

BIRKMAN SIGNATURE REPORT

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WHAT'S IN YOUR BIRKMAN REPORT?



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WELCOME

This section provides background information on The Birkman Method® and outlines the purpose and benefits of your Signature Report.

WELCOME



Background

The Birkman Method is a powerful tool that identifies your strengths, behaviors, motivations, and interests.

The Birkman Method is reliable.

This means that the results of the assessment remain relatively stable over time.

The Birkman Method is valid.

This means that statistical studies have been and continue to be conducted to ensure that the assessment measures what is intended.

Purpose

When you have finished reviewing your report you will know more about yourself, what makes you unique, and how this impacts you and those with whom you interact. Being empowered by this information will help you in virtually all parts of your life.

Specific benefits include:

- Learning what interests you at work and at home
- Discovering what behaviors others notice about you
- Articulating your unique strengths and opportunities
- Exploring your career interests with scientifically-backed data

For over **65 years**, The Birkman Method® has been helping people reach further with our unique yet scientific approach to behavioral & occupational assessments. Used by millions of people and the **world's best companies** to:

- > develop leaders
- > improve teamwork
- > explore careers
- > select talent
- > increase sales and productivity

What do you hope to learn from your Birkman Signature Report?

BIRKMAN COLOR KEY



We take these four colors seriously at Birkman. Our use of color becomes shorthand for understanding fundamental differences between people. Below is a breakdown of the significance of each Birkman color.

RED	DOER RED is the Birkman color for people who prefer to make quick decisions and get results. Reds are direct and action-oriented and give full attention to the task at hand. Reds enjoy building, working with their hands, organizing people and projects, solving practical problems, and producing an end product they can see and feel. Reds are objective, energetic, commanding and enjoy team competition. Reds get results through action.	COMMUNICATOR GREEN is the Birkman color for people with a strong desire to communicate and work with people. Every time you see a Green, they are selling, persuading, promoting, motivating, counseling, teaching or working with people to get results. Greens who believe in a product, service or idea can communicate about it with ease and a natural confidence. If you want someone to win friends and influence people, a Green is your person for the job.	GREEN
YELLOW	ANALYZER YELLOW is the Birkman color for people who love working with processes, details, definitions and rules. Yellows enjoy doing careful and detailed calculations, scheduling, recordkeeping, and establishing systematic procedures. They are usually comfortable with numbers, place a high priority on being fair, and are cautious and thorough in analysis. Yellows are task-oriented and often prefer indirect communication methods including forms, rules and regulations. If you need to get organized, find a Yellow.	THINKER BLUE is the Birkman color for the concept and idea person. Blues love innovation, being creative and long-term planning. They enjoy abstract thinking and discovering new ways to solve problems. Blues thrive on generating fresh ideas and coming up with the most viable solutions for the problem at hand. Blues tend to be introspective, and while they love originality and innovation, they may need to be around other creative individuals to trigger the spark.	BLUE

YOUR BIRKMAN MAP

Your Birkman Map® provides an aerial view of who you are and allows you to see how and where you fit into the big picture.

BIRKMAN MAP



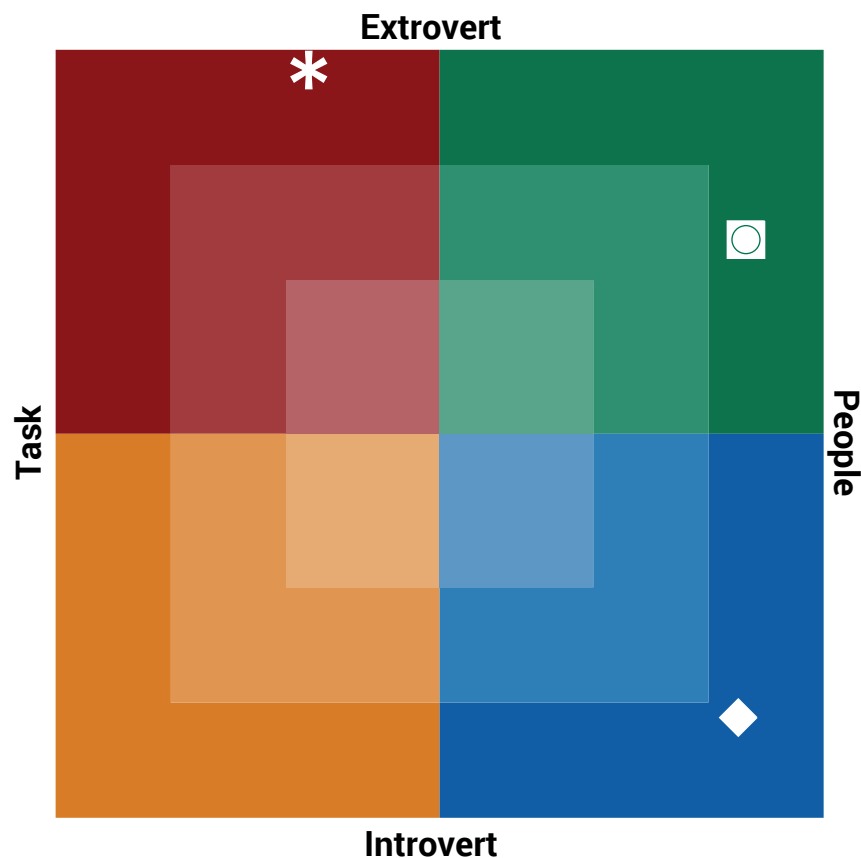
The Symbols on your Birkman Map identify who you are on two key dimensions. The placement of the symbol within a color quadrant represents the degree to which you display similarities to that color quadrant. The left and the right sides of the map (horizontal axis) represent your preference for dealing with tasks or people. The top and the bottom (vertical axis) represent whether you are more extroverted or introverted in your style.

 **INTERESTS** - The Asterisk represents what you like to do and where you gravitate in terms of activities you enjoy.

 **USUAL BEHAVIOR** - The Diamond represents how you usually behave. These are your strengths, and they compose your best, most productive style. This is how other people see you. Usual Behavior is how you act when your Needs have been met.

 **NEEDS** - The Circle represents how you need to be or expect to be treated by other people and your environment. Needs often remain hidden or invisible to others.

 **STRESS BEHAVIOR** - The Square represents your frustrated behavior. This is your reactive, unproductive style. Stress Behavior is how you act when your Needs have not been met for an extended period of time. You may see some of the challenges you face arise here.





EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

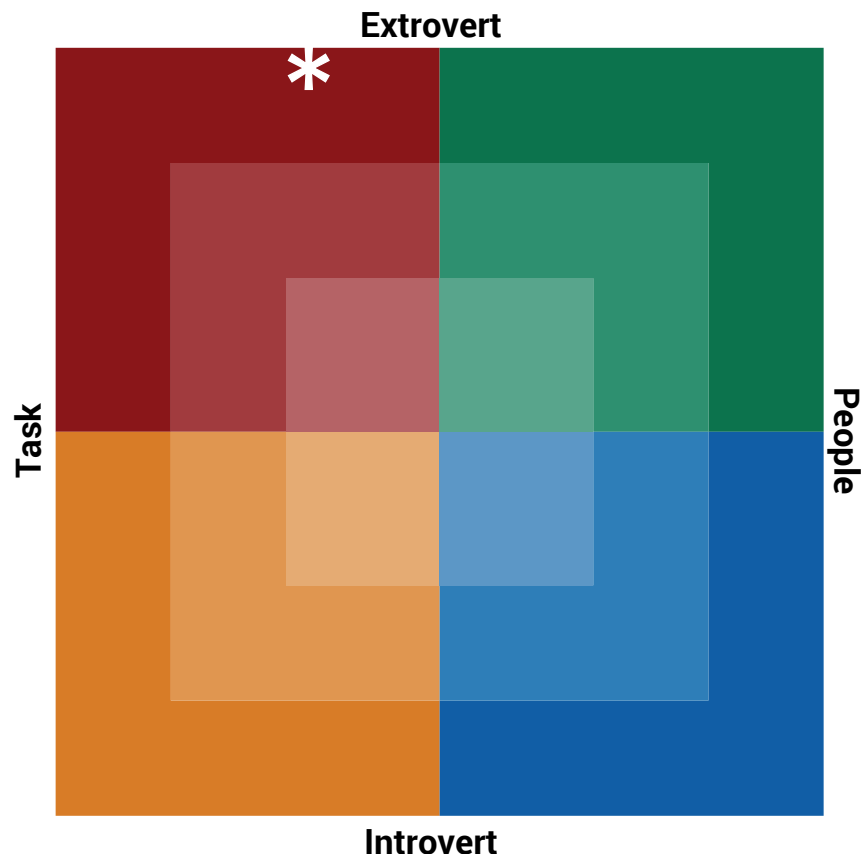
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the RED quadrant, but it is fairly close to the Green quadrant, too. You probably like activities with a practical emphasis, but you like to combine these with tasks involving working directly with people.

Interests in the RED quadrant include:

- implementing
- seeing a finished product
- solving practical problems
- working through people
- organizing

Your Asterisk shows that you like to:

- solve practical problems
- be directly involved
- combine doing things with working with people
- organize tasks, while focusing on the people who do them
- get things done





EXPLANATION OF YOUR USUAL BEHAVIOR (THE DIAMOND)

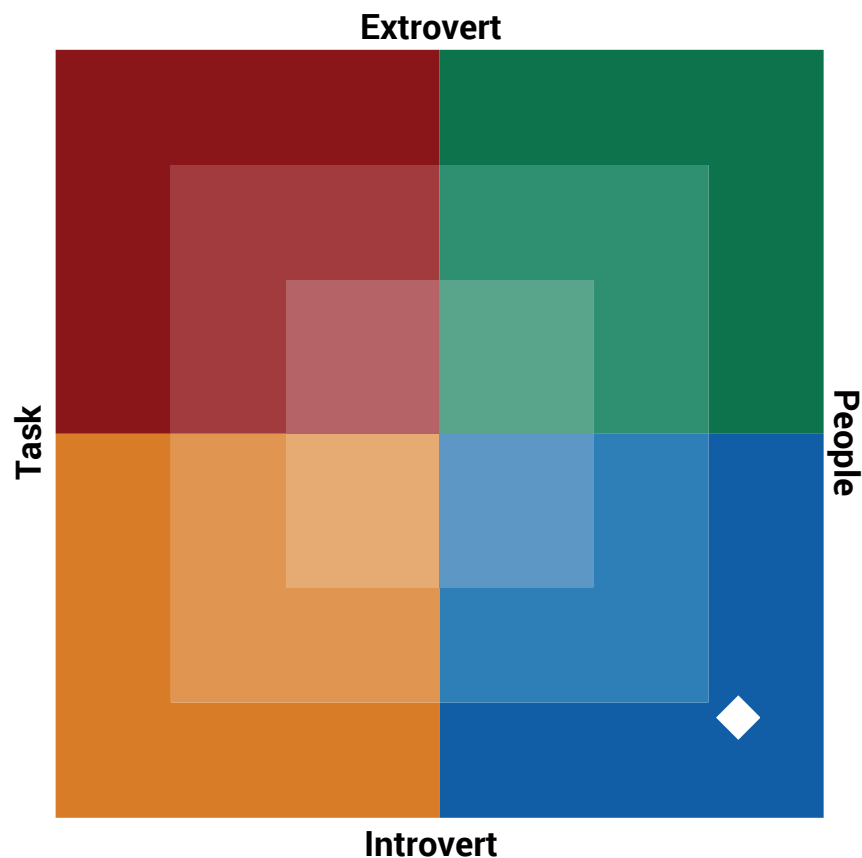
The productive way you set about your tasks is described by the Diamond. Your Diamond is in the BLUE quadrant. When you are working effectively, you tend to be reflective and creative.

Usual Behaviors in the BLUE quadrant include being:

- insightful
- selectively sociable
- thoughtful
- reflective
- optimistic

Your Diamond shows that you are usually:

- insightful
- optimistic
- thoughtful
- selectively sociable
- reflective





EXPLANATION OF YOUR NEEDS (THE CIRCLE) ●

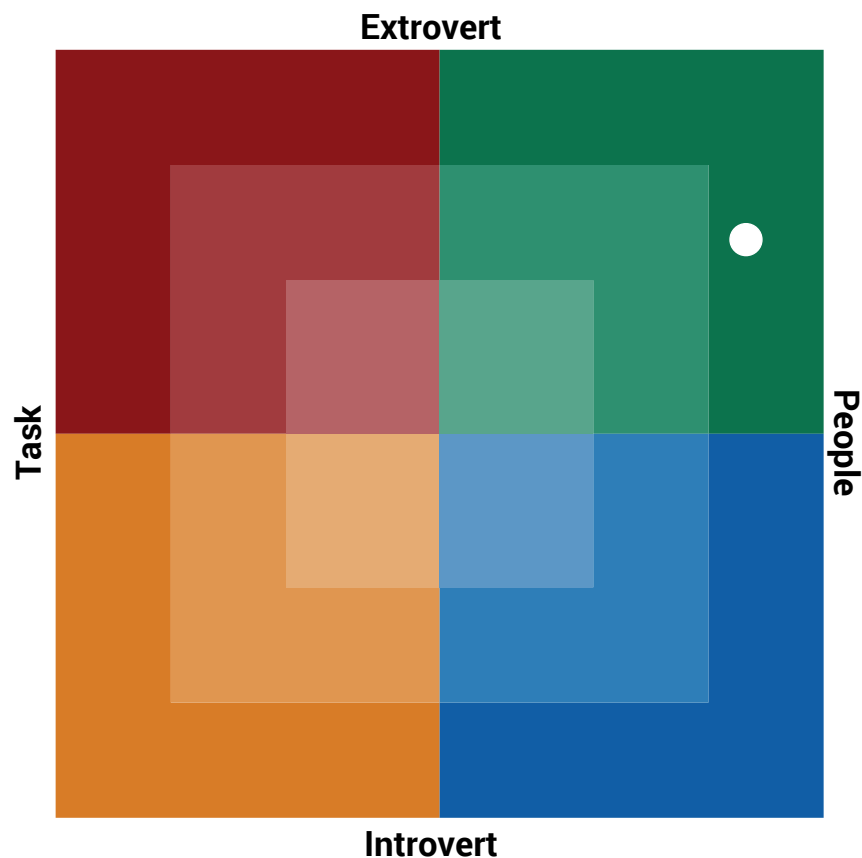
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the GREEN quadrant. To be most effective, you respond best to people who are assertive and enthusiastic.

Those with Needs in the GREEN quadrant want others to:

- encourage competition
- be assertive
- allow flexibility
- introduce novelty and variety

Your Circle shows you are most comfortable when people around you:

- let you know who's in charge
- give you personalized incentives
- keep unnecessary rules to a minimum
- give you varied tasks
- are openly enthusiastic





EXPLANATION OF YOUR STRESS BEHAVIOR (THE SQUARE)

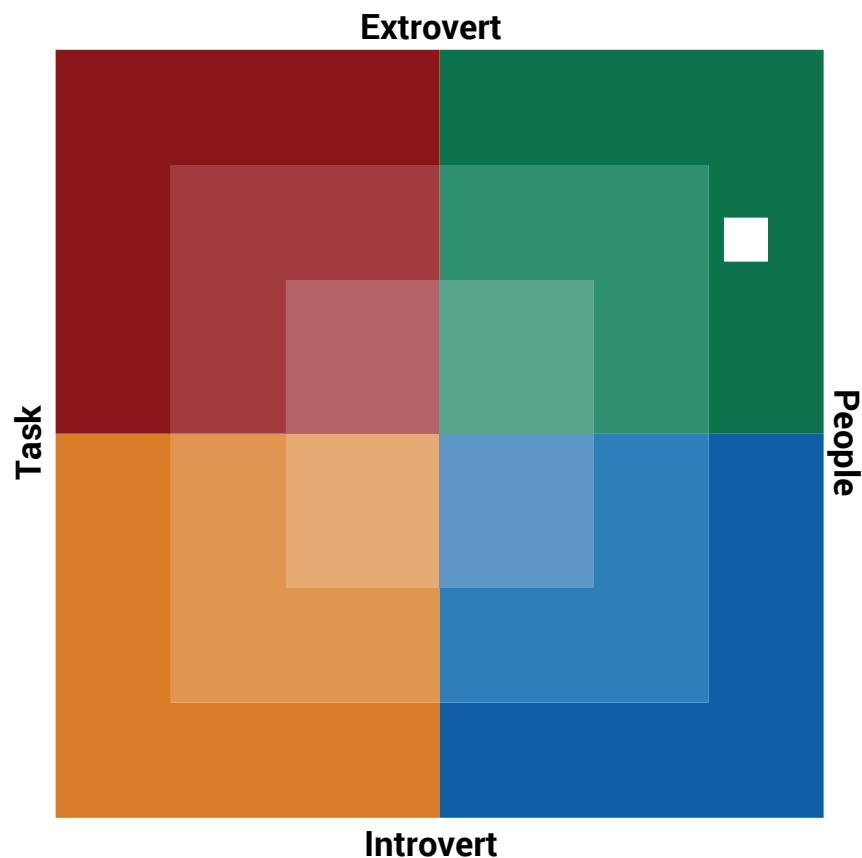
Your Stress Behavior is described by the Square. Your Square is in the GREEN quadrant. When people don't deal with you the way your needs suggest, you may become domineering and resist necessary rules.

Those with Stress Behaviors in the GREEN quadrant:

- are easily distracted
- distrust others
- become domineering
- fail to follow the plan

Your Square shows that under stress you may become:

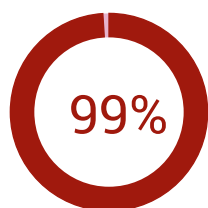
- dominating
- self-protective
- easily distracted
- disorganized
- argumentative



YOUR INTERESTS

This section looks at your interests. High scores indicate activities you enjoy. Low scores indicate areas you would prefer to avoid. Interests do not always translate to skill but do represent important motivators.

BIRKMAN INTERESTS

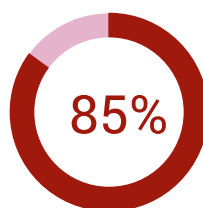


OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

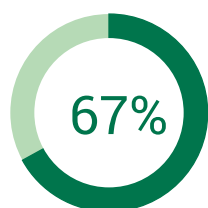


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

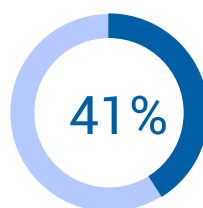


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering

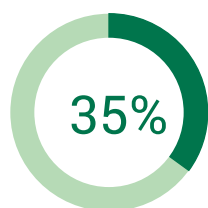


ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing

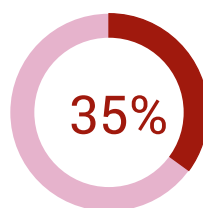


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

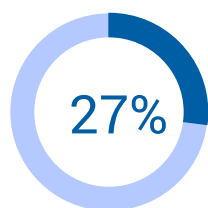


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

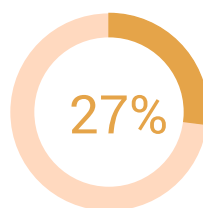


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music

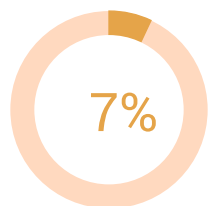


NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

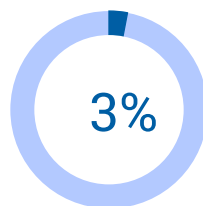


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing



LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

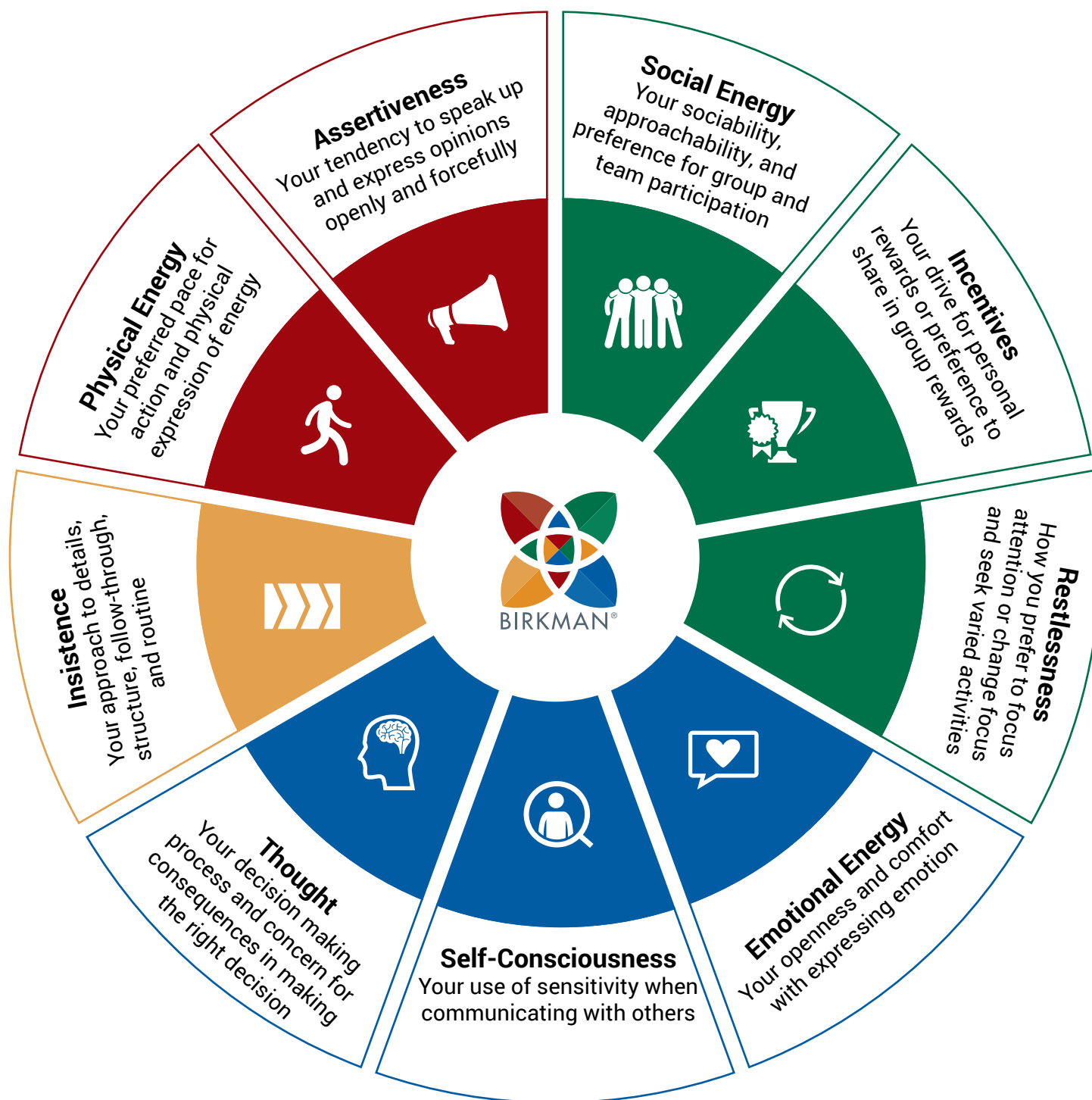
YOUR BEHAVIORS

This section takes an in-depth look at how you behave and what makes you tick. This section will also explore how you are likely to react when you find yourself in stressful situations.

BIRKMAN COMPONENTS



Birkman measures nine components of personality.



BIRKMAN COMPONENT DASHBOARD



Social Energy

Usual	Needs
29	20



Physical Energy

Usual	Needs
35	20



Emotional Energy

Usual	Needs
60	70



Self-Consciousness

Usual	Needs
40	57



Assertiveness

Usual	Needs
25	94



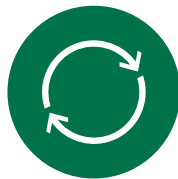
Insistence

Usual	Needs
99	71



Incentives

Usual	Needs
19	64



Restlessness

Usual	Needs
67	67



Thought

Usual	Needs
31	90

USUAL, NEEDS & STRESS



SOCIAL ENERGY

Your sociability, approachability, and preference for group and team participation

Primarily you are "selectively sociable," preferring to relate to people on a one-to-one basis. You tend to form close personal relationships with a few significant individuals.

Usual Behavior:

- able to be and work alone
- withstands group pressure
- independent reasoning

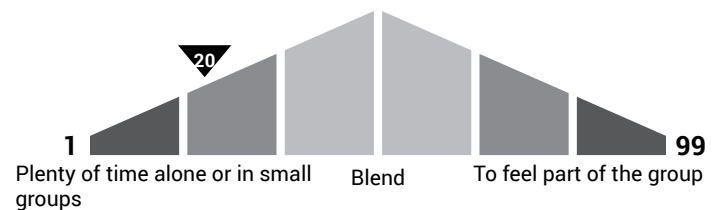
Usual Behavior



Needs:

For the most part you need to be free from the pressure of group activities unless the group includes some people to whom you are close. It is important for you to spend "special" time with your close friends and associates.

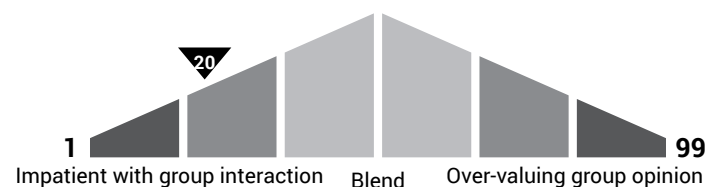
Needs



Causes of Stress:

When circumstances prevent you from having adequate time to be by yourself or in the company of one or two close friends, you are likely to feel some pressure or anxiety, causing you to withdraw more and more from social situations.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- impatience
- withdrawal
- tendency to ignore groups

USUAL, NEEDS & STRESS



PHYSICAL ENERGY

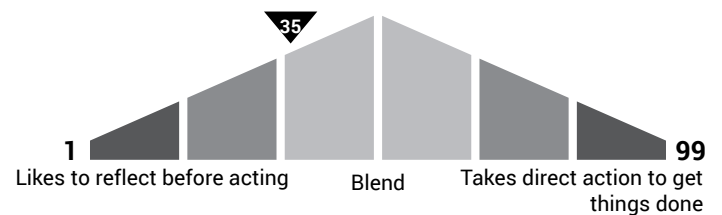
Your preferred pace for action and physical expression of energy

You view yourself as having an above average supply of energy and act accordingly. However, you usually do not jump into things without some prior thought, but at the same time realize that accomplishment comes only through action.

Usual Behavior:

- enthusiastic while conserving energy
- balance of vigor and thought
- active and reflective in combination

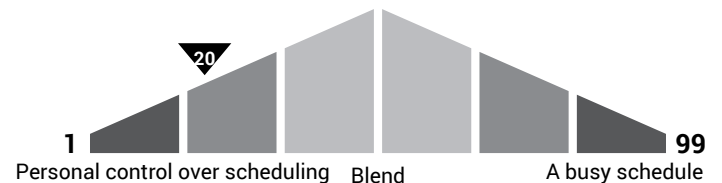
Usual Behavior



Needs:

A schedule that is relaxed and flexible provides you with the greatest opportunity to exercise your natural abilities. You need plenty of time for reflective thought before taking action.

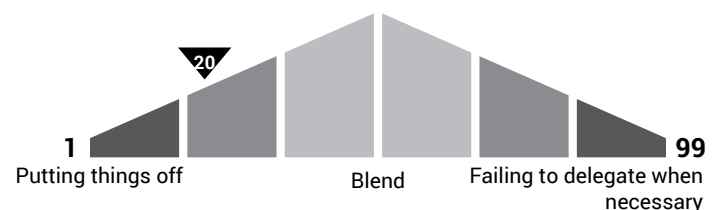
Needs



Causes of Stress:

The pressure of a heavy schedule which doesn't allow you the time you need for thinking and planning is likely to result in discouragement and fatigue.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- putting things off
- feeling discouraged
- getting tired

USUAL, NEEDS & STRESS



EMOTIONAL ENERGY

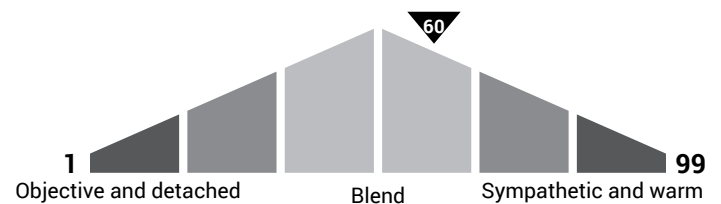
Your openness and comfort with expressing emotion

You prefer not to get too involved in the emotional problems of other people, recognizing the importance of keeping the facts in sight. But at the same time, you have a genuine understanding and even sympathy for others' feelings.

Usual Behavior:

- objective, yet warm
- sympathetic, yet practical

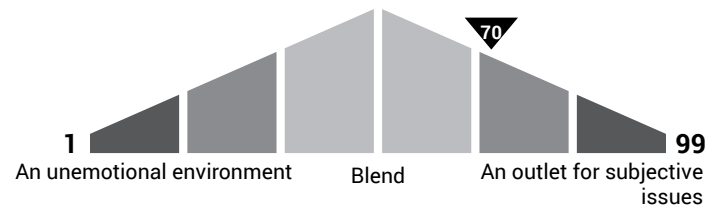
Usual Behavior



Needs:

By contrast, you function best in surroundings which encourage you and others to express and work out your emotional responses. You need to feel that your problems are important to others, that others are aware of your personal feelings.

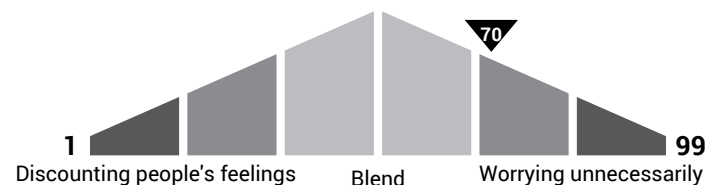
Needs



Causes of Stress:

When you sense that your feelings are being overlooked or ignored by others, you are inclined to overemphasize the importance of your feelings and become dispirited, perhaps even getting depressed.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- becoming overly sensitive
- loss of objectivity
- strong discouragement

USUAL, NEEDS & STRESS



SELF-CONSCIOUSNESS

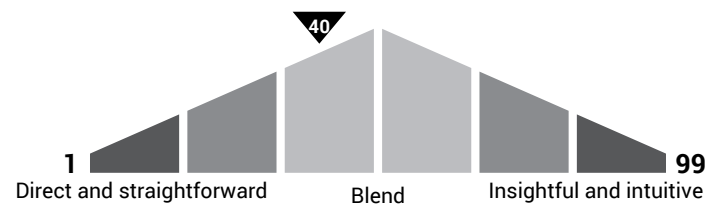
Your use of sensitivity when communicating with others

You have an important strength in handling personal relationships by virtue of being able to balance sensitivity and directness. By nature, you are neither too frank nor too reserved.

Usual Behavior:

- direct without being blunt
- sensitive, yet at ease
- straightforward, yet insightful

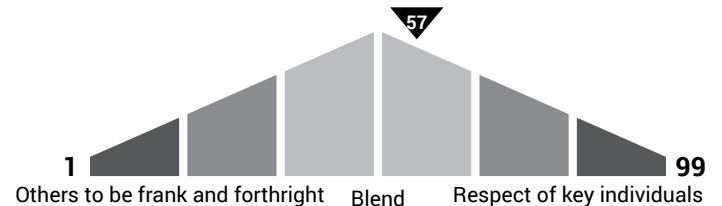
Usual Behavior



Needs:

Likewise, you respond best when others strike a similar balance between sensitivity and openness when relating to you. Respect and approval on a personal basis help motivate you.

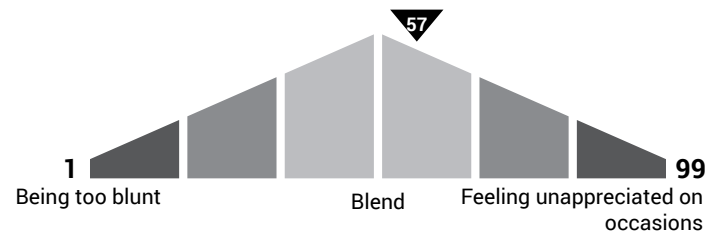
Needs



Causes of Stress:

When other people are overly sensitive, you feel uneasy - possibly to the point of discomfort. By the same token, your feelings can sometimes be hurt when you think that others are not responding to your personal needs.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- undue sensitivity
- over-directness

USUAL, NEEDS & STRESS



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

To a large extent, you are self-directive and independent, but you are able to function well under the direction of someone whose authority you respect.

Usual Behavior:

- pleasant
- easy-going
- agreeable

Needs:

It is important that you feel recognized and appreciated as an authority in the area of your expertise. You also need to see strength in superiors and authority figures, and know that they will come to your defense in times of difficulty.

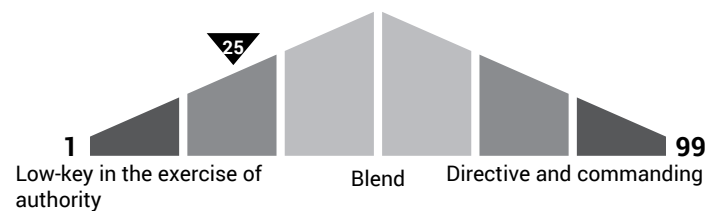
Causes of Stress:

Your respect for positions of authority suggests that you may feel some pressure when you are unsure as to where authority actually resides. You may feel frustrated when you sense that a person in authority will not take a stand.

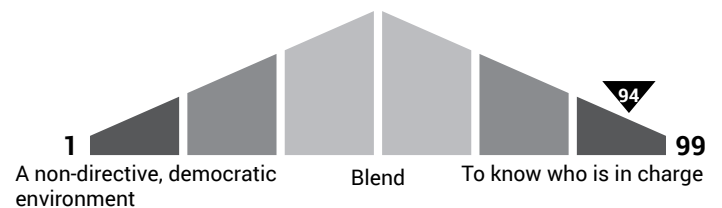
Possible Stress Reactions When Needs Are Not Met:

- ignoring weak superiors
- assertiveness
- provocative statements

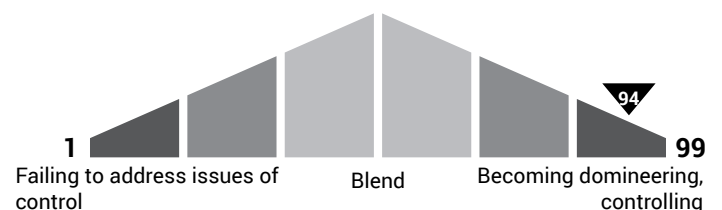
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

Your approach to details, structure, follow-through, and routine

Few people describe themselves as being so orderly and systematic. By preference, you stay with the tried and proven so that you can give your attention to detail and follow-through.

Usual Behavior:

- concerned with detail
- logical in thought process
- completion-oriented

Needs:

You have a distinct need for predictable situations in which you can plan and execute activities according to familiar methods. Reasonably stable and predictable life and work situations provide an emotional anchor.

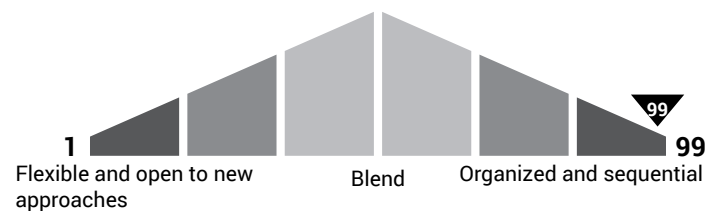
Causes of Stress:

When forced to discard planning methods which are natural to you, you tend to make big problems out of little ones. When things develop differently from what you planned, you may begin to give even unimportant detail too much attention.

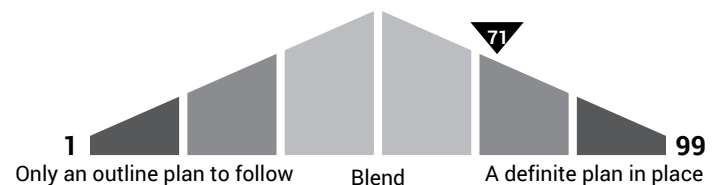
Possible Stress Reactions When Needs Are Not Met:

- over-emphasis on detail
- fear of uncertainty
- undue control

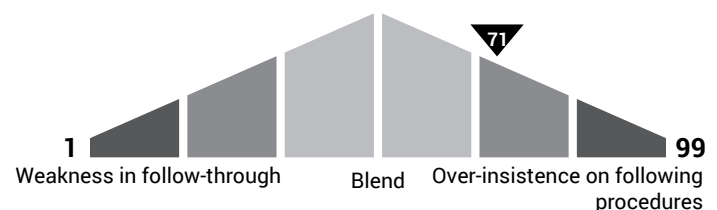
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INCENTIVES

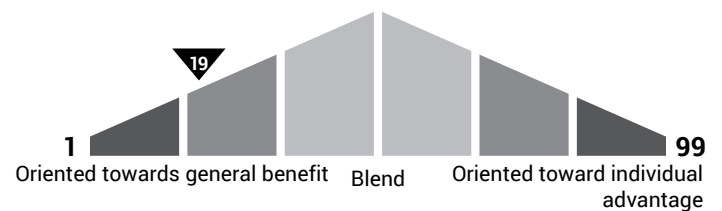
Your drive for personal rewards or preference to share in group rewards

As a predominantly idealistic person, you value cooperative effort and the concepts of trust, loyalty and team spirit. You can think and reason in terms of intangible benefits, and prefer to minimize face-to-face, competitive rivalry.

Usual Behavior:

- trustful
- loyal
- service-oriented

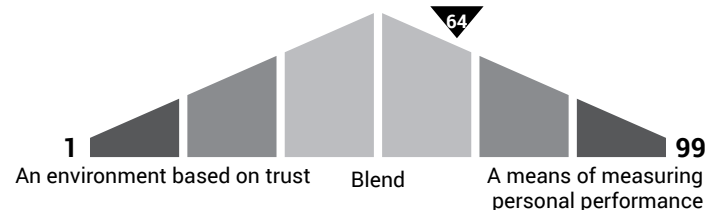
Usual Behavior



Needs:

Underneath, you expect a certain amount of competition, and need some reassurance concerning your personal advancement. While you value team effort, it is good for you to receive recognition for individual effort.

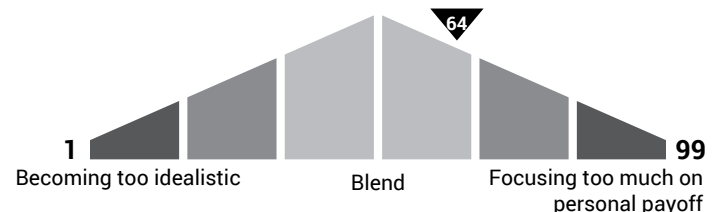
Needs



Causes of Stress:

Your respectful attitudes can complicate matters when you are involved in face-to-face conflicts, since your feelings and opinions are stronger than they appear to be. Also, you can find others who are opportunistic or unrealistic a source of discomfort.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- becoming distrustful
- becoming impractical

USUAL, NEEDS & STRESS



RESTLESSNESS

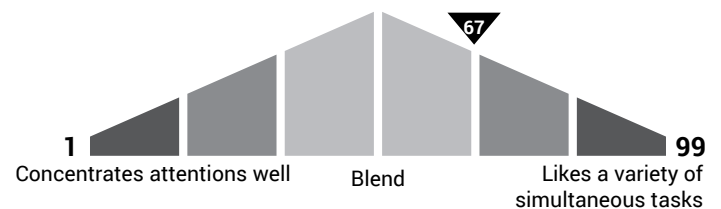
How you prefer to focus attention or change focus and seek varied activities

While you are reasonably adaptive to change, being responsive and attentive, you combine these strengths with a definite ability to focus your attention on tasks that require concentration.

Usual Behavior:

- not easily distracted
- concentrative, yet attentive
- moderate in dealing with change

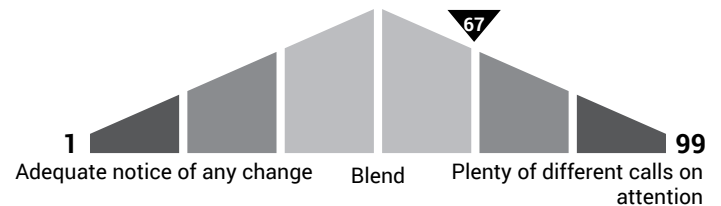
Usual Behavior



Needs:

The natural balance of your abilities also characterizes what you need from your environment and from others. You expect a background of change and novelty, but also need time to finish things you start.

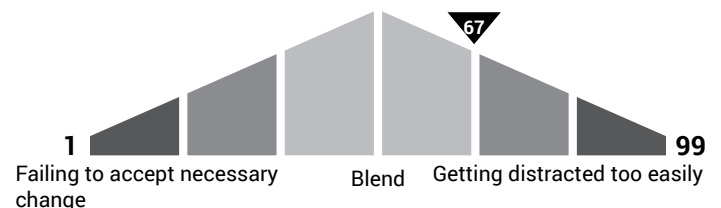
Needs



Causes of Stress:

Excessive routine is likely to generate a certain restlessness within you; but at the same time, too much abrupt or unexpected change may cause you to become inflexible in your outlook, with a resulting loss of perspective.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- restless for quick results
- loss of perspective

USUAL, NEEDS & STRESS



THOUGHT

Your decision making process and concern for consequences in making the right decision

With primary emphasis on a thoughtful and reflective approach to decision-making, you like to consider distant as well as immediate consequences of your decisions. However, decisions concerning usual and routine matters can be made rather quickly.

Usual Behavior:

- thoughtfully decisive
- thinks before acting
- direct, but reflective

Needs:

Preferably, your responsibilities and activities should not require quick and decisive action. Under pressure, you need to feel that you have exhausted all possibilities and consequences.

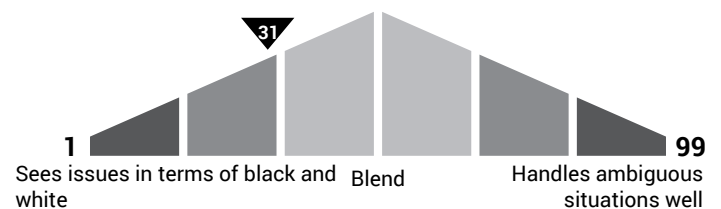
Causes of Stress:

Pressure mounts when you are hurried in your actions and when you are rushed in making judgments. Your need for careful thought makes you dread the unforeseen, and can result in needlessly postponing or evading a decision.

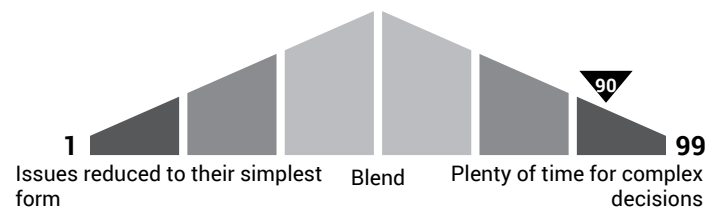
Possible Stress Reactions When Needs Are Not Met:

- becoming indecisive
- fear of the unknown
- unnecessary caution

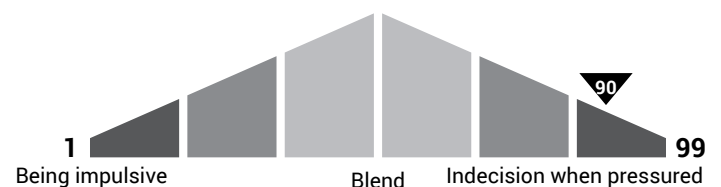
Usual Behavior



Needs



Stress Behavior





YOUR STRENGTHS

Now let's identify the strengths that make you uniquely you. These strengths were generated based on your Birkman Interests scores and Birkman Component scores. Carefully read each statement and check the ones that are most significant to you.

- ☐ You like getting things done, including dealing with hands-on problems or situations
- ☐ You enjoy being outdoors and doing tasks that are associated with being outdoors or away from the office
- ☐ You are able to withstand group pressure and follow the less "popular" path when necessary
- ☐ You are structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- ☐ You enjoy low-key discussions, where everyone's contribution can be heard; you don't find it necessary to dominate
- ☐ You appreciate an environment where everyone wins together

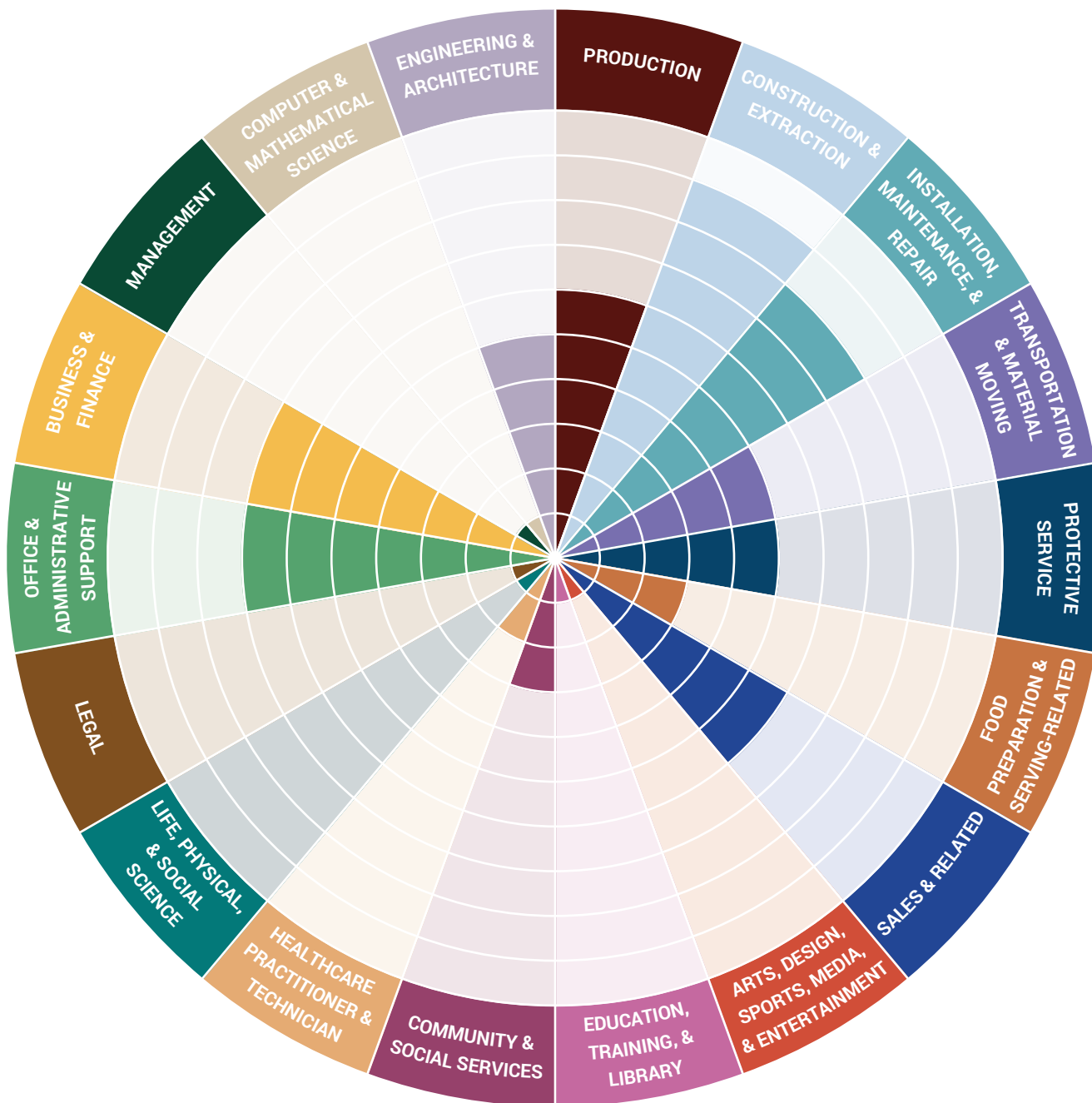
YOUR CAREER EXPLORATION

This section takes the information we have covered thus far and matches your personality profile to career families.

CAREER EXPLORATION OVERVIEW



The Career Exploration Overview is intended to expose you to the in-depth occupational information the Birkman measures. This page displays your strongest career options based upon your scores for Interests, Usual Behavior and Needs. This information will give you a better understanding of yourself and the careers in which you will be most comfortable.



Why might knowing this be helpful to you?

It depends on your career goals. If you are interested in exploring career fields, now or in the future, your Birkman results provide meaningful data around job families you may wish to consider and explore. They are not designed to be a predictor of success nor limit your exploration. Instead, we hope that you may use this data to formulate a deeper understanding of your ideal environments and the jobs you might enjoy.

CAREER EXPLORATION OVERVIEW



This section gives you additional information on the Job Families you most closely match. If you are interested in a more detailed career exploration that includes your match to specific careers, request a copy of your Career Exploration Report from your Birkman Consultant.

Your Top 6 Career Areas to Explore

Construction & Extraction

Performing hands-on work functions related to the building of structures or the removal of materials from natural settings for use in construction or other applications. Duties may include bricklaying, carpentry, masonry, roofing, plumbing, inspecting integrity of structures according to building codes, mining, drilling, and disposal of construction by-products, using specialized tools and equipment.

Installation, Maintenance, & Repair

Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment. Duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.

Office & Administrative Support

Providing clerical support within an organization. Duties may include preparing statements, tracking accounts, record keeping, bill collecting, making phone calls, scheduling appointments, entering data, providing customer service, ordering and tracking inventory, handling monetary transactions, among other administrative support tasks.

Business & Finance

Analyzing and evaluating business/financial information for the purposes of documenting, making recommendations and/or ensuring adherence to business protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general business trends, or assessing risk/liability, to streamline the operations of an organization.

Sales & Related

Selling goods or services to a wide range of customers across various industries. Duties may include selling retail, appliances, furniture, auto parts, medical services, insurance, real estate, financial or consulting services, securities and commodities, as well as other products/services.

Production

Producing, creating, and/or manufacturing a variety of products (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment. Duties may include baking pastries, binding books, cutting, shaping, and assembling furniture, assembling electronics, shaping molten glass, fabricating jewelry, welding metal components, among other specific production tasks.

YOUR ACTION PLAN

It's time to put your learning into action!
This section allows you to document
your learning and commit to future
goals.

YOUR ACTION PLAN



TIP: You can type in the fields and save this PDF.

After reviewing this profile, what key points or insights did you gain about yourself or others? What might be the most relevant or valuable to you at this time?

What commitments, lessons learned, or areas for further exploration might you have?

Key Insights

Relevant Actions

Dates

What strengths could you build on? What areas could you develop?

Build

Develop

Who would benefit from knowing this information? What content could be most beneficial to share? Do you have a timeline to share these insights?

Who will you share this with?

What will you share?

By when will you do it?

How will you hold yourself accountable in continuing to learn and seek feedback?