

individual Role Engagement Alignment Profile™

**iREAP™ Coaching Report for
JOHN SEARGEANT**

Reap the rewards
of engagement.





Purpose of this Report

The purpose of this iREAP Coaching Report is to enable managers, leaders and coaches to create partnerships of shared responsibility for talent and career development in their organisation. They achieve this through their commitment to an informed, insightful and responsible coaching conversation which focuses on the creation of win-win outcomes to:

- engage and retain top talent,
- enrich and revitalise careers,
- boost productivity and performance,
- enhance employee and organisational health and well-being, and
- minimise engagement risks.

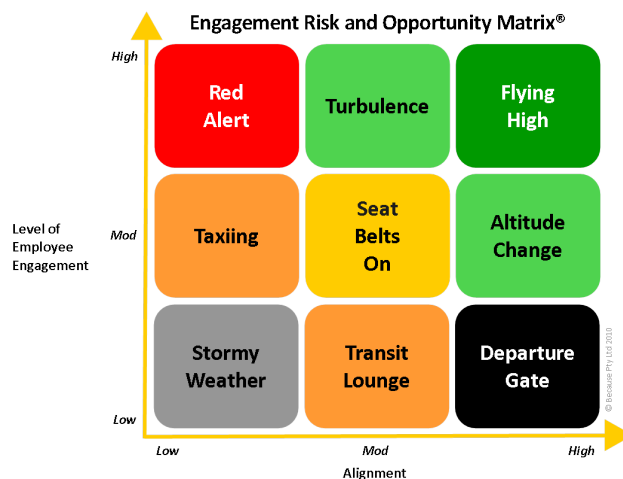
This report outlines what actions can be taken by you, in your capacity as a manager or coach, to support an individual to have a richer experience of work; and in doing so, increase or sustain their engagement. The conversation forms the basis of a mutually agreed career development action plan which optimises benefit for both the organisation and individual concerned. Additional support for coaching using the iREAP instrument is found in the Coaching Guide for Managers.

What iREAP Measures

The individual Role Engagement Alignment Profile (iREAP) instrument enables people to strive towards peak engagement and make informed decisions to stay and grow in their current role, move internally or exit that part of the organisation or the organisation itself. It does this by measuring two important but different things:

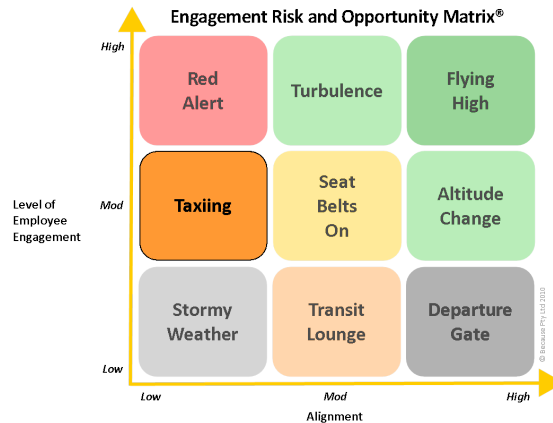
1. How **engaged** the candidate is with their current organisation
2. How well **aligned** their motivations are to the work required in their **current role**

These combined dimensions will determine where the individual fits in the Engagement Risk and Opportunity Matrix. The Matrix outlines risks and opportunities for the individual as well as the organisation and is shown below.



iREAP Result

On the 10th January 2017, John Seargeant completed their iREAP and profiled as indicated below in the engagement risk and opportunity matrix. Permission to share these results has been provided by the individual.



Taxiing

Taxiing is characterised by moderate levels of engagement and commitment to the organisation and a low alignment of motivations in the current role. It can be an indicator that the person is working for the right organisation but perhaps is ready for an internal career move. That internal career move could be a promotion, secondment or internal transfer or even to re-design their current role to have a better alignment of their motivational needs.

Management Support / Recommended Coaching Interventions

A coach/manager can support a person in Taxiing most effectively by engaging in authentic dialogue about the following focus areas:

- The factors that are either enabling or limiting their current engagement (see the graph on engagement factors inserted below).
- Any changes or enhancements they would like to make to their current role to have a better fit with their talents and capabilities.
- Looking for opportunities to re-design their role in a way that creates win-win outcomes.
- Their ideal role specification.
- Their career goals and aspirations and how well their current work aligns.
- Job redesign to allow for a better alignment of motivations in current role.
- Exploring other internal roles which allow for a better alignment in current role.
- If changing roles is not an option, their capacity to be resilient in their current situation.
- Self-management of their current situation.
- Strategies for self-nurturing and renewal / revitalisation of energy.
- Resources and support they can access to help th



Career Engagement Action Plan

These questions could be used by the coach/manager to discover the most mutually beneficial desired outcomes for the individual and organisation. They can also form the basis for the creation and documentation of mutually agreed action steps, identification of specific responsibilities and creating a shared commitment to action.

- What insights have you gained about yourself and your situation after reading this report?
- To what extent are you happy working in your current role and for this organisation?
- Is there anything we need to clear up about your role and the work expected?
- How similar is the work you are required to do now to what you expected it to be when you first started in the role?
- If you could change anything about your current role, what would it be and why?
- What could you be doing, but are not currently doing in your current role; but if you were doing would allow you to have an enriched experience of your work?
- What is your vision? How are you tracking in achieving it? What changes could be made to your current circumstances to enable you to achieve your vision and goals more effectively?
- How might you be able to look at what you get out of your work a little differently?
- If you were to make a transition to a different career path, where do you think that path might lead you to?
- What strategies do you have in place to sustain your energy and focus?
- What are the new possibilities that have been generated as a result of this conversation?
- What support would you need and find helpful to achieve your goals?
- How might we work together to identify some action steps that work for both of us?
- How can you make sure that these are the right steps for you?



Personal Details

Name

Date of Conversation

Desired Outcomes

The outcome(s) we will work together to achieve are:

The intended benefits of those outcomes if realised are:

Action Steps

The actions we will take to achieve these outcomes are:

Me (Individual)

Manager

Coach or Other



Resources and Support

The resources and support needed to support these outcomes are:

Agreements

Please make any comments you feel appropriate and sign the agreements below to indicate your agreed shared commitment to achieve this career development plan.

Individual

Manager

Coach

Disclaimer

This report is confidential to the respondent and should be provided to a manager or third party with the respondent's informed consent. The report is designed for use in conjunction with appropriate career management advice and is not intended to be a substitute for qualified and professional advice. The report is not intended and should not be used for the assessment of the respondent's performance, potential or any decision related to employment including promotion or termination. Because Pty Ltd, its officers, the author and editor will not be liable for any action taken or not taken as a result of relying on any information provided in this report.

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