REACHLX

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Training Recommendations based on REACH Culture Report for:Better Inc

Sales August 2022 USA
10 Nov 2023

Better Inc.
Technology Improving the World

REACH Quotient: 3.43 out of 5.00

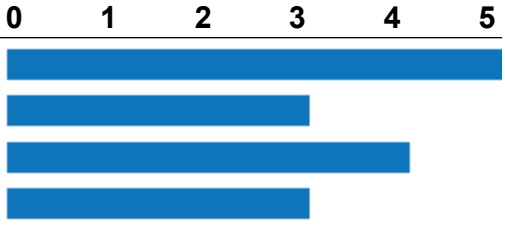
An organizational culture is the cumulative employee experience. It is how people feel based on how people around them behave. The focus to change culture is on development of the leaders, and how they execute their leadership function.

The development plan focuses on the behaviors that the employees experience as lacking in the organization. By focussing on these development priorities, the employee experience and therefore culture and engagement, will improve.

Relating to Others

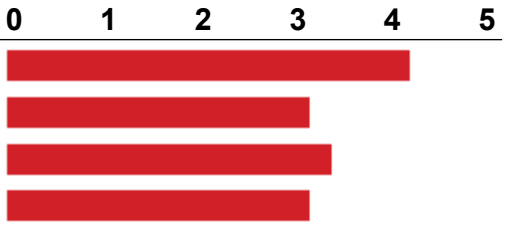
Counseling Characteristics (the "who")	Rating
Assimilating team members	3.75
Cultivating team spirit	3.44
Identifying personal needs	4.00
Recognizing others' efforts	3.00
Average:	**3.52**

Coaching Characteristics (the "why")	Rating
Building rapport	5.00
Easing tensions during conflict	3.00
Finding opportunities for synergy	4.00
Rallying others around a cause	3.00
Average:	**3.61**

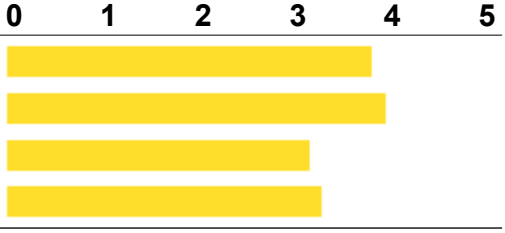


Achieving Goals

Driving Characteristics (the "what")	Rating
Establishing clear expectations	4.00
Evaluating individual performance	3.00
Exercising control over processes	3.22
Guiding team during change	3.00
Average:	**3.26**



Advising Characteristics (the "how")	Rating
Addressing quality concerns	3.62
Aligning resources with needs	3.75
Designing team structure/function	3.00
Integrating diverse perspectives	3.11
Average:	**3.35**



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Better Inc Current Development Priorities

Developing Counseling Skills (the “Who”)

They should consider this list of courses:

Recognizing others' efforts

- PPA - Identifying Difference as Opportunities
- Manage People and Performance Training
- The 10 Dimensions of Effective Leadership

Developing Coaching Skills (the “Why”)

They should consider this list of courses:

Easing tensions during conflict

- Assertiveness and Self Confidence Training
- Conflict Resolution Training
- Supervising Others Training
- Advanced Skills for Elite PA's and EA's
- Dealing With Difficult People in the Workplace
- The 10 Dimensions of Effective Leadership

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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.

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