

TALENTKEEPERS®

A COMPANY IS KNOWN BY THE PEOPLE IT KEEPS

Retention Quotient™ Report Individual Leader Results Company ABC

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Section I: Understanding Your Results

The TalentKeepers® Retention Quotient™ (RQ) Report focuses on 10 Leadership Talents and the behavioral components related to effective employee engagement and retention. The information in this report will help you to further develop these Leadership Talents, thus increasing your effectiveness as a leader and ultimately resulting in increased employee engagement, retention, and performance of your team.

These Leadership Talents are based on research with a wide variety of organizations across many industries. They include the knowledge, skills, and abilities leaders need in order to engage and keep talented people. The Leadership Talents complement traditional management competencies, which typically focus on operational issues, and apply to leadership positions across all industries. Leaders who effectively apply the Leadership Talents will attract, retain, and develop talented people, who are critical to the success of any organization.

RQ is an assessment, consisting of employee engagement and retention questions related to workplace situations. The Results Summary page presents a summary of your performance for the Leadership Talents listed in this report. You will use these results to determine the order in which you should begin developing the Leadership Talents. Developmental recommendations for improving each Leadership Talent are provided in Section III of this report.

RQ generates the following results:

Retention Quotient (RQ) Score

Your RQ is the degree to which you are able to recognize, understand, and apply behaviors that are effective in engaging and retaining employees. The RQ score is a composite score that is comprised of your performance on the individual Leadership Talents. Your RQ score is shown in the chart on page 5 of this report. The RQ scale is presented below:

100-84 – Excellent

83-51 – Moderate

50-0 – Needs Improvement

Develop your RQ until you achieve an overall score of 84 (Excellent) or higher: If your RQ is below 84:

- Follow the developmental recommendations in Section III of this report.
- Retake the assessment after you have completed the appropriate developmental training and activities.
- If after retaking RQ a score of 84 is not reached, continue to develop your Leadership Talents and repeat the RQ survey until you achieve 84 or higher.

Leadership Talents

Leadership Talent	Behavioral Definition
Trust Builder	Create a sense of respect and dedication with employees.
Climate Builder	Build an environment that makes work more challenging and fulfilling and the workplace enjoyable and satisfying.
Communicator	Practice two-way communication by sharing and asking for information.
Flexibility Expert	Recognize and take into account the needs and views of each employee.
Esteem Builder	Give employees responsibility and freedom to act to drive productivity and be a part of a winning team.
Talent Finder	Be an effective resource when selecting and recruiting high performing candidates.
High Performance Builder	Create conditions that encourage and reinforce high levels of team member performance.
Talent Developer & Coach	Uncover learning styles to effectively help employees grow in their role resulting in a greater commitment to the organization.
Retention Monitor	Watch for signs that employees might be thinking of leaving and take the correct actions to keep talented employees.
Retention Expert	Believe in the importance of employee retention and have the knowledge and expertise necessary to retain high performing team members.

Leadership Talent Performance Indicators

Leadership Talents describe general skill sets and behaviors used by leaders to engage and retain employees. After completing RQ, you will receive a score for your proficiency in each Leadership Talent along with a Performance Indicator, which provides you with a qualitative rating of your ability. Section II of this report contains performance scores for each of the individual Leadership Talents. You should use the "Leadership Talent Performance Indicators" below to determine which learning mode to use for the TalentKeepers Leadership Training Module that corresponds to the Leadership Talent you are developing. Use the following scale to determine which learning mode to use:

Your proficiency in the Leadership Talent	Suggested learning mode based on proficiency	Learning mode description
Excellent	"LET ME TRY"	Allows you to complete the course without reviewing all of its content by taking you directly to the progress checks and simulations. Note: You must successfully pass the progress checks and simulations.
Moderate	<i>"Guide Me"</i>	Provides the summary version of the content for the course with progress checks and simulations.
Needs Improvement	<u>"Teach Me"</u>	Provides the most robust version of the content for the course with progress checks and simulations. <i>(Recommended)</i>

Although your level of proficiency on a competency may indicate you are ready to take the leadership training module on the **"LET ME TRY"** or *"Guide Me"* learning mode, **the "Teach Me" level will always provide the most comprehensive version of the training and is the recommended method of learning.**

Section II: Results Summary

- **Retention Quotient (RQ) Score:** An overall rating of your ability to recognize, understand, and apply behaviors that are effective in engaging and retaining talent. This is a composite score based on your performance in each of the Leadership Talents.
- **Talent Performance Indicator:** Performance label that reflects your performance on questions that correspond to each of the Leadership Talents.
- **Leadership Training Learning Mode:** A suggestion for which setting to use when taking the online learning modules.

The Leadership Talents in the table below are listed from those least in need of development (i.e., higher ratings/scores) to those most in need of development (i.e., lower ratings/scores). It is recommended that you first focus on the Leadership Talents where you are most in need of development because this is where you have the greatest opportunities to improve. Even if most of the Leadership Talents have been evaluated as strengths, you should focus initial developmental training and activities on the Leadership Talents listed at the bottom of the table.

RQ Score: 66				Needs Development
	Leadership Talent	Leadership Talent Performance Indicator	Leadership Training Learning Mode	
Talent Finder	Excellent	"LET ME TRY"		
Retention Monitor	Moderate	"Guide Me"		
Retention Expert	Moderate	"Guide Me"		
Climate Builder	Moderate	"Guide Me"		
High Performance Builder	Moderate	"Guide Me"		
Talent Developer & Coach	Moderate	"Guide Me"		
Communicator	Moderate	"Guide Me"		
Trust Builder	Needs Improvement	"Teach Me"	*	
Esteem Builder	Needs Improvement	"Teach Me"	*	
Flexibility Expert	Needs Improvement	"Teach Me"	*	

Thank you for your interest in Retention Quotient

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