to prefer the Driver Profile

- As mentioned above, the StrengthsFinder assessment reports a number of individual strengths that are aligned within four domains. The following tables reveals correlation coefficients between these strengths and the Relating Style and Achieving Style domains of the REACH Profile.

StrengthsFinder Domain/Strength	REACH Domain	
	Relating Style	Achieving Style
Domain: Executing		
Achiever	-.10	.13
Arranger	.15	.12
Belief	.06	.08
Consistency	-.06	-.60**
Deliberative	-.57**	-.39**
Discipline	-.07	-.43**
Focus	-.05	.02
Responsibility	-.06	.02
Restorative	-.21*	-.24*
Domain: Influencing		
Activator	.04	.43**
Command	-.40**	.43**
Communication	.49**	.10
Competition	-.15	.02
Maximizer	.03	.02
Self-Assurance	-.22*	.33**
Significance	-.09	.04
Woo	.51**	.07
Domain: Relationship Building		
Adaptability	.17	-.09
Connectedness	.16	.03
Developer	.21*	-.14
Empathy	.25*	-.22*
Harmony	-.02	-.47**
Includer	.28**	-.05
Individualization	-.15	.17^
Positivity	.42**	.22*
Relator	-.26**	.01
Domain: Strategic Thinking		
Analytical	-.32**	-.07
Context	-.05	-.06
Futuristic	-.22*	.16^
Ideation	-.06	.33**
Input	-.04	-.02
Intellection	-.16	-.09
Learner	-.17^	.10
Strategic	.03	.31**
Confidence Levels: ^=.90%; *=.95%; **=.99%		

Based on the findings reported above, it appears 19 of the 34 strengths exhibited association with either or both of the REACH Profile's style domains.

- While the REACH Profile's style domains convey broad measures of behavioral tendencies, each domain is further developed via specific dimensions. The five Relating Dimensions were examined for correlation with the strengths as reported in the table below.

StrengthsFinder Domain/Strength	REACH Profile Relating Dimensions				
	Affiliation	Consideration	Openness	Status Motivation	Self- protection
Domain: Executing					
Achiever	-.11	-.10	.05	-.27**	-.09
Arranger	.25**	.01	.10	.02	.07
Belief	.20*	.03	-.09	.16	-.09
Consistency	-.23*	.08	-.12	.22*	-.18^
Deliberative	-.27**	-.46**	-.57**	.10	-.32**
Discipline	-.15	-.01	-.07	.00	-.02
Focus	.04	-.13	-.03	-.17	-.02
Responsibility	-.15	-.05	-.08	.11	-.11
Restorative	-.25*	-.07	-.19^	-.10	-.19^
Domain: Influencing					
Activator	.09	-.01	.15	.14	.10
Command	-.09	-.45**	-.36**	.01	-.19^
Communication	.32**	.37**	.55**	-.01	.26*
Competition	-.05	-.14	.01	-.38**	-.17
Maximizer	.13	-.07	.08	-.07	.03
Self-Assurance	-.03	-.30**	-.15	-.07	-.01
Significance	.04	-.09	.02	-.22*	-.15
Woo	.41**	.41**	.44**	-.11	.10
Domain: Relationship Building					
Adaptability	-.04	.24*	.05	.24*	-.02
Connectedness	.21*	.22*	.01	.14	.20*
Developer	.01	.24*	.10	.33**	.04
Empathy	-.09	.43**	.08	.19^	.09
Harmony	-.14	.06	-.08	.21^	-.03
Includer	.21*	.25*	.16	.06	.14
Individualization	.02	-.15	-.04	-.14	.04
Positivity	.11	.26*	.47**	.15	.22*
Relator	-.11	-.29**	-.24*	.14	-.12
Domain: Strategic Thinking					
Analytical	-.04	-.32**	-.20^	-.19^	.01
Context	-.01	-.03	-.04	.01	.04
Futuristic	-.14	-.19^	-.20*	-.27**	-.09
Ideation	.02	-.05	-.09	-.27*	-.04
Input	-.09	.01	-.12	-.02	.07
Intellection	-.18^	-.18^	-.18^	-.08	.08
Learner	.07	-.22*	-.07	-.28**	.21*
Strategic	.02	.04	-.01	-.13	.04
Confidence Levels: ^=.90%; *=.95%; **=.99%					

Based on the findings reported above, it appears 23 of the 34 strengths exhibited association with one or more of the Relating Dimensions.

- The five Achieving Dimensions were examined for correlation with the strengths as reported in the table below.

StrengthsFinder Domain/Strength	REACH Profile Achieving Dimensions				
	Intensity	Assertiveness	Risk Tolerance	Adaptability	Decision- making
Domain: Executing					
Achiever	.36**	.12	.10	.02	-.22*
Arranger	.12	.09	.04	.11	.20*
Belief	.06	.05	.04	-.06	.01
Consistency	-.23*	-.35**	-.49**	-.63**	-.34**
Deliberative	-.12	-.28**	-.32**	-.44**	-.34**
Discipline	.09	-.28**	-.44**	-.39**	-.35**
Focus	.33**	.07	-.05	.02	-.30**
Responsibility	.19*	-.01	.03	-.07	-.26**
Restorative	.02	-.23*	-.14	-.24*	-.23*
Domain: Influencing					
Activator	-.13	.43**	.33**	.20^	.43**
Command	.08	.39**	.42**	.25*	.05
Communication	-.20^	.28**	-.06	.08	.21*
Competition	.24*	.03	.00	-.02	-.04
Maximizer	.06	-.09	.10	.15	.05
Self-Assurance	.12	.14	.33**	.24*	.12
Significance	.28**	.01	-.02	.09	-.08
Woo	-.14	.09	.10	.17	.21^
Domain: Relationship Building					
Adaptability	-.45**	-.05	.01	-.10	.28**
Connectedness	-.14	-.05	.02	.04	.32**
Developer	-.11	-.17^	-.06	-.08	-.01
Empathy	-.33**	-.29**	-.11	-.07	.08
Harmony	-.10	-.39**	-.38**	-.41**	-.27*
Includer	-.13	-.09	-.00	.04	.10
Individualization	.01	.10	.11	.22*	.14
Positivity	-.10	.29**	.24*	.14	.29**
Relator	-.09	.00	-.04	-.06	.02
Domain: Strategic Thinking					
Analytical	.19^	-.03	-.12	-.17	-.40**
Context	.11	-.08	-.08	-.10	-.00
Futuristic	.21*	.08	.22*	.13	.01
Ideation	-.05	.21*	.25*	.41**	.14
Input	-.05	.02	-.05	.10	.01
Intellection	.11	-.16	-.01	.05	-.13
Learner	.32**	-.09	.09	.14	-.03
Strategic	.01	.20^	.26**	.30**	.27**
Confidence Levels: ^=.90%; *=.95%; **=.99%					

Based on the findings reported above, it appears 25 of the 34 strengths exhibited association with one or more of the Achieving Dimensions.

- As mentioned previously, the REACH Profile assigns a profile label based on the interaction of participants' scores within the Relating Style and Achieving Style domains. The table below reveals the percentage of participants within each profile according to the strengths listed as one of their top five strengths (as conveyed in the StrengthsFinder reporting). For example, 66.7% of participants listing Deliberative as one of their top five strengths were plotted within the Advisor profile quadrant on the 2x2 grid.

StrengthsFinder Domain/Strength	REACH Profile Quadrant			
	Advisor	Coach	Counselor	Driver
Domain: Executing				
Achiever	20.0%	27.5%	32.5%	20.0%
Arranger	10.3%	31.0%	31.0%	27.6%
Belief	10.0%	10.0%	60.0%	20.0%
Consistency *	46.2%	0.0%	46.2%	7.7%
Deliberative *	66.7%	0.0%	16.7%	16.7%
Discipline *	45.5%	9.1%	45.5%	0.0%
Focus	57.1%	14.3%	14.3%	14.3%
Responsibility *	11.4%	20.5%	45.5%	22.7%
Restorative	35.3%	11.8%	29.4%	23.5%
Domain: Influencing				
Activator *	0.0%	71.4%	0.0%	28.6%
Command	0.0%	37.5%	37.5%	25.0%
Communication **	0.0%	70.0%	30.0%	0.0%
Competition	16.7%	33.3%	16.7%	33.3%
Maximizer	21.4%	35.7%	35.7%	7.1%
Self-Assurance	0.0%	50.0%	0.0%	50.0%
Significance	25.0%	25.0%	25.0%	25.0%
Woo *	7.7%	53.8%	38.5%	0.0%
Domain: Relationship Building				
Adaptability	9.1%	18.2%	45.5%	27.3%
Connectedness	26.7%	20.0%	33.3%	20.0%
Developer	25.0%	25.0%	43.8%	6.3%
Empathy	21.7%	26.1%	43.5%	8.7%
Harmony **	29.2%	8.3%	58.3%	4.2%
Includer	10.0%	30.0%	60.0%	0.0%
Individualization	26.3%	21.1%	26.3%	26.3%
Positivity **	7.1%	50.0%	32.1%	10.7%
Relator	27.0%	16.2%	32.4%	24.3%
Domain: Strategic Thinking				
Analytical	38.9%	22.2%	16.7%	22.2%
Context	28.6%	14.3%	28.6%	28.6%
Futuristic	15.4%	30.8%	15.4%	38.5%
Ideation	25.0%	50.0%	12.5%	12.5%
Input	31.8%	18.2%	36.4%	13.6%
Intellection	36.4%	18.2%	18.2%	27.3%
Learner	23.5%	32.4%	23.5%	20.6%
Strategic **	3.3%	46.7%	23.3%	26.7%
Confidence Levels: ^=.90%; *=.95%; **=.99%				

- The following table reveals the comparative rankings for each strength as indicated by participants within the REACH profile quadrants. For purposes of interpreting the data below, the highest rank would be “34” and the lowest rank would be “1”. A higher rank indicates the participant placed greater emphasis on the strength, with the highest ranks being associated with the top five strengths.

StrengthsFinder Domain/Strength	REACH Profile Quadrant			
	Advisor	Coach	Counselor	Driver
Domain: Executing				
Achiever	23.42	25.57	25.00	25.71
Arranger	22.46	25.48	24.97	25.14
Belief	20.43	20.69	21.50	21.62
Consistency **	22.63	13.61	23.21	12.94
Deliberative **	23.68	5.86	12.35	15.53
Discipline **	23.19	14.37	21.46	15.00
Focus	18.61	17.23	18.25	17.65
Responsibility	24.79	25.65	27.39	27.81
Restorative *	22.42	13.71	20.03	18.06
Domain: Influencing				
Activator **	16.35	21.82	12.42	20.63
Command **	11.81	12.70	8.14	20.30
Communication **	10.87	23.23	20.16	13.38
Competition	14.86	14.78	13.21	14.12
Maximizer	21.32	21.41	19.69	20.50
Self-Assurance **	16.71	18.17	15.76	21.57
Significance	16.71	15.93	14.72	16.53
Woo **	8.53	19.96	17.52	8.64
Domain: Relationship Building				
Adaptability	15.14	18.33	18.91	14.59
Connectedness	19.57	20.65	21.06	19.13
Developer	20.92	20.96	23.24	19.05
Empathy ^	21.58	21.00	22.09	14.76
Harmony **	24.39	17.20	23.37	11.64
Includer *	15.88	19.26	20.84	14.50
Individualization ^	23.43	22.72	19.00	23.44
Positivity **	17.26	26.72	22.56	20.18
Relator *	27.04	22.90	24.74	27.43
Domain: Strategic Thinking				
Analytical *	24.70	19.91	18.94	20.85
Context	15.13	12.00	13.41	12.94
Futuristic **	17.36	17.41	17.76	23.75
Ideation *	16.53	18.11	13.61	21.32
Input	22.95	20.79	20.21	21.16
Intellection	21.24	16.58	17.63	19.06
Learner	27.00	24.75	21.81	24.14
Strategic **	17.12	25.21	19.90	25.29
Confidence Levels: ^=.90%; *=.95%; **=.99%				

- In addition to the style domains and their respective dimensions, the REACH Profile reports 16 specific skills based on participants' self-ratings. These skills are aligned within the four profiles conveyed via the REACH framework. The skills reported within the Counseling Cluster were evaluated for correlation with strengths, as indicated in the following table.

StrengthsFinder Domain/Strength	REACH Profile Counseling Skills			
	Assimilating team members	Cultivating team spirit	Identifying personal needs	Recognizing others' efforts
Domain: Executing				
Achiever	-.05	-.03	-.10	-.06
Arranger	.05	.10	.05	.13
Belief	.05	.04	-.01	.15
Consistency	.00	-.22*	-.04	-.06
Deliberative	-.25*	-.39**	-.50**	-.24*
Discipline	-.06	.05	-.08	.11
Focus	-.19^	-.07	-.19^	-.08
Responsibility	-.07	-.10	-.06	.10
Restorative	-.12	-.17	-.09	-.10
Domain: Influencing				
Activator	.12	.08	.03	.03
Command	-.18^	.00	-.31**	-.18^
Communication	.25*	.32**	.39**	.21*
Competition	-.21^	-.08	-.10	-.22*
Maximizer	.01	.06	.06	-.02
Self-Assurance	-.15	-.09	-.26**	-.10
Significance	-.34**	-.13	-.18^	-.14
Woo	.31**	.45**	.45**	.15
Domain: Relationship Building				
Adaptability	.13	.18^	.21*	.00
Connectedness	.17^	.30**	.22*	.15
Developer	.06	.14	.20*	.12
Empathy	.09	.16	.36**	.14
Harmony	-.02	-.01	-.03	-.03
Includer	.25*	.24*	.24*	.01
Individualization	-.12	-.24*	-.08	-.07
Positivity	.33*	.35**	.41**	.33**
Relator	.09	-.16^	-.15	-.03
Domain: Strategic Thinking				
Analytical	-.08	-.27**	-.40**	-.16
Context	-.03	.06	-.07	.01
Futuristic	-.32**	-.44**	-.30**	-.35**
Ideation	-.19^	-.10	-.06	-.14
Input	.10	-.04	-.05	.03
Intellection	.01	-.16	-.16	.03
Learner	-.22*	-.23*	-.21*	-.25*
Strategic	-.03	-.01	.03	-.18^
Confidence Levels: ^=.90%; *=.95%; **=.99%				

- The skills reported within the Coaching Cluster were evaluated for correlation with strengths, as indicated in the following table.

StrengthsFinder Domain/Strength	REACH Profile Coaching Skills			
	Building Rapport	Easing Tensions	Finding Synergy	Rallying Others
Domain: Executing				
Achiever	-.02	-.14	-.03	-.08
Arranger	-.01	.11	-.01	.06
Belief	-.07	.09	.01	.04
Consistency	-.27**	-.18^	-.40**	-.29**
Deliberative	-.38**	-.24*	-.19^	-.29**
Discipline	-.20^	-.12	-.19^	-.04
Focus	-.08	-.06	-.03	-.09
Responsibility	.02	.02	-.04	-.11
Restorative	-.26*	-.19^	-.38**	-.32**
Domain: Influencing				
Activator	.20^	.02	.04	.08
Command	-.17^	-.01	.03	.17
Communication	.36**	.05	.17	.24*
Competition	-.12	-.20^	.04	-.14
Maximizer	-.07	.11	.03	.01
Self-Assurance	-.15	-.09	.07	-.01
Significance	-.13	-.22*	-.01	-.12
Woo	.31**	.14	.14	.39**
Domain: Relationship Building				
Adaptability	-.04	.19^	-.09	.10
Connectedness	.09	.27**	.16	.23*
Developer	.02	.17^	-.12	-.01
Empathy	.16	.22*	.07	.13
Harmony	-.00	.08	-.20^	-.23*
Includer	.16	.14	.01	.20^
Individualization	-.06	-.05	.04	-.02
Positivity	.23*	.16	.13	.23*
Relator	.06	.01	.09	-.04
Domain: Strategic Thinking				
Analytical	-.08	-.26**	-.01	-.26*
Context	.07	.20^	.18	.06
Futuristic	-.25**	-.21*	-.08	-.18^
Ideation	.17	.07	.13	.17
Input	.04	-.06	.10	-.02
Intellection	-.20^	-.12	-.02	-.25*
Learner	-.13	-.22*	.13	-.26**
Strategic	.07	-.08	.14	.10
Confidence Levels: ^=.90%; *=.95%; **=.99%				

- The skills reported within the Driving Cluster were evaluated for correlation with strengths, as indicated in the following table.

StrengthsFinder Domain/Strength	REACH Profile Driving Skills			
	Establishing clear expectations	Evaluating individual performance	Exercising control	Guiding team during change
Domain: Executing				
Achiever	.16	.10	.15	.09
Arranger	.01	.15	.04	.24**
Belief	-.12	.10	.05	.09
Consistency	-.25*	-.21*	-.36**	-.40**
Deliberative	-.08	-.01	.05	-.15
Discipline	.06	.02	-.12	-.28**
Focus	.15	.29**	.01	.10
Responsibility	.10	.20*	.17^	.11
Restorative	-.29**	.02	-.02	-.15
Domain: Influencing				
Activator	.03	-.05	.14	.06
Command	.08	.11	.22*	.15
Communication	.06	-.03	-.01	.08
Competition	-.18^	.04	-.18^	.01
Maximizer	.12	-.04	-.03	.01
Self-Assurance	-.07	.10	.09	.22*
Significance	-.02	.20*	.08	.06
Woo	-.02	-.04	-.06	.12
Domain: Relationship Building				
Adaptability	-.28**	-.36**	-.30**	-.36**
Connectedness	-.10	.11	-.04	-.01
Developer	-.01	-.09	-.09	-.13
Empathy	-.13	-.18^	-.19^	-.36**
Harmony	-.18	-.17	-.32**	-.36**
Includer	-.17^	-.11	-.13	-.09
Individualization	.23*	.11	-.02	.15
Positivity	.01	-.05	-.09	-.09
Relator	.21*	.07	.04	.07
Domain: Strategic Thinking				
Analytical	.04	.18^	.10	-.04
Context	-.05	.22*	.12	.06
Futuristic	-.13	-.09	.11	.15
Ideation	.09	-.10	.14	.16
Input	-.08	-.15	.05	-.08
Intellection	-.01	-.10	.12	-.08
Learner	-.07	-.01	.16	.12
Strategic	.25*	-.14	.05	.22*
Confidence Levels: ^=.90%; *=.95%; **=.99%				

- The skills reported within the Advising Cluster were evaluated for correlation with strengths, as indicated in the following table.

StrengthsFinder Domain/Strength	REACH Profile Advising Skills			
	Addressing quality concerns	Aligning resources with needs	Designing team structure	Integrating diverse perspectives
Domain: Executing				
Achiever	.05	.24*	-.03	-.14
Arranger	.02	.05	.15	-.01
Belief	-.01	.03	.14	-.06
Consistency	-.06	-.18 [^]	-.27**	-.16
Deliberative	.17	.14	-.09	-.17
Discipline	.01	.12	-.08	-.05
Focus	-.09	.32**	-.13	.01
Responsibility	.22*	.23*	.17 [^]	-.03
Restorative	-.09	-.08	-.31**	-.11
Domain: Influencing				
Activator	-.10	-.19 [^]	.00	.07
Command	.21*	.15	.14	.19 [^]
Communication	.02	-.16	.06	.12
Competition	-.03	-.07	-.21*	-.12
Maximizer	-.10	-.06	.09	.03
Self-Assurance	.12	.16 [^]	.19 [^]	-.04
Significance	.16	.04	-.06	-.20*
Woo	-.00	-.17	-.02	.13
Domain: Relationship Building				
Adaptability	-.21*	-.21*	-.18 [^]	-.04
Connectedness	-.12	-.18 [^]	-.03	.00
Developer	-.03	-.11	-.06	-.10
Empathy	-.09	-.19 [^]	-.13	-.11
Harmony	-.08	-.03	-.12	-.22*
Includer	-.14	-.20 [^]	-.04	-.01
Individualization	.14	.11	.16 [^]	.17 [^]
Positivity	-.07	-.21*	-.10	.10
Relator	.07	.03	.17 [^]	-.10
Domain: Strategic Thinking				
Analytical	.06	.35**	.11	-.01
Context	.10	-.08	.04	.12
Futuristic	.07	.17 [^]	.06	.11
Ideation	.03	.02	.18 [^]	.21*
Input	.08	-.02	-.14	.22*
Intellection	.05	.02	-.04	.14
Learner	-.07	-.01	-.04	.15
Strategic	.03	-.01	.14	.07
Confidence Levels: [^] = .90%; * = .95%; ** = .99%				

- Based on findings reported in the preceding tables, there may be numerous associations between the skills measured by the REACH Profile and the strengths measured by the

StrengthsFinder assessment. Specifically, 22 of the 34 strengths exhibited positive correlation (statistically significant at 95% confidence or higher) with one or more of the REACH Profile skills. With a relaxed threshold of 90% confidence or higher, 25 of the 34 strengths appear to have some association with one or more of the REACH Profile skills. In summary, within the StrengthsFinder domains there may be association between REACH Profile skills and:

- 4 of the 9 strengths within the Executing domain
- 6 of the 8 strengths within the Influencing domain
- 9 of the 9 strengths within the Relationship Building domain
- 6 of the 8 strengths within the Strategic Thinking domain
- Each of the four profiles reported by the REACH Profile appeared to be associated with certain strengths exhibited by participants. The following profiles were preferred at a higher rate than other profiles among participants indicating these top strengths (definitions are included from the 2013 StrengthsFinder Technical Report):
 - Counselor:
 - Includer: "... accepting of others. They show awareness of those who feel left out and make an effort to include them."
 - Belief: "... have certain core values that are unchanging. Out of those values emerges a defined purpose for their life."
 - Harmony: "... look for consensus. They don't enjoy conflict; rather, they seek areas of agreement."
 - Coach:
 - Activator: "... can make things happen by turning thoughts into action. They are often impatient."
 - Communication: "... generally find it easy to put their thoughts into words. They are good conversationalists and presenters."
 - Woo: "... love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person."
 - Driver:
 - Self-Assurance: "... feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right."
 - Futuristic: "... are inspired by the future and what could be. They inspire others with their visions for the future."
 - Competition: "... measure their progress against the performance of others. They strive to win first place and revel in contests."
 - Advisor:
 - Deliberative: "... are best described by the serious care they take in making decisions or choices. They anticipate the obstacles."
 - Focus: "... can take a direction, follow through, and make the connections necessary to stay on track. They prioritize, then act."
 - Consistency: "...are keenly aware of the need to treat people the same. They try to treat everyone with consistency by setting up clear rules and adhering to them."

The analysis reported herein contributes to construct validity evidence for the scales (styles, dimensions and skills) reported by the REACH Profile. In summary:

- The Relating Style and Achieving Style domains demonstrated association with the StrengthsFinder domains.
- The four REACH profiles (based on the interaction of the style domains) demonstrated association with several strengths. Specifically, participants exhibited certain profiles to a higher rate when they held particular strengths.
- Both Relating and Achieving dimensions exhibited association with the vast majority of strengths, with correlations in both directions (dimensions indicate a behavioral preference rather than a “higher is better” score).
- The REACH skills exhibited association with the vast majority of strengths.
- The REACH Quotient (RQ), an average of the 16 REACH skills, exhibited association with the Communication strength ($r=.25, p<.05$), the Winning Others Over (WOO) strength ($r=.29, p<.01$) and the Influencing domain ($r=.21, p<.05$).

Overall, these findings suggest that the styles, dimensions and skills conveyed within the REACH framework offer insights regarding particular talents. Users can be assured that the scales reported by the REACH Profile may share some of the same conclusions and implications revealed by the StrengthsFinder assessment. Finally, users can interpret REACH skills as potential sources of strengths that are aligned within the REACH framework.

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