



PUBLIC METHOD NOTE

Read the decision process, not the person.

REACH 4.0 Beta is an organizational decision-process framework. It reviews approved, scoped work evidence to explain how a decision forum responds to disruption, involves contributors, revisits commitments, develops options and reaches relevant information before closure.

METHOD ARCHITECTURE

01

Five REACH dimensions

Resilience, Engagement, Adaptability, Creativity and Information Horizon. Separate descriptive positions only when reviewed evidence supports them; never a composite.

02

Tension companion

Position asks how much relevant challenge enters. Quality assesses eight categories independently. Neither is calculated from REACH.

03

Contextual fit

Interpret each pattern against the named decision domain, work mode, risk, period and receiving condition. Higher is not inherently better.

04

Action and learning

Recommend a bounded, client-owned test tied to an observed mechanism, with owner, receiver, safeguard, review date and stop/adapt rule.

Information Horizon means practical, timely access to relevant information for the authorized decision process. It does not mean universal sharing, candor, personality or unrestricted data access.



EVIDENCE PATHWAY

A deliberate chain from source to action.

01 FRAME

Name the business question, intended use, decision domain, period, authority and receiving roles.

02 APPROVE

Specify sources, accounts, topics, exclusions, processors, recipients, retention and correction routes. Access is not permission.

03 DISCOVER

Extract neutral decision episodes and visible information routes. Discovery does not score REACH or diagnose people.

04 CONSOLIDATE

Keep original records, source dates, contradictions, counterexamples, coverage and unknowns.

05 REVIEW

Human reviewers interpret five dimensions and Tension separately; match claims to evidence and context.

06 TEST

Trace an interface mechanism and propose one bounded change with an owner, receiver and safeguard.

07 REVISIT

Observe implementation and outcomes later. A finished assessment is not evidence of impact.

For every material conclusion, retain source type, period, unit, coverage, provenance, limitations, counterevidence, uncertainty and what new evidence would change the reading.



RESPONSIBLE USE

Clear limits protect useful insight.

PRIVACY

Use approved work evidence

Assess organizational systems and privacy-safe aggregates. Honor purpose, confidentiality, need-to-know access, exclusions and retention. Suppress small or reconstructable subgroup results. Technical access is not permission.

HUMAN AUTHORITY

Review before action

A human reviewer validates the interpretation. Leaders authorize any test, commitment or external distribution. A scenario is hypothetical; it does not approve a release or predict another person's response.

NO INDIVIDUAL PROFILING

This is not an HR score

Do not infer personality, honesty, motive, stress, performance, potential or employment suitability. Do not rank employees or make hiring, discipline, pay, promotion or termination recommendations.

BETA CLAIM BOUNDARY

Do not overclaim

No psychometric validity, causal proof, predictive accuracy, benchmark superiority, compliance or intervention effectiveness is established by the current beta. Unknown is never scored as zero.

THE HARBORLIGHT EXAMPLE

The public walkthrough at weaverdynamics.com/reach/example/ uses the same fictional nonprofit as Weaver Dynamics. Its issue readings are illustrations, not a numeric governed assessment or real-client result. For an engagement, the selected source universe and conclusions would require independent approval and review.