REACH
TRAINING NEEDS ANALYSIS

REACH
PROFILES

Individual Report

Training Recommendations based on the REACH Profile for Morten Zimbelist

04 Jan 2021

REACH Quotient: 3.25 out of 5.00

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.

Your Profile

REACH Zone Based On Overall Rating (Self)
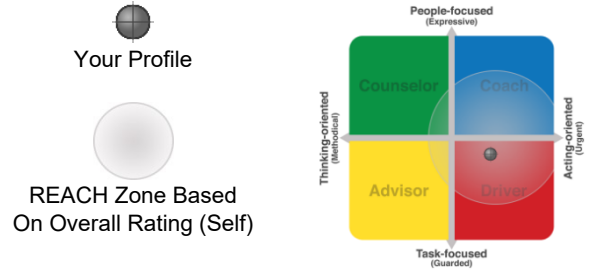
Relating to Others

Counseling Characteristics	Population Average	Self-rating	0	1	2	3	4	5
Assimilating team members	3.81	4.00						
Cultivating team spirit	3.80	3.00						
Identifying personal needs	3.57	3.00						
Recognizing others' efforts	3.87	4.00						
Average:	**3.76**	**3.50**	More Challenging			Moderate		More Comfortable

Coaching Characteristics	Population Average	Self-rating	0	1	2	3	4	5
Building rapport	3.67	5.00						
Easing tensions during conflict	3.53	4.00						
Finding opportunities for synergy	3.55	5.00						
Rallying others around a cause	3.69	5.00						
Average:	**3.61**	**4.75**	More Challenging			Moderate		More Comfortable

Achieving Goals

Driving Characteristics	Population Average	Self-rating	0	1	2	3	4	5
Establishing clear expectations	3.68	3.00						
Evaluating individual performance	3.59	2.00						
Exercising control over processes	3.51	2.00						
Guiding team during change	3.43	2.00						
Average:	**3.55**	**2.25**	More Challenging			Moderate		More Comfortable

Advising Characteristics	Population Average	Self-rating	0	1	2	3	4	5
Addressing quality concerns	3.58	2.00						
Aligning resources with needs	3.48	2.00						
Designing team structure/function	3.50	3.00						
Integrating diverse perspectives	3.58	3.00						
Average:	**3.54**	**2.50**	More Challenging			Moderate		More Comfortable

Morten Zimbelist Current Development Priorities

Developing Advisor Skills (the "How")

They should consider this list of courses:

Addressing quality concerns

- Train the Trainer Training
- PPA - Problem Solving with a Growth Mindset
- Lean Six Sigma Black Belt Certification Training - Signature Series
- Lean Six Sigma Green Belt Certification Training - Signature Series
- Lean Six Sigma Yellow Belt Certification Training Signature Series
- Business Writing for the Digital Era
- Manage People and Performance Training
- The 10 Dimensions of Effective Leadership

Aligning resources with needs

- Supervising Others Training
- Time Management for Managing Projects and Complex Tasks
- Leadership Development Training
- Lean Six Sigma Black Belt Certification Training - Signature Series
- Lean Six Sigma Green Belt Certification Training - Signature Series
- Lean Six Sigma Yellow Belt Certification Training Signature Series
- Foundation Skills for Elite Personal Assistants and Executive Assistants Training Course
- The 10 Dimensions of Effective Leadership
- Time Management for the Modern Individual

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

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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.