RQ
REACH QUOTIENT

REACH
360

Feedback Trends for Josh McKenzie - 360 January 2019, Josh McKenzie 360 December 2019

06 Mar 2020

Contents

Purpose of this report

The purpose of this report is to show change in 360 feedback over time for leaders. While different leaders can be selected and visually compared, the intended and suggested use is to show trends (and hopefully growth) in leadership effectiveness as measured by the REACH360 survey and over time for a specific person.

Debriefs using this report are intended to be motivational and inspirational, often used in conjunction with the details included in the most recent REACH360 for the leader concerned.

What is shown in this report?

The REACH score shown is the average REACH score (combined self-ratings and scores submitted by raters). This report is purposefully high level. Digging into details is best done using the leader's most recent 360 survey. In that report, the leader will benefit from the positive feedback, and sometimes from discovering areas where team members rated them more highly than they rated themselves.
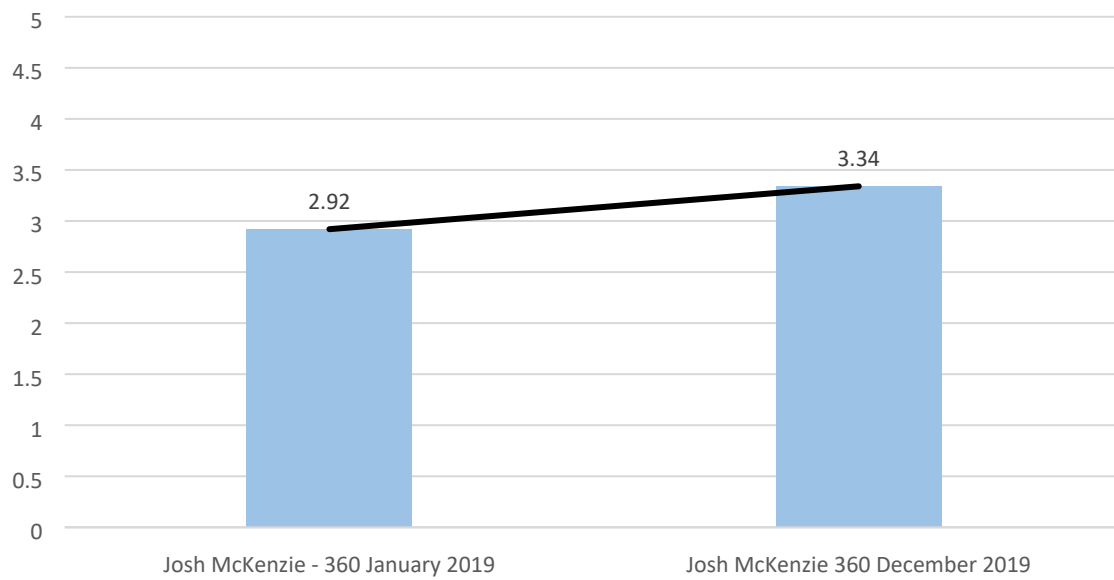
Most Recent (current) leadership RQ

3.34 Josh McKenzie 360 December 2019

Average REACH Quotient

3.13

Trendline of the 2 Surveys Selected

Conversation Starters

• The 360 Feedback covers a wide range of leadership activities. A low score generally reflects that the leader is not doing specific activities well or often. It is not a reflection of anything else.

• The characteristics grouped under each of the four REACH styles (Driver, Advisor, Coach, Counselor) are often more important, or more obviously absent, to people whose own leading style is in that quadrant.

• A leader's tendency to REACH to all four quadrants will commonly reflect the frequency with which they meet the needs of the four different styles.

• When working to improve a leader's 360 Feedback score, a helpful place to begin is to look at the Team Dynamics Visualizer and compare it to the REACH Zone of the leader.

• You have the training and coaching resources within the Ecosystem to grow REACH Quotient. Growth happens when people develop awareness and skills to REACH into each of the four quadrants, becoming a leader that more frequently meets the needs important to all their team members.

• At certain times, and in certain situations, it is advised to allow leaders to focus on what they do best and delegate the activities that don't come naturally to them. This is called a Strengths Based Approach. Is this one of those times or situations?

• REACH Products can be a great way to keep REACHing top of mind. A Team Dynamics Visualizer can keep the diversity of the team top of mind for the leader and team members.

• Often a team building session using the REACH Team Synergy materials helps team members better understand each other and their leader, improving their REACH.

• The REACH Ecosystem produces a Training Needs Analysis (TNA) each time a 360 is completed. It links you to the training and coaching resources that will have most impact to grow REACH. These are your resources to grow.

• REACH Partners are available to help with any areas you prefer to outsource.

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 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.