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REACH QUOTIENT

REACH
CULTURE

Feedback Trends for Culture Survey Jan 2019 for YumYum Dairy Jan, Culture October 2019 for YumYum Dairy

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Contents

Purpose of this report

The purpose of this report is to show change in REACH Culture over time.

Commonly, Culture Surveys are used on a team by team basis. While teams can be compared visually with this report, the intended and suggested use is for showing trends in the organization, or in a specific team, over time. Hopefully, the trend is growth in the health of the culture.
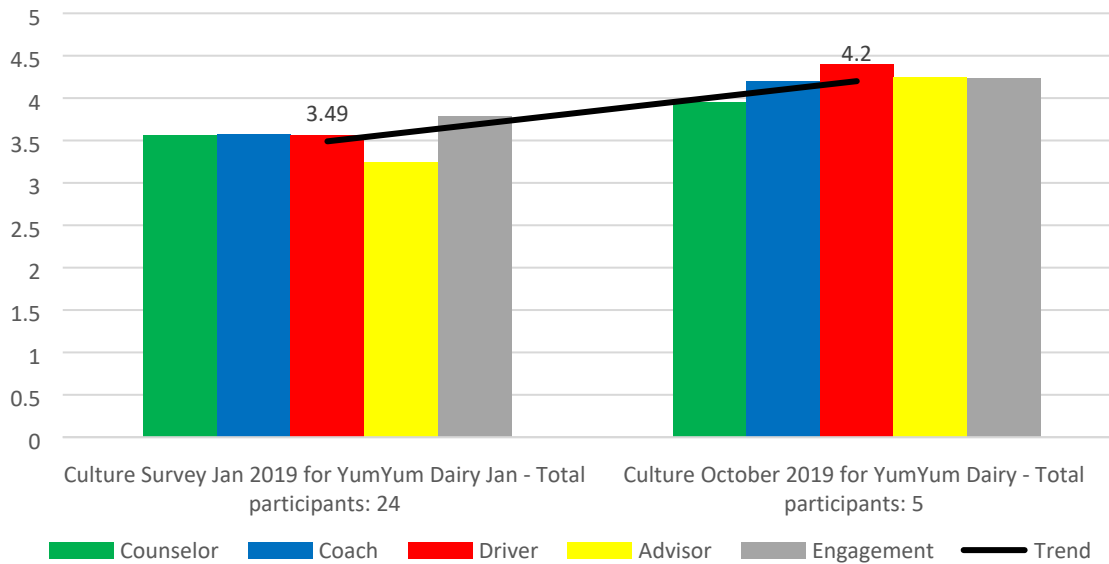
This report is purposefully high level to encourage bigger picture thinking, to reveal trends, and to stimulate action that will create a higher performing culture and stable team.

Trends

The average REACH Culture across the selected Surveys:

3.85

REACH Culture Trend of the 2 Surveys

What is shown in this report?

The coloured bars of the graph represent the four REACH Culture Characteristics clusters:

- Green is the Counseling Characteristics (the "who")
- Blue is the Coaching Characteristics (the "why")
- Red is the Driving Characteristics (the "what")
- Yellow is the Advising Characteristics (the "how")

The grey bar is the overall outlook. It represents key engagement statistics that are directly impacted by organization's health in the other four areas.

The REACH trendline shown is the average REACH score across all five measures.

Conversation Starters

- If the Culture is consistently low in a certain area, it's often a reflection of either lack of balance in the styles, or of low RQ in the leadership, management, or supervision of the organization.
- Using other REACH Ecosystem resources such as 360's can help you identify specific leaders that would benefit from developing their RQ. Their growth would improve the employee experience in the organization.
- Are there environmental factors or senior leadership changes that are impacting some Culture characteristics more than others?
- If the organization needs more of certain Culture characteristic, and can hire influential leaders, they should consider the candidates' RQ during the hiring process.
- There are two important metrics to look at in the Outlook section of the report.
    - "We intend to remain here" - this indicates whether people expect to still be in the organization in 6 months.
    - "Recommend his organization" - this is like an Employee Net Promoter Score (NPS). It indicates how many team members would recommend the organization to others as a good place to work. Most people consider this to be a very telling statistic.
- The REACH Ecosystem produces a Training Needs Analysis (TNA) each time a REACH Culture survey is completed. The TNA recommends the training and coaching resources that will have the most impact in growing REACH within the organization.
- REACH Partners are available to help in any areas that you would 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 aggregate feedback form a sample of staff that responded to a set of questions. While tendencies and generalities can be derived from the feedback 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, leadership development and other aspects of professional development and training. No employment decisions 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 tool.