

CYCLE IMPACT REPORT

Northwind Robotics

Sample — fictional company

Q3 2026 · Kinetry · 360 multi-rater

Prepared by Alex Chen

EXECUTIVE SUMMARY

In Q3 2026, Northwind Robotics posted a Kinetry score of 63.0 (+1.7 vs the prior cycle) across 46 of 47 active people (98% coverage). 11 people improved, 34 held steady, and 1 declined; Jamie Lopez led with +7.1. 145 behavioral risks are open (106 acknowledged by leaders) and 252 have recovered since being flagged. Coaching follow-through: 130 of 169 commitments from Q2 2026 kept (77%). Attribution: behaviors people committed to and kept rose +14.4 on average vs +1.4 where they didn't follow through (Q2 2026 → Q3 2026). Strongest category: Thinking & Decision Making (64.2). Biggest opportunity: Ownership & Execution (61.8).

DID THE COACHING MOVE BEHAVIOR? i

Average behavior movement from Q2 2026 to Q3 2026, grouped by whether people acted on the commitments they made.

Committed to and kept · 130 behaviors	+14.4
Committed to but didn't follow through · 39 behaviors	+1.4
No commitment made · 935 behaviors	-0.1

People who kept most of their commitments improved +1.9 overall, vs +0.3 for those who didn't.

Observational over one cycle (Q2 2026 → Q3 2026) — a directional signal, not a controlled trial.

Kinetry

63.0

Coverage

98%

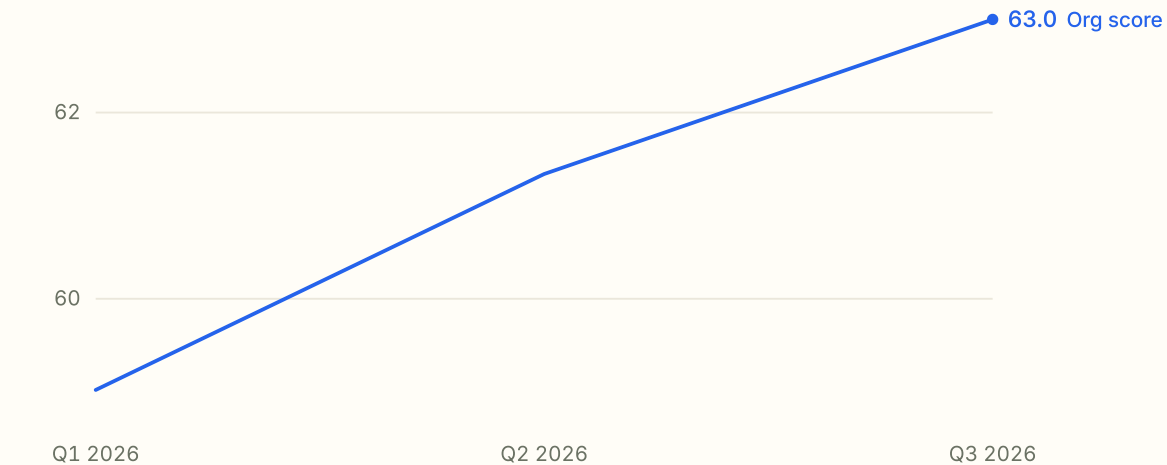
Open risks

145

Commitments
kept

130/169

KINETRY BY CYCLE



Q1 2026		59
Q2 2026		61
Q3 2026		63

CATEGORY SCORECARD

Thinking & Decision Making		64
Collaboration & Culture		64
Influence & Development		63
Self-Leadership		63
Learning & Adaptation		62
Ownership & Execution		62

Culture indicators — safety 65, respect 64, accountability 65, collaboration 62.

WHO MOVED

▲ Top improvers

Jamie Lopez
Frankie Johnson
Sage Nguyen
Shiloh Ivanov
Sam Nguyen

+7.1
+5.5
+5.3
+5.2
+5.0

▼ Largest declines

Rowan Haddad
Kendall Reyes
Finley Costa
Hollis Williams
Riley Johnson

-3.3
-2.0
-1.9
-1.9
-1.1

Recognition: 42 badges across 32 people — Rising Star ×28, Safe Space Builder ×5, Top Decile ×5, Steady Hand ×2, Team Player ×2.

RISK LEDGER

83 high **62** medium **0** low **106** acknowledged **252** recovered

Alerts are raised by the scoring engine, acknowledged by leaders with the action taken, and marked recovered only when a rescore shows the behavior actually improved.

FOCUS FOR NEXT CYCLE

1. Lift Ownership & Execution (61.8), the weakest category — starting with Quality Orientation (59.5) and Planning (60.7).
2. Re-engage the people who declined this cycle — Rowan Haddad, Kendall Reyes, Finley Costa moved most; their coaching packets carry the specifics.
3. Close the loop on the 145 elevated risks still open — acknowledged flags recover; ignored ones become next cycle's declines.
4. Set commitments again: last transition, behaviors with kept commitments moved +14.4 vs +1.4 without follow-through — commitments only move scores when they are kept.

APPENDIX — INDIVIDUAL RESULTS (Q3 2026)

Quinn Khan

87.5

Engineering

Quinn Khan's Q3 2026 Kinetry score is 87.5 (99th percentile internally), improving (+1 since Q1 2026). Strongest behaviors are Strategic Thinking (99.3) and Continuous Improvement (99). The biggest development opportunities are Curiosity (70.2) and Decision Quality (72.4), where Curiosity trails the team average of 65.6. 7 behavioral risk flag(s) are open and should be addressed.

Riley Johnson

80.1

Operations

Riley Johnson's Q3 2026 Kinetry score is 80.1 (97th percentile internally), holding steady (+0.9 since Q1 2026). Strongest behaviors are Trust Building (98.2) and Influence Without Authority (94.5). The biggest development opportunities are Planning (53.9) and Quality Orientation (60.1), where Planning trails the team average of 57.9. 6 behavioral risk flag(s) are open and should be addressed.

Hayden Okafor

79.0

Customer Success

Hayden Okafor's Q3 2026 Kinetry score is 79 (95th percentile internally), improving (+4.4 since Q1 2026). Strongest behaviors are Ownership (96) and Proactivity (93.4). The biggest development opportunities are Learning Agility (49.6) and Self-Management (67.5), where Learning Agility trails the team average of 62.7. 6 behavioral risk flag(s) are open and should be addressed.

Jamie Lopez

76.5

Engineering

Jamie Lopez's Q3 2026 Kinetry score is 76.5 (92th percentile internally), improving (+7.6 since Q1 2026). Strongest behaviors are Planning (89.2) and Curiosity (88.7). The biggest development opportunities are Respect (57.8) and Focus (61.2), where Respect trails the team average of 56. 2 behavioral risk flag(s) are open and should be addressed.

Elliot Kim

76.2

Sales

Elliot Kim's Q3 2026 Kinetry score is 76.2 (90th percentile internally), improving (+3.4 since Q1 2026). Strongest behaviors are Respect (96.1) and Proactivity (95.4). The biggest development opportunities are Conflict Navigation (63.7) and Problem Solving (63.7), where Conflict Navigation trails the team average of 54.5. 5 behavioral risk flag(s) are open and should be addressed.

Shiloh Ivanov**75.3**

Operations

Shiloh Ivanov's Q3 2026 Kinetry score is 75.3 (88th percentile internally), improving (+4.9 since Q1 2026). Strongest behaviors are Curiosity (90.7) and Self-Management (90.7). The biggest development opportunities are Proactivity (59.1) and Quality Orientation (59.8), where Proactivity trails the team average of 60. 3 behavioral risk flag(s) are open and should be addressed.

Finley Costa**74.5**

Engineering

Finley Costa's Q3 2026 Kinetry score is 74.5 (86th percentile internally), holding steady (+0.6 since Q1 2026). Strongest behaviors are Learning Agility (100) and Respect (97.9). The biggest development opportunities are Continuous Improvement (38.4) and Ownership (38.4), where Continuous Improvement trails the team average of 53.9. 10 behavioral risk flag(s) are open and should be addressed.

Harper Ivanov**74.2**

Customer Success

Harper Ivanov's Q3 2026 Kinetry score is 74.2 (84th percentile internally), improving (+3.8 since Q1 2026). Strongest behaviors are Coaching Others (88.5) and Trust Building (86.1). The biggest development opportunities are Adaptability (53.6) and Accountability (56.1), where Adaptability trails the team average of 52.7. 8 behavioral risk flag(s) are open and should be addressed.

Drew Müller**70.8**

Sales

Drew Müller's Q3 2026 Kinetry score is 70.8 (82th percentile internally), improving (+4.5 since Q1 2026). Strongest behaviors are Psychological Safety Contribution (93.6) and Respect (93.5). The biggest development opportunities are Self-Management (48.4) and Learning Agility (50.8), where Self-Management trails the team average of 72.3. 7 behavioral risk flag(s) are open and should be addressed.

Remy Costa**70.3**

Product

Remy Costa's Q3 2026 Kinetry score is 70.3 (79th percentile internally), improving (+5.2 since Q1 2026). Strongest behaviors are Planning (96.1) and Decision Quality (91.3). The biggest development opportunities are Reliability (36) and Strategic Thinking (40.3), where Reliability trails the team average of 60.1. 10 behavioral risk flag(s) are open and should be addressed.

Alex Chen**69.2**

Executive

Alex Chen's Q3 2026 Kinetry score is 69.2 (77th percentile internally), improving (+5.5 since Q1 2026). Strongest behaviors are Focus (95.6) and Proactivity (95.6). The biggest development opportunities are Respect (35.1) and Coaching Others (35.1), where Respect trails the team average of 35.1. 13 behavioral risk flag(s) are open and should be addressed.

Casey Kim**68.6**

Operations

Casey Kim's Q3 2026 Kinetry score is 68.6 (75th percentile internally), improving (+2.8 since Q1 2026). Strongest behaviors are Strategic Thinking (79) and Continuous Improvement (78.6). The biggest development opportunities are Proactivity (39.4) and Respect (49.6), where Proactivity trails the team average of 67.7. 7 behavioral risk flag(s) are open and should be addressed.

Frankie Johnson**68.5**

Operations

Frankie Johnson's Q3 2026 Kinetry score is 68.5 (73th percentile internally), improving (+5 since Q1 2026). Strongest behaviors are Decision Quality (85.5) and Continuous Improvement (81.9). The biggest development opportunities are Communication Clarity (49.5) and Psychological Safety Contribution (54.2), where Communication Clarity trails the team average of 62.4. 5 behavioral risk flag(s) are open and should be addressed.

Cameron Rossi**68.2**

Customer Success

Cameron Rossi's Q3 2026 Kinetry score is 68.2 (71th percentile internally), improving (+4 since Q1 2026). Strongest behaviors are Focus (93.5) and Self-Management (92.2). The biggest development opportunities are Trust Building (49.4) and Proactivity (50.2), where Trust Building trails the team average of 68.3. 4 behavioral risk flag(s) are open and should be addressed.

Sam Nguyen**68.0**

Sales

Sam Nguyen's Q3 2026 Kinetry score is 68 (68th percentile internally), improving (+3.8 since Q1 2026). Strongest behaviors are Self-Management (88.7) and Psychological Safety Contribution (86.1). The biggest development opportunities are Collaboration (42.2) and Planning (45.9), where Collaboration trails the team average of 51.2. 5 behavioral risk flag(s) are open and should be addressed.

Jules Müller**66.9**

Operations

Jules Müller's Q3 2026 Kinetry score is 66.9 (66th percentile internally), improving (+6.7 since Q1 2026). Strongest behaviors are Proactivity (91.5) and Adaptability (81.8). The biggest development opportunities are Problem Solving (46.1) and Collaboration (46.3), where Problem Solving trails the team average of 55.7. 8 behavioral risk flag(s) are open and should be addressed.

Páez Andersen**65.9**

Customer Success

Páez Andersen's Q3 2026 Kinetry score is 65.9 (64th percentile internally), improving (+2.8 since Q1 2026). Strongest behaviors are Innovation (94.6) and Collaboration (85.2). The biggest development opportunities are Decision Quality (32.8) and Continuous Improvement (44.1), where Decision Quality trails the team average of 61.4. 7 behavioral risk flag(s) are open and should be addressed.

Emerson Andersen**64.6**

Sales

Emerson Andersen's Q3 2026 Kinetry score is 64.6 (62th percentile internally), improving (+4 since Q1 2026). Strongest behaviors are Curiosity (97.4) and Innovation (96.5). The biggest development opportunities are Ownership (23.7) and Focus (28.6), where Ownership trails the team average of 23.7. 7 behavioral risk flag(s) are open and should be addressed.

Devon Smith**64.5**

Engineering

Devon Smith's Q3 2026 Kinetry score is 64.5 (60th percentile internally), improving (+5.4 since Q1 2026). Strongest behaviors are Trust Building (99.4) and Communication Clarity (98.4). The biggest development opportunities are Influence Without Authority (32.7) and Ownership (38.4), where Influence Without Authority trails the team average of 67.7. 8 behavioral risk flag(s) are open and should be addressed.

Rowan Haddad**64.1**

Operations

Rowan Haddad's Q3 2026 Kinetry score is 64.1 (58th percentile internally), holding steady (+0.7 since Q1 2026). Strongest behaviors are Trust Building (76.9) and Planning (76.8). The biggest development opportunities are Accountability (32.5) and Learning Agility (45.7), where Accountability trails the team average of 71.7. 12 behavioral risk flag(s) are open and should be addressed.

Oakley Novak**63.9**

Sales

Oakley Novak's Q3 2026 Kinetry score is 63.9 (55th percentile internally), improving (+1.2 since Q1 2026). Strongest behaviors are Trust Building (92.5) and Reliability (83.1). The biggest development opportunities are Quality Orientation (39.6) and Self-Management (42.3), where Quality Orientation trails the team average of 56.7. 13 behavioral risk flag(s) are open and should be addressed.

Kai Rossi**63.9**

Sales

Kai Rossi's Q3 2026 Kinetry score is 63.9 (53th percentile internally), improving (+2 since Q1 2026). Strongest behaviors are Focus (97) and Coaching Others (95.6). The biggest development opportunities are Ownership (23.7) and Decision Quality (32.4), where Ownership trails the team average of 23.7. 8 behavioral risk flag(s) are open and should be addressed.

Taylor Garcia**63.4**

Customer Success

Taylor Garcia's Q3 2026 Kinetry score is 63.4 (51th percentile internally), improving (+3.7 since Q1 2026). Strongest behaviors are Self-Management (84.3) and Coaching Others (79.9). The biggest development opportunities are Focus (35) and Continuous Improvement (46.1), where Focus trails the team average of 52.1. 8 behavioral risk flag(s) are open and should be addressed.

Morgan Kim**62.1**

Customer Success

Morgan Kim's Q3 2026 Kinetry score is 62.1 (49th percentile internally), improving (+7 since Q1 2026). Strongest behaviors are Strategic Thinking (82.6) and Collaboration (80.9). The biggest development opportunities are Ownership (35.6) and Focus (43.1), where Ownership trails the team average of 55.5. 6 behavioral risk flag(s) are open and should be addressed.

Sam Patel**61.5**

Product

Sam Patel's Q3 2026 Kinetry score is 61.5 (47th percentile internally), improving (+5.5 since Q1 2026). Strongest behaviors are Learning Agility (87.3) and Focus (86.6). The biggest development opportunities are Self-Management (23.7) and Planning (32.9), where Self-Management trails the team average of 23.7. 8 behavioral risk flag(s) are open and should be addressed.

Marlowe Okafor**61.5**

Operations

Marlowe Okafor's Q3 2026 Kinetry score is 61.5 (45th percentile internally), holding steady (-0.1 since Q1 2026). Strongest behaviors are Curiosity (89.7) and Problem Solving (84.7). The biggest development opportunities are Communication Clarity (37.2) and Trust Building (38.6), where Communication Clarity trails the team average of 60.2. 10 behavioral risk flag(s) are open and should be addressed.

Casey Johnson**61.3**

Product

Casey Johnson's Q3 2026 Kinetry score is 61.3 (42th percentile internally), improving (+5.2 since Q1 2026). Strongest behaviors are Psychological Safety Contribution (84.7) and Accountability (76.6). The biggest development opportunities are Focus (42) and Strategic Thinking (44.2), where Focus trails the team average of 50.3. 2 behavioral risk flag(s) are open and should be addressed.

Lane Silva**61.0**

Customer Success

Lane Silva's Q3 2026 Kinetry score is 61 (40th percentile internally), improving (+6.8 since Q1 2026). Strongest behaviors are Problem Solving (90.7) and Adaptability (89.5). The biggest development opportunities are Self-Management (28.7) and Quality Orientation (41.2), where Self-Management trails the team average of 55.6. 8 behavioral risk flag(s) are open and should be addressed.

Reese Silva**60.8**

Customer Success

Reese Silva's Q3 2026 Kinetry score is 60.8 (38th percentile internally), improving (+8.2 since Q1 2026). Strongest behaviors are Self-Management (88.8) and Adaptability (82.5). The biggest development opportunities are Planning (27.1) and Continuous Improvement (29.2), where Planning trails the team average of 68.6. 9 behavioral risk flag(s) are open and should be addressed.

Kendall Reyes**60.5**

Engineering

Kendall Reyes's Q3 2026 Kinetry score is 60.5 (36th percentile internally), improving (+4.1 since Q1 2026). Strongest behaviors are Proactivity (80.7) and Influence Without Authority (76.5). The biggest development opportunities are Adaptability (46) and Quality Orientation (46.9), where Adaptability trails the team average of 52.7. 7 behavioral risk flag(s) are open and should be addressed.

Alex Patel**60.3**

Sales

Alex Patel's Q3 2026 Kinetry score is 60.3 (34th percentile internally), improving (+1.8 since Q1 2026). Strongest behaviors are Planning (81.3) and Decision Quality (80.7). The biggest development opportunities are Influence Without Authority (31.1) and Problem Solving (36.6), where Influence Without Authority trails the team average of 57.5. 7 behavioral risk flag(s) are open and should be addressed.

Skyler Novak**59.2**

Customer Success

Skyler Novak's Q3 2026 Kinetry score is 59.2 (32th percentile internally), improving (+1.2 since Q1 2026). Strongest behaviors are Planning (84.8) and Reliability (81.4). The biggest development opportunities are Strategic Thinking (40.1) and Focus (43.1), where Strategic Thinking trails the team average of 67.5. 6 behavioral risk flag(s) are open and should be addressed.

Toni Reyes**59.2**

Customer Success

Toni Reyes's Q3 2026 Kinetry score is 59.2 (29th percentile internally), improving (+3.6 since Q1 2026). Strongest behaviors are Trust Building (89.6) and Conflict Navigation (85.3). The biggest development opportunities are Continuous Improvement (28.3) and Accountability (30.6), where Continuous Improvement trails the team average of 60.1. 9 behavioral risk flag(s) are open and should be addressed.

Blake Garcia**57.3**

Customer Success

Blake Garcia's Q3 2026 Kinetry score is 57.3 (27th percentile internally), holding steady (+0.1 since Q1 2026). Strongest behaviors are Psychological Safety Contribution (79.5) and Communication Clarity (75.6). The biggest development opportunities are Conflict Navigation (37.5) and Trust Building (44.3), where Conflict Navigation trails the team average of 55.4. 9 behavioral risk flag(s) are open and should be addressed.

Jordan Nguyen**57.0**

Sales

Jordan Nguyen's Q3 2026 Kinetry score is 57 (25th percentile internally), improving (+6.7 since Q1 2026). Strongest behaviors are Innovation (77.3) and Collaboration (73.7). The biggest development opportunities are Continuous Improvement (38.5) and Focus (42.5), where Continuous Improvement trails the team average of 59.2. 7 behavioral risk flag(s) are open and should be addressed.

Hollis Williams

57.0

Customer Success

Hollis Williams's Q3 2026 Kinetry score is 57 (23th percentile internally), holding steady (-0.5 since Q1 2026). Strongest behaviors are Collaboration (78) and Proactivity (75.2). The biggest development opportunities are Trust Building (19.3) and Reliability (32.6), where Trust Building trails the team average of 62.5. 13 behavioral risk flag(s) are open and should be addressed.

Sage Nguyen

55.8

Customer Success

Sage Nguyen's Q3 2026 Kinetry score is 55.8 (21th percentile internally), improving (+7 since Q1 2026). Strongest behaviors are Communication Clarity (89.7) and Coaching Others (79). The biggest development opportunities are Curiosity (32.4) and Influence Without Authority (33.6), where Curiosity trails the team average of 55.3. 7 behavioral risk flag(s) are open and should be addressed.

Avery Williams

54.9

Product

Avery Williams's Q3 2026 Kinetry score is 54.9 (18th percentile internally), improving (+2.2 since Q1 2026). Strongest behaviors are Quality Orientation (93.4) and Accountability (82.6). The biggest development opportunities are Planning (22.1) and Strategic Thinking (24.3), where Planning trails the team average of 57.9. 12 behavioral risk flag(s) are open and should be addressed.

Indigo Khan

54.0

Customer Success

Indigo Khan's Q3 2026 Kinetry score is 54 (16th percentile internally), improving (+4.8 since Q1 2026). Strongest behaviors are Adaptability (75.8) and Continuous Improvement (70.9). The biggest development opportunities are Self-Management (35.5) and Quality Orientation (40.4), where Self-Management trails the team average of 50.7. 8 behavioral risk flag(s) are open and should be addressed.

Greer Lopez

52.8

Sales

Greer Lopez's Q3 2026 Kinetry score is 52.8 (14th percentile internally), improving (+3.1 since Q1 2026). Strongest behaviors are Trust Building (88.4) and Ownership (86.6). The biggest development opportunities are Self-Management (23.5) and Reliability (30.4), where Self-Management trails the team average of 50.7. 10 behavioral risk flag(s) are open and should be addressed.

Noor Haddad**52.1**

Operations

Noor Haddad's Q3 2026 Kinetry score is 52.1 (12th percentile internally), improving (+6.9 since Q1 2026). Strongest behaviors are Continuous Improvement (81) and Curiosity (78.9). The biggest development opportunities are Innovation (34.3) and Communication Clarity (35.1), where Innovation trails the team average of 67.3. 15 behavioral risk flag(s) are open and should be addressed.

Parker Patel**49.4**

Customer Success

Parker Patel's Q3 2026 Kinetry score is 49.4 (10th percentile internally), improving (+5.1 since Q1 2026). Strongest behaviors are Accountability (68.6) and Respect (66.8). The biggest development opportunities are Trust Building (21.2) and Influence Without Authority (25.1), where Trust Building trails the team average of 57.6. 15 behavioral risk flag(s) are open and should be addressed.

Morgan Smith**45.8**

Engineering

Morgan Smith's Q3 2026 Kinetry score is 45.8 (8th percentile internally), improving (+3.2 since Q1 2026). Strongest behaviors are Quality Orientation (73.1) and Proactivity (60.6). The biggest development opportunities are Ownership (22) and Focus (29.4), where Ownership trails the team average of 62. 14 behavioral risk flag(s) are open and should be addressed.

Jordan Garcia**45.1**

Customer Success

Jordan Garcia's Q3 2026 Kinetry score is 45.2 (5th percentile internally), improving (+7 since Q1 2026). Strongest behaviors are Proactivity (61) and Continuous Improvement (58). The biggest development opportunities are Collaboration (22) and Accountability (31.3), where Collaboration trails the team average of 51.2. 16 behavioral risk flag(s) are open and should be addressed.

Taylor Smith**44.9**

Product

Taylor Smith's Q3 2026 Kinetry score is 44.9 (3th percentile internally), improving (+5.7 since Q1 2026). Strongest behaviors are Influence Without Authority (64.4) and Trust Building (57.6). The biggest development opportunities are Proactivity (20) and Curiosity (24.5), where Proactivity trails the team average of 59. 16 behavioral risk flag(s) are open and should be addressed.

Logan Chen**40.3**

Customer Success

Logan Chen's Q3 2026 Kinetry score is 40.3 (1th percentile internally), improving (+4.1 since Q1 2026). Strongest behaviors are Focus (53.1) and Problem Solving (52.7). The biggest development opportunities are Conflict Navigation (10.8) and Innovation (25.5), where Conflict Navigation trails the team average of 55.4. 14 behavioral risk flag(s) are open and should be addressed.

Generated by Kinetry from 46 scored assessments · every number computed by the scoring engine, every narrative grounded in cited evidence.