REACHLX



# Charles Poulton’s REACH Summary

29 Mar 2024

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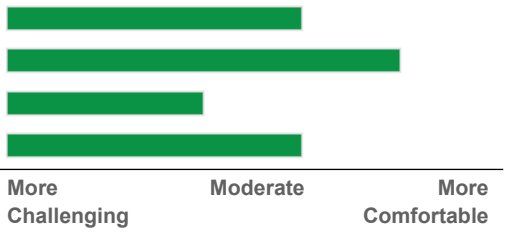
# REACH Quotient

The ability to leverage all four profiles at the right time and in a competent manner, may determine if the individual will REACH their leadership potential. Cultivating such agility requires the recognition and development of key competencies that may be associated with each profile. This report indicates the individual's comfort level in performing specific competencies that have been linked to leadership performance. Regardless of the workplace or setting, higher performance may be REACHed by strengthening these competencies via continued development, training and coaching.




## Relating to Others

| Counseling Characteristics | Population Average | Self-rating |
|---|---|---|
| Assimilating team members | 3.81 | 3.00 |
| Cultivating team spirit | 3.80 | 4.00 |
| Identifying personal needs | 3.57 | 2.00 |
| Recognizing others' efforts | 3.87 | 3.00 |
| **Average:** | **3.76** | **3.00** |

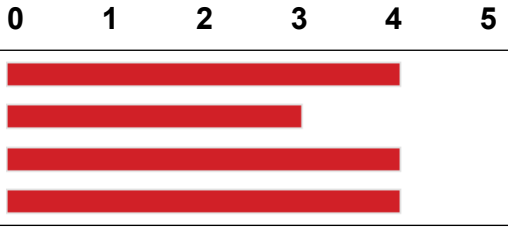



| Coaching Characteristics | Population Average | Self-rating |
|---|---|---|
| Building rapport | 3.67 | 3.00 |
| Easing tensions during conflict | 3.53 | 3.00 |
| Finding opportunities for synergy | 3.55 | 4.00 |
| Rallying others around a cause | 3.69 | 4.00 |
| **Average:** | **3.61** | **3.50** |

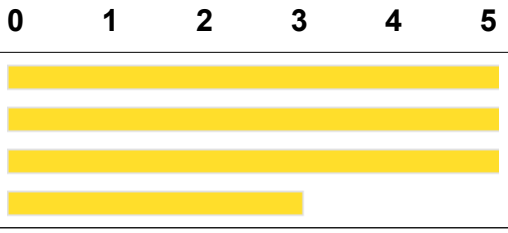



## Achieving Goals

| Driving Characteristics | Population Average | Self-rating |
|---|---|---|
| Establishing clear expectations | 3.68 | 4.00 |
| Evaluating individual performance | 3.59 | 3.00 |
| Exercising control over processes | 3.51 | 4.00 |
| Guiding team during change | 3.43 | 4.00 |
| **Average:** | **3.55** | **3.75** |




| Advising Characteristics | Population Average | Self-rating |
|---|---|---|
| Addressing quality concerns | 3.58 | 5.00 |
| Aligning resources with needs | 3.48 | 5.00 |
| Designing team structure/function | 3.50 | 5.00 |
| Integrating diverse perspectives | 3.58 | 3.00 |
| **Average:** | **3.54** | **4.50** |




| | | |
|---|---|---|
| **REACH Quotient:** | **3.62** | **3.69** |

**Your REACH Zone, shown on the REACH Profile Matrix throughout this report, is derived from this REACH Quotient.**

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We hope this has been a valuable learning experience for you, and that you continue your development journey.




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# Important Note

The information contained herein describes certain behavioral preferences and tendencies derived from the participant's 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 Profile.

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