

BIRKMAN

SIGNATURE

REPORT

THIS REPORT WAS PREPARED FOR
JUAN DOE (D0013V)
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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	<h2>DOER</h2> <p>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.</p>	<h2>COMMUNICATOR</h2> <p>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.</p>	GREEN
YELLOW	<h2>ANALYZER</h2> <p>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.</p>	<h2>THINKER</h2> <p>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.</p>	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



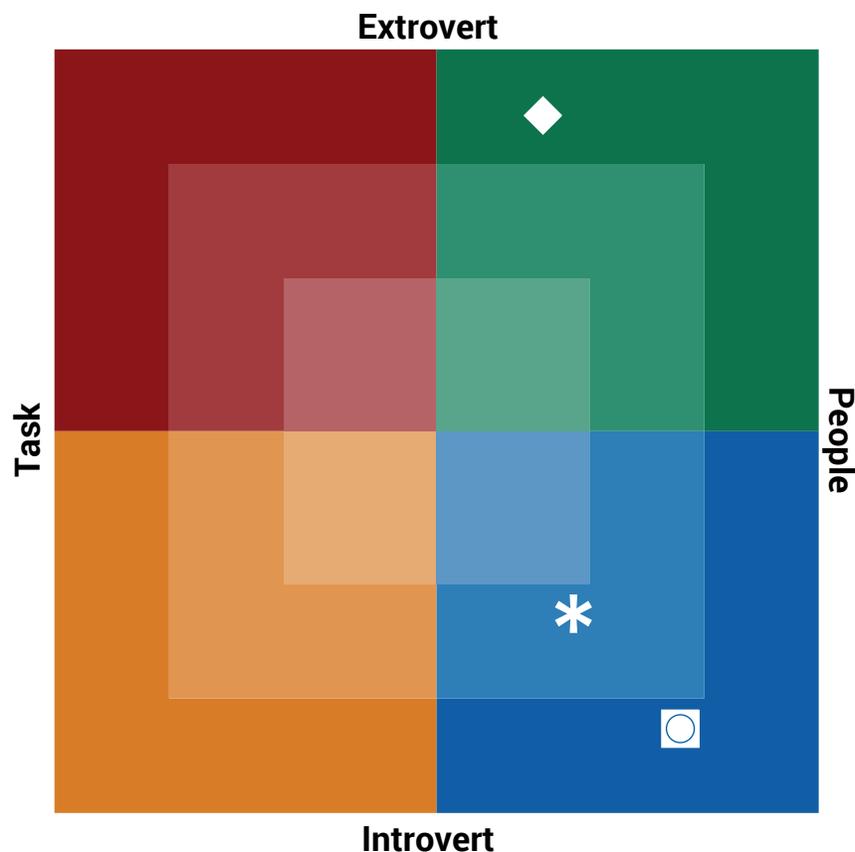
The Symbols on your Birkman Map identify who you are on two key dimensions. The placement of the symbol within a color quadrant represents the degree to which you display similarities to that color quadrant. The left and the right sides of the map (horizontal axis) represent your preference for dealing 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.



BIRKMAN MAP



EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

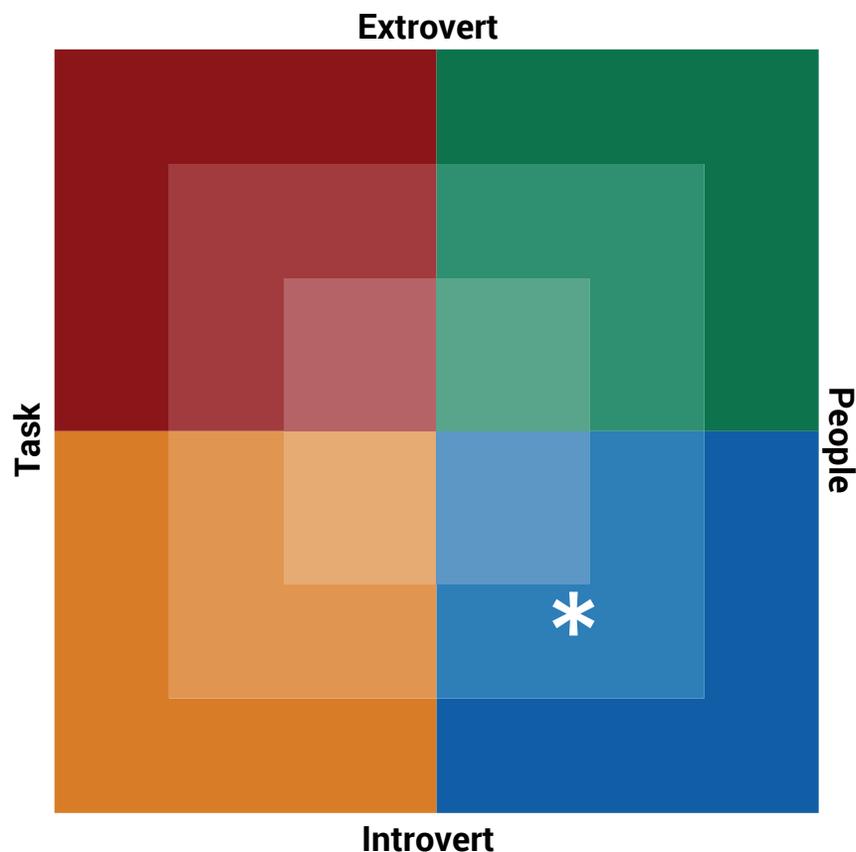
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the BLUE quadrant. You enjoy creative activities.

Interests in the BLUE quadrant include:

- planning
- dealing with abstraction
- thinking of new approaches
- innovating
- working with ideas

Your Asterisk shows that you like to:

- innovate or create
- plan how to do things
- consider the future
- create new approaches
- look at things theoretically





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 GREEN quadrant, but it also lies fairly close to the Red quadrant. When you are working effectively, you prefer to be assertive and direct.

Usual Behaviors in the GREEN quadrant include being:

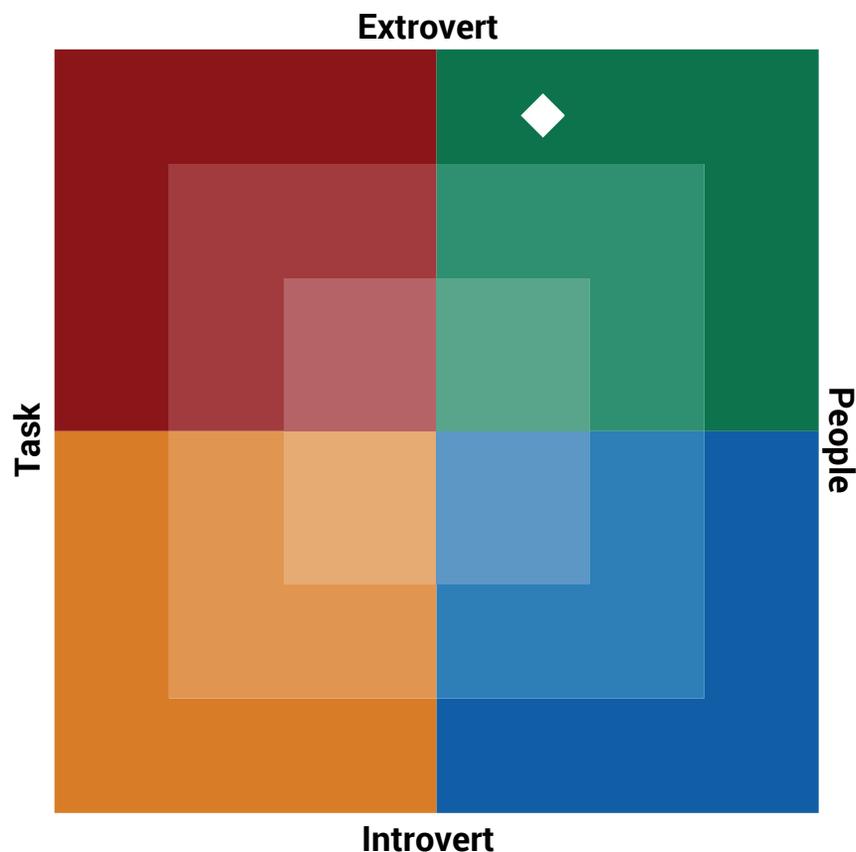
- competitive
- assertive
- flexible
- enthusiastic about new things

Your Diamond shows that you are usually:

- enthusiastic and flexible
- assertive and competitive

Your Diamond shows that you also tend to be:

- logical and objective
- energetic
- direct and open



BIRKMAN MAP



EXPLANATION OF YOUR NEEDS (THE CIRCLE)

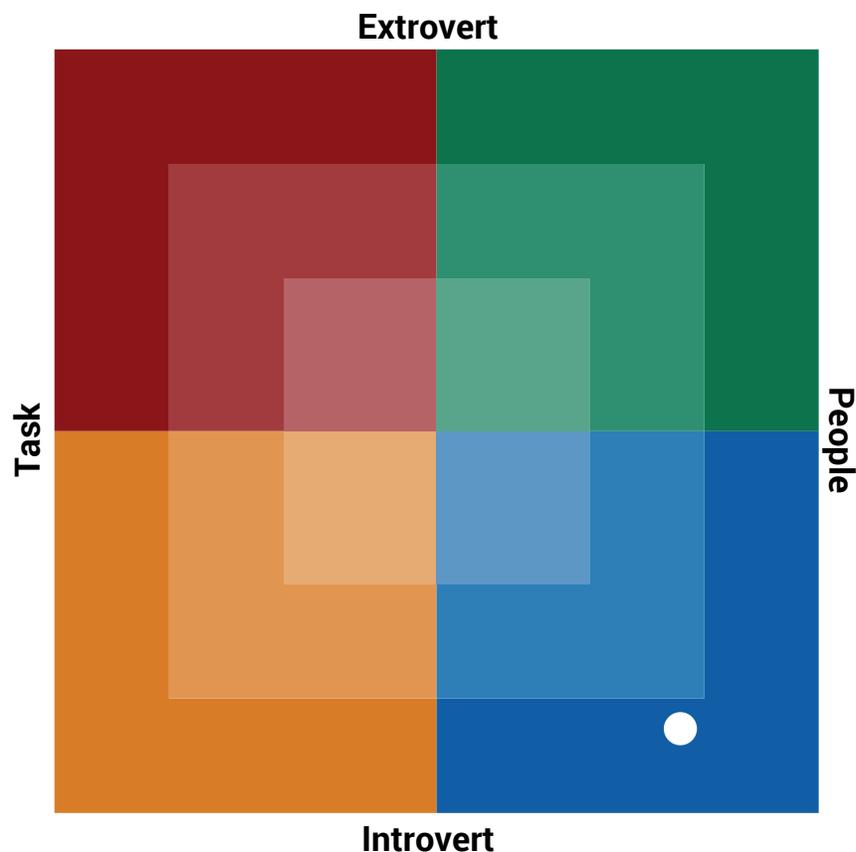
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the BLUE quadrant. To be most effective, you respond best to people who are reflective and creative.

Those with Needs in the BLUE quadrant want others to:

- offer individual support
- encourage expression of feelings
- allow time for reflection
- give time for difficult decisions

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

- show they appreciate you
- are interested in feelings as well as logic
- give you time for complex decisions
- give you time alone or with one or two others
- don't over-schedule you





EXPLANATION OF YOUR STRESS BEHAVIOR (THE SQUARE)

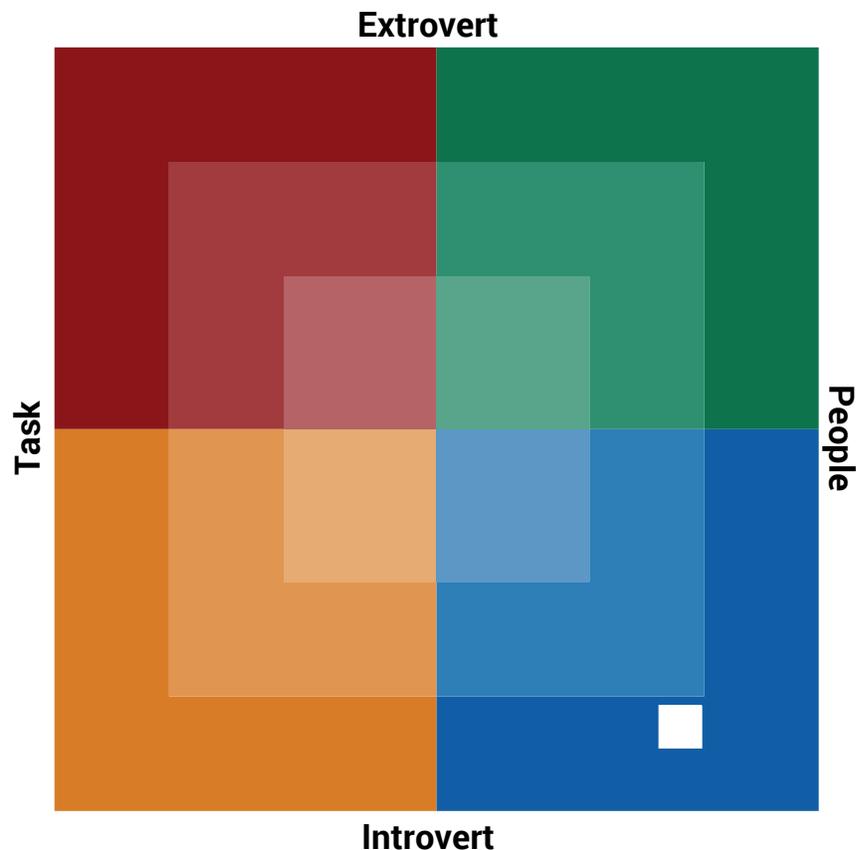
Your Stress Behavior is described by the Square. Your Square is in the BLUE quadrant. When people don't deal with you the way your needs suggest, you are likely to become self-critical and hesitant.

Those with Stress Behaviors in the BLUE quadrant:

- ignore social convention
- become indecisive
- find it hard to act
- see the worst possibilities

Your Square shows that under stress you may become:

- withdrawing
- fatigued
- indecisive
- pessimistic
- overly sensitive to criticism



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

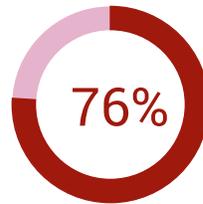


LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

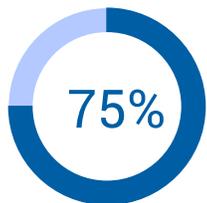


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

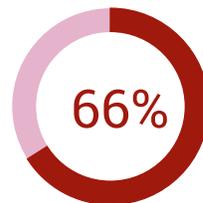


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music



TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

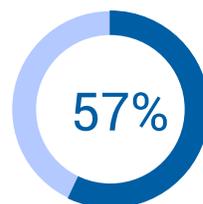


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing



ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing

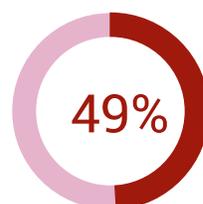


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting



OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

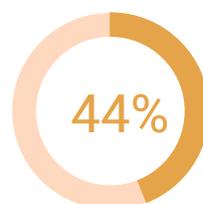


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering



NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

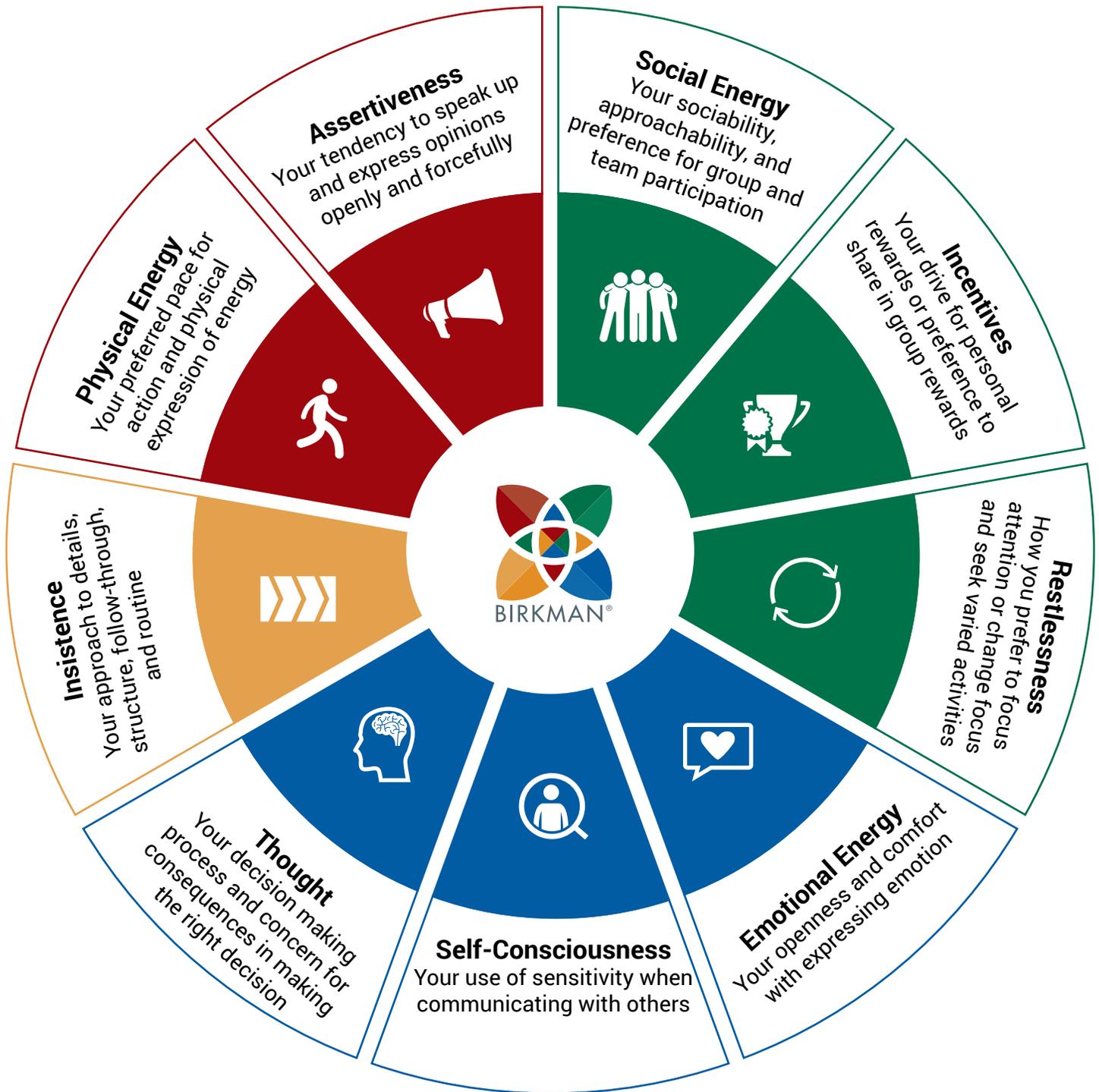
YOUR BEHAVIORS

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
98	27



Physical Energy

Usual	Needs
93	12



Emotional Energy

Usual	Needs
51	82



Self-Consciousness

Usual	Needs
6	79



Assertiveness

Usual	Needs
81	51



Insistence

Usual	Needs
92	66



Incentives

Usual	Needs
71	79



Restlessness

Usual	Needs
68	52



Thought

Usual	Needs
18	98

USUAL, NEEDS & STRESS



SOCIAL ENERGY

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

Your generally pleasant and outgoing manner makes you at ease and comfortable in group activities. Your warm and accepting attitude helps you meet people easily, an asset which is put to good use in social situations.

Usual Behavior:

- sociable
- at ease in groups
- communicative

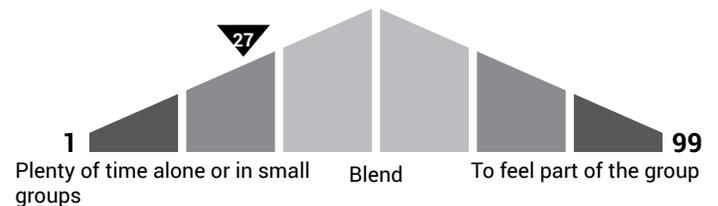
Usual Behavior



Needs:

The comfort you display in social settings conceals your underlying need to spend a considerable amount of time by yourself or in the company of one or two other significant individuals.

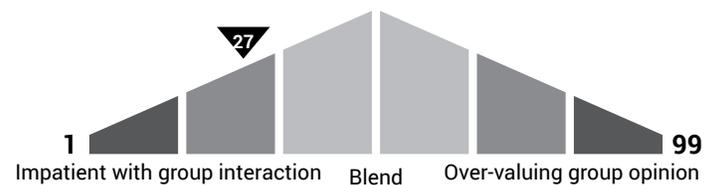
Needs



Causes of Stress:

Continuous pressure to be involved in social or group situations can upset your sense of well-being. Without sufficient time to yourself you are likely to become withdrawn, possibly to an extent that will surprise yourself and others.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- withdrawal
- tendency to ignore groups
- becoming impatient

USUAL, NEEDS & STRESS



PHYSICAL ENERGY

Your preferred pace for action and physical expression of energy

You display a high energy level and in fact enjoy being active on a regular basis. Adding to this strength is the fact that you can summon reserves of energy when your schedule demands it.

Usual Behavior:

- energetic
- enthusiastic
- vigorous reasoning

Needs:

Your naturally high energy level encourages you to take on many activities and projects, making it easy for you overlook the body's need for rest and recuperation. For optimum performance, you need time for re-energizing.

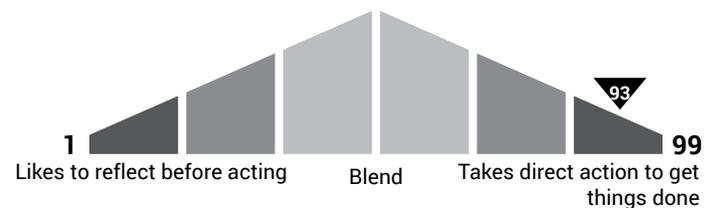
Causes of Stress:

When conditions become hurried or you are not provided with the opportunity to think through a process first, you are likely to feel rushed and perhaps less effective.

Possible Stress Reactions When Needs Are Not Met:

- postponing direct action
- magnifying boredom of projects
- favoring thought over action

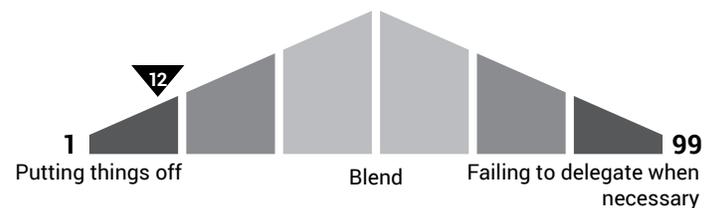
Usual Behavior



Needs



Stress Behavior



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

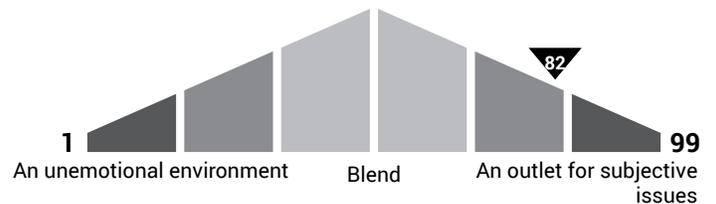
Usual Behavior



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.

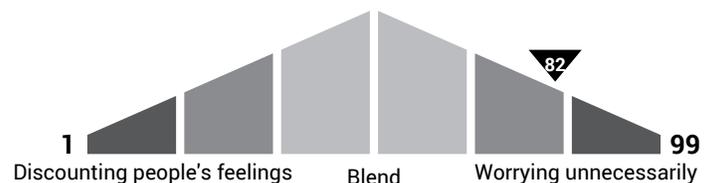
Needs



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

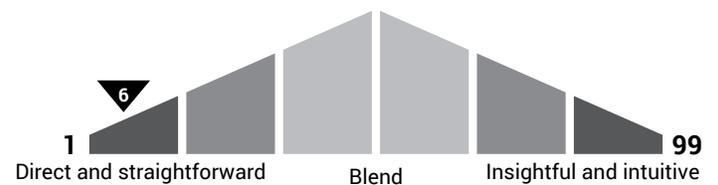
Your use of sensitivity when communicating with others

You project a certain ease and confidence as a result of your ability to be direct and to-the-point. People tend to notice how relaxed and comfortable you are around others.

Usual Behavior:

- frank and direct
- unevasive
- matter-of-fact

Usual Behavior



Needs:

In contrast to your usual style of behavior, you have an underlying need to feel the genuine respect and appreciation of those who are close to you. You must have ample opportunity to explain and justify your point of view.

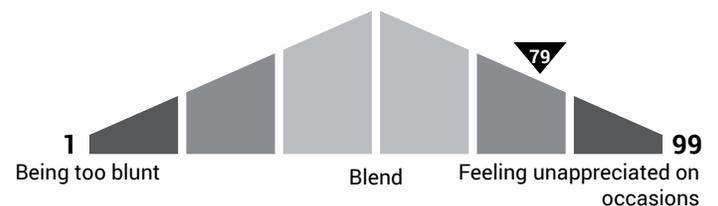
Needs



Causes of Stress:

Because your needs are not obvious from your usual behavior, it is easy for others to mistakenly assume that you need to be treated in a frank and direct manner. This may result in your having your feelings hurt on occasion.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- embarrassment
- shyness
- over-sensitivity

USUAL, NEEDS & STRESS



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

Positions of command and control seem to appeal to you. You derive a sense of satisfaction from giving or carrying out definite clear-cut directions and instructions. You enjoy organizing, initiating and directing your own activities and those of others.

Usual Behavior:

- self-assertive
- enjoys directing others
- seeks to influence and excel

Needs:

While you appreciate authority for its own sake, it is important to you to know that it is being exercised in a fair and effective manner. Apparent weakness in others can bother you just as much as a domineering, overly aggressive approach.

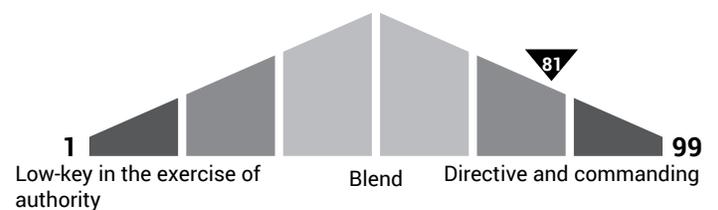
Causes of Stress:

As indicated by the description of your need, you are likely to respond adversely to people who are extreme when handling authority. You can be annoyed by managers who are either weak or very authoritarian.

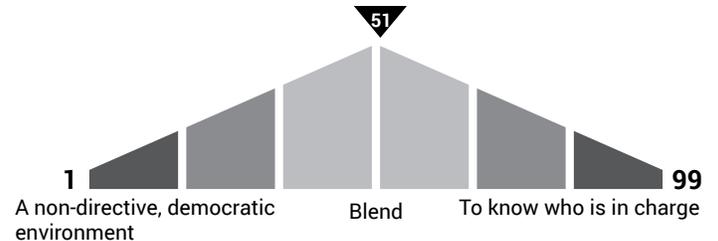
Possible Stress Reactions When Needs Are Not Met:

- lose assertiveness
- becoming argumentative

Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

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

Focusing your attention on methods and procedures, you place great value on policies which have been tried and proven. You recognize the importance of attending to detail, being generally careful and thorough.

Usual Behavior:

- systematic
- detail-oriented
- procedure-minded

Needs:

Your activities should involve a balance of familiar and predictable situations with opportunities for expression of your initiative. In any case, it is important for you to maintain a sense of control.

Causes of Stress:

When pushed to change your plan of action, you may experience more pressure than other people. Also, too much attention to details can cause you to lose sight of the broad objectives.

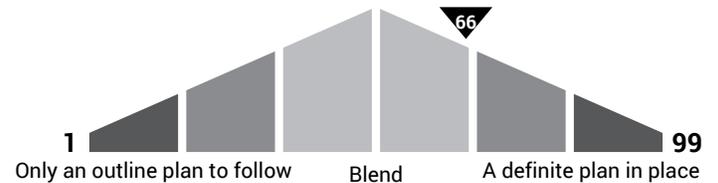
Possible Stress Reactions When Needs Are Not Met:

- de-emphasis on system
- over-controlling

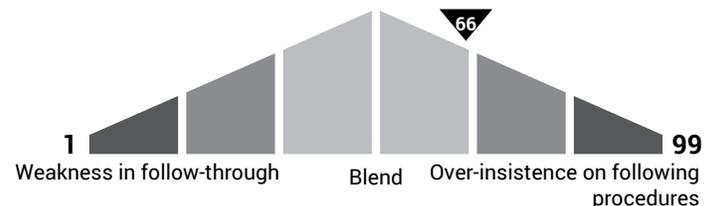
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INCENTIVES

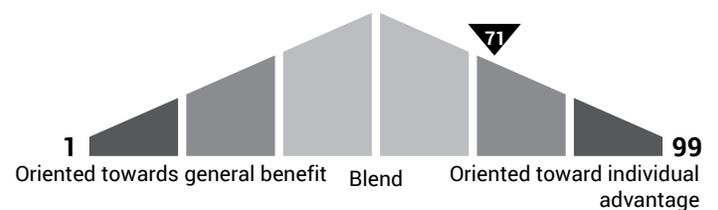
Your drive for personal rewards or preference to share in group rewards

Your relationships are predominantly competitive and businesslike and you value what will promote immediate purposes and objectives. You enjoy personal competition, and find bargaining stimulating and desirable.

Usual Behavior:

- likes competition
- resourceful
- opportunity-minded

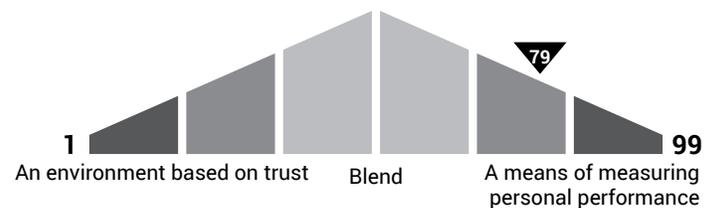
Usual Behavior



Needs:

An environment that encourages individual performance and motivates people by the use of individual incentive is well-suited to your needs. It is important to you to feel that your personal efforts and achievements are continually recognized and rewarded.

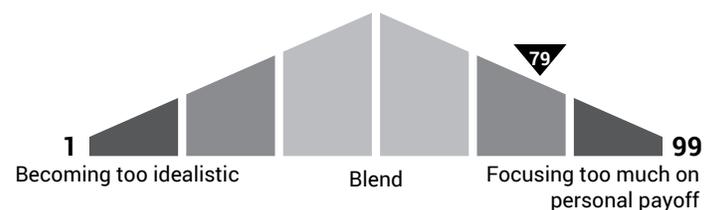
Needs



Causes of Stress:

Your basic attitudes cause you to put your own interests first without being fully aware that you are doing so. People who are too trusting or idealistic can annoy you, since you are inclined to judge them as being "phonies."

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- acting self-protectively
- becoming too materialistic
- self-promotional attitudes

USUAL, NEEDS & STRESS



RESTLESSNESS

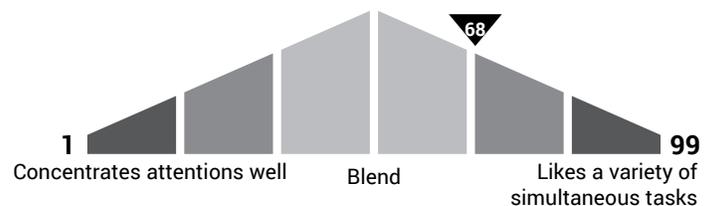
How you prefer to focus attention or change focus and seek varied activities

Being always ready to start new things, you enjoy handling a variety of tasks at the same time. You have definite assets in your adaptability, responsiveness and attentiveness, tending to be very much a catalyst of change.

Usual Behavior:

- easy to stimulate
- flexible
- attentive

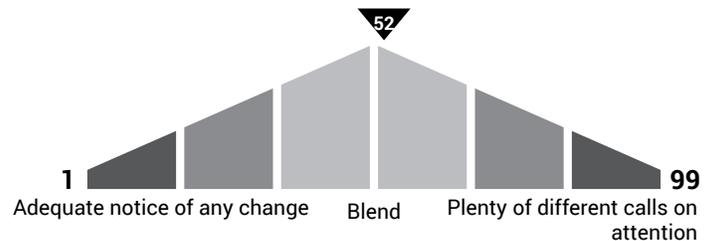
Usual Behavior



Needs:

In some contrast to your strengths, your surroundings should provide you a balance of variety and novelty with ample opportunity to schedule your own activities. Forced changes should involve your input as much as possible.

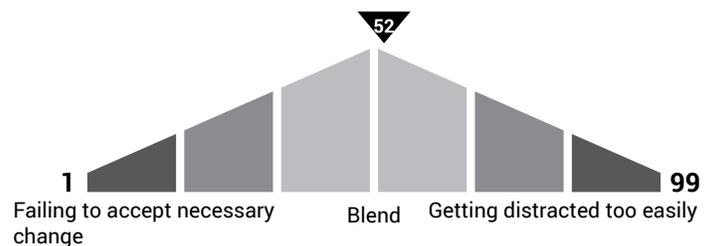
Needs



Causes of Stress:

You may find it more and more difficult to discipline yourself as changes are imposed upon you. Your strengths are very much related to the extent to which you have control over your own routine.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- resistance to abrupt change
- annoyance with delays

USUAL, NEEDS & STRESS



THOUGHT

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

You usually make decisions with a minimum of hesitation and prefer to get right to the important issues. It is your nature to reflect quickly and with confidence, and to give opinions and evaluations decisively.

Usual Behavior:

- matter-of-fact
- decisive
- direct

Needs:

Despite your strengths, you prefer not to be forced into making quick decisions and judgments. You recognize that some issues can be complicated or ambiguous, and you need to feel that you have plenty of time to consider all the possibilities.

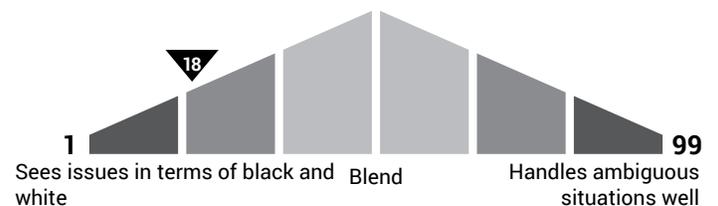
Causes of Stress:

Although you are quick on your feet, you can feel hurried and rushed when situations require quick and decisive action. The resulting insecurity can make you overly cautious.

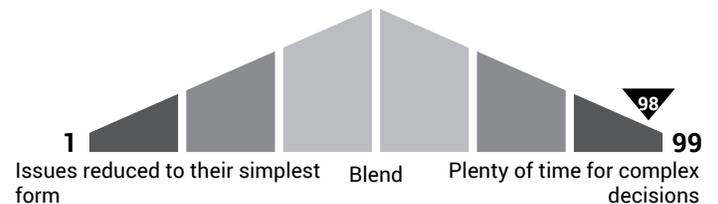
Possible Stress Reactions When Needs Are Not Met:

- over-concern for consequences
- postponing decisions
- underlying anxiety

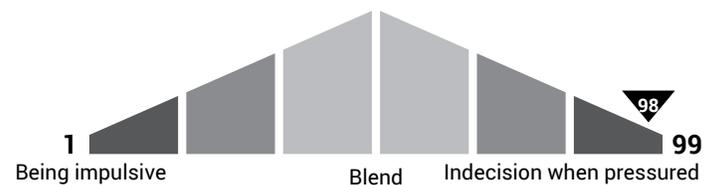
Usual Behavior



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 investigating situations – often in a research or trouble-shooting capacity
- You like working with the written word, which may involve anything from documentation to the production of marketing materials
- You respond well to sound, and therefore you are interested in music, the spoken word, or any media which have an audio component to them
- You are straightforward and find it fairly easy to speak your mind, even with superiors
- You meet people easily and relate well to others when they are involved in group activities
- You are structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
- You are competitive, and are prepared to work hard in order to be the best
- You have a high energy level, and like to be busy doing things rather than thinking about them
- You are decisive and are able to reduce more complex matters to simple terms

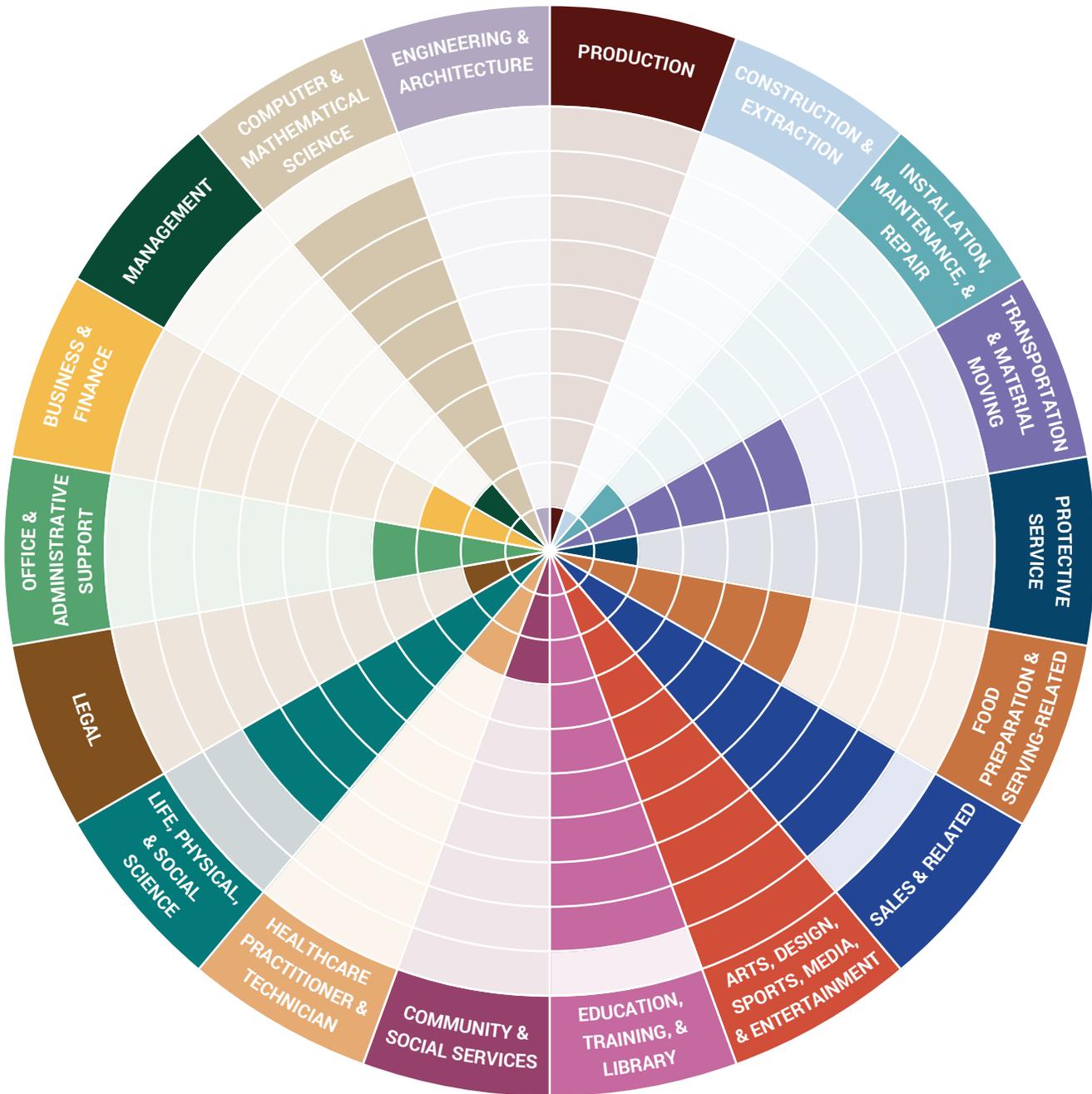
YOUR CAREER EXPLORATION

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



Arts, Design, Sports, Media, & Entertainment
Creating and/or expressing ideas or demonstrating talents through various media for entertainment, informational, or instructional purposes. Duties may include acting, dancing, singing, designing graphics, operating media equipment, translating text, writing literature, producing/directing movies or plays, public speaking, radio announcing, competing in sporting events, news reporting, among other specific functions within the media.



Computer & Mathematical Science
Designing, developing, and maintaining databases, software, hardware, networks, and other information/logic systems. Duties may include collecting/organizing data, computer programming, providing technical support, web design, and configuring communication systems, among other data-driven functions.



Education, Training, & Library
Teaching/training individuals or groups of people academic, social, or other formative skills using various techniques/methods. Duties may include instructing children, adolescents, adults, individuals with special needs, or other specific samples within a formal or informal setting, creating instructional materials and educational content, and providing necessary learning resources.



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.



Life, Physical, & Social Science
Applying scientific knowledge and expertise to specific life, physical, or social science domains. Duties may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to industry and other fields (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).



Food Preparation & Serving-Related
Preparing and cooking foods and/or serving patrons in dining establishments or other settings. Duties may include checking food quality, mixing drinks/ingredients, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.

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?