

BIRKMAN

SIGNATURE

REPORT

THIS REPORT WAS PREPARED FOR
Phil Doe (D0014F)
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WHAT'S IN YOUR BIRKMAN REPORT?



PAGE

3

WELCOME

PAGE

6

YOUR BIRKMAN MAP

PAGE

12

BIRKMAN INTERESTS

PAGE

14

YOUR BEHAVIORS

PAGE

27

CAREER EXPLORATION

PAGE

30

ACTION PLAN

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

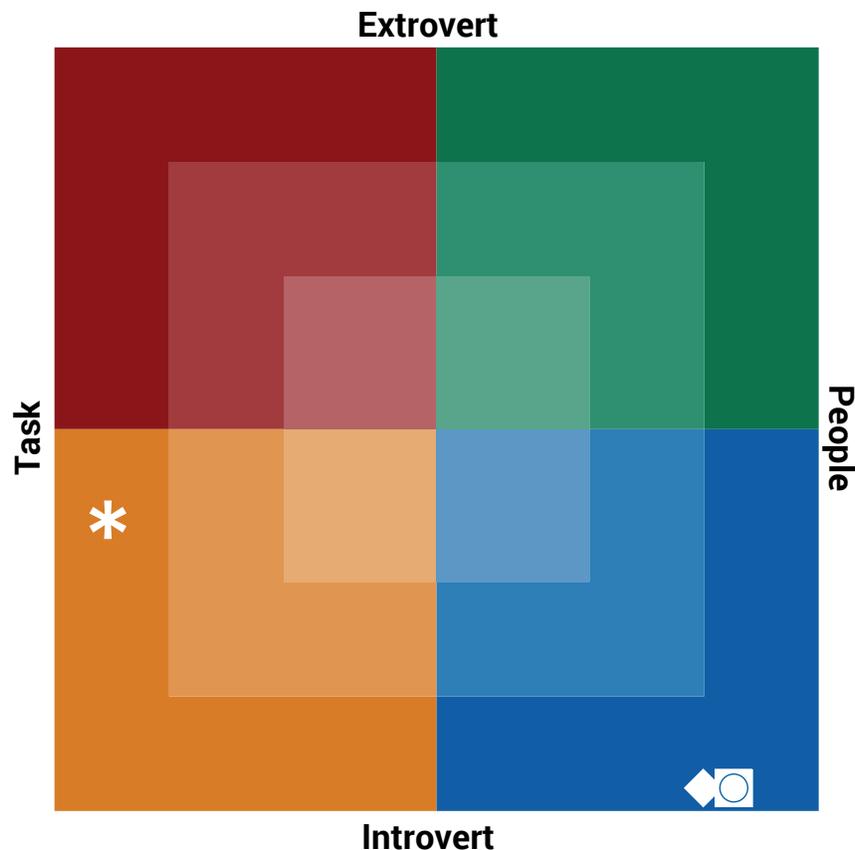
Your Birkman Map® provides an aerial view of who you are and allows you to see how and where you fit into the big picture.

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.





EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

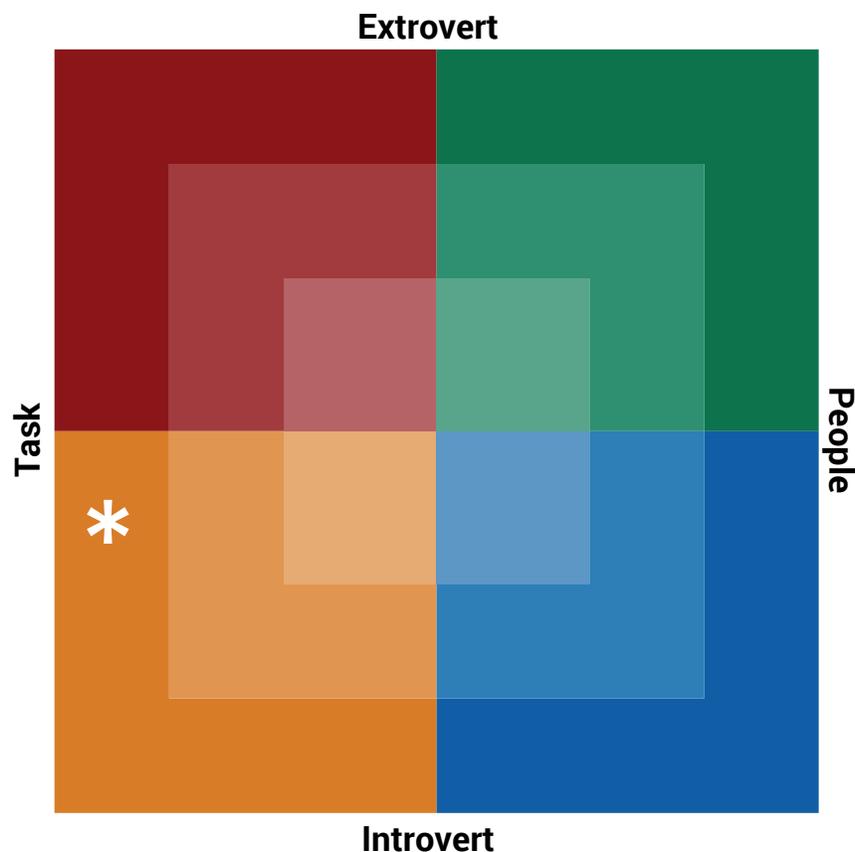
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the YELLOW quadrant, but it is fairly close to the Red quadrant. You probably like detailed activities, but you like to combine these with tasks involving organizing, implementing, or getting things done.

Interests in the YELLOW quadrant include:

- scheduling
- doing detailed work
- keeping close contact
- working with numbers
- working with systems

Your Asterisk shows that you like to:

- schedule things
- measure performance or results
- combine these activities with solving practical problems
- control, while also focusing on organizing
- draw up rules or procedures





EXPLANATION OF YOUR USUAL BEHAVIOR (THE DIAMOND)

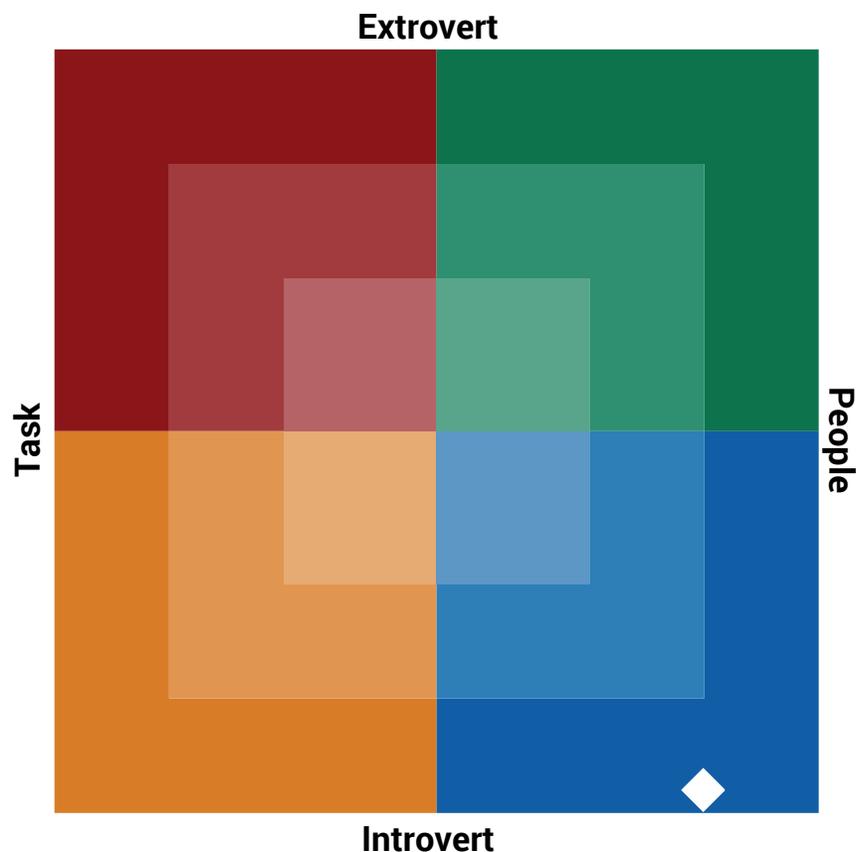
The productive way you set about your tasks is described by the Diamond. Your Diamond is in the BLUE quadrant. When you are working effectively, you tend to be reflective and creative.

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)

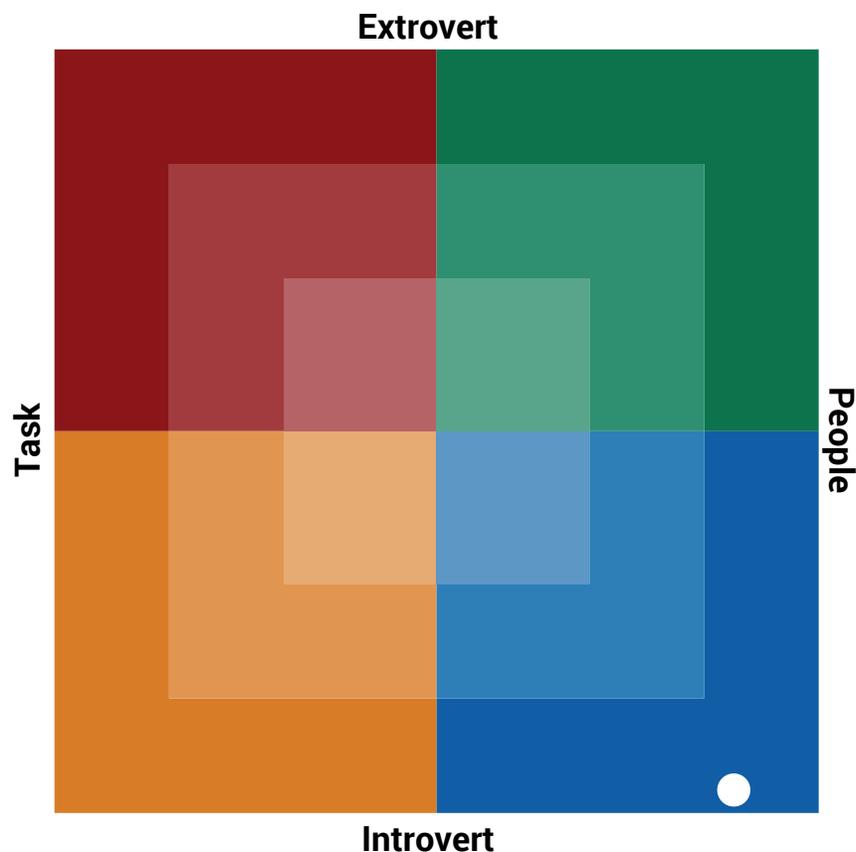
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the BLUE quadrant. To be most effective, you respond best to people who are reflective and creative.

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)

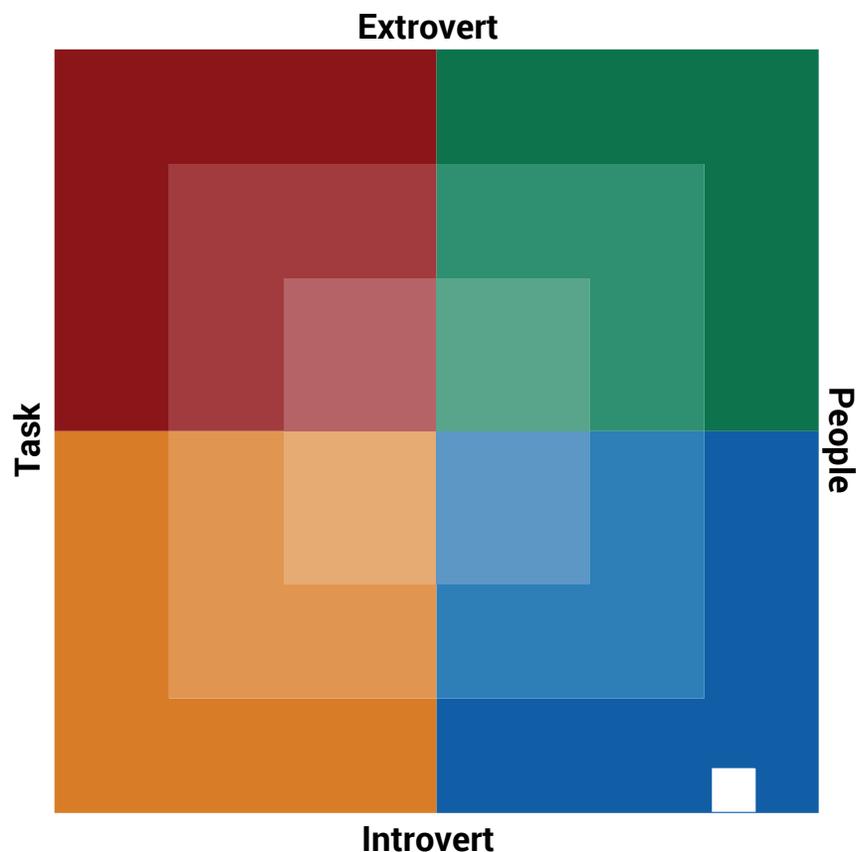
Your Stress Behavior is described by the Square. Your Square is in the BLUE quadrant. When people don't deal with you the way your needs suggest, you are likely to become self-critical and hesitant.

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



NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

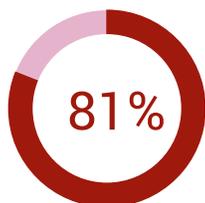


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

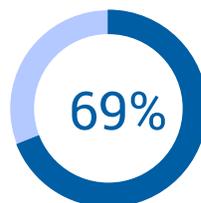


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

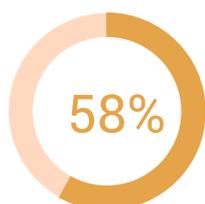


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music

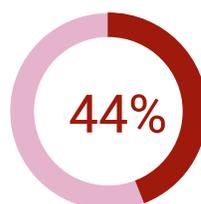


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing



OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

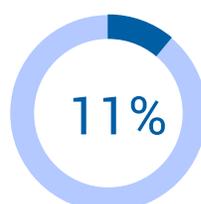


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering



ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing



LITERARY

Appreciation for language

Activities include:

Writing, reading, editing



PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

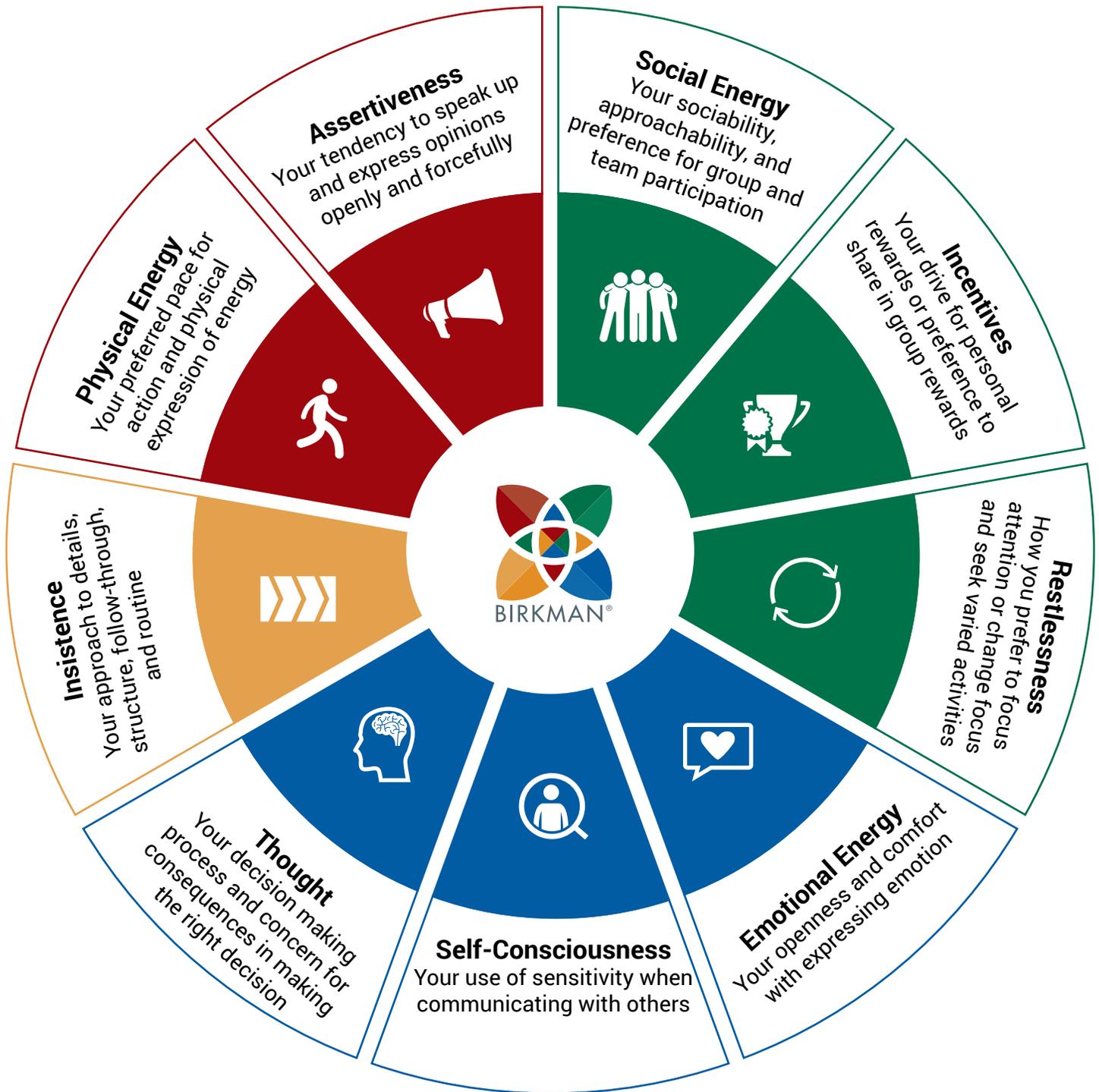
YOUR BEHAVIORS

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
1	4



Physical Energy

Usual	Needs
12	2



Emotional Energy

Usual	Needs
64	75



Self-Consciousness

Usual	Needs
44	79



Assertiveness

Usual	Needs
3	23



Insistence

Usual	Needs
97	16



Incentives

Usual	Needs
16	96



Restlessness

Usual	Needs
52	68



Thought

Usual	Needs
74	92

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.

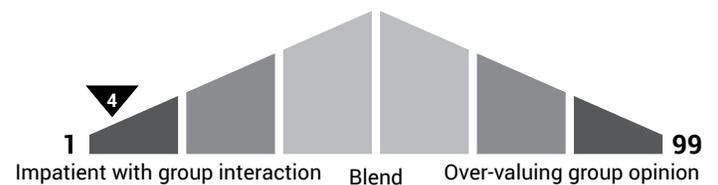
Needs



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

The ability to make the most efficient use of your energies and those of others can be listed among your assets. You recognize the importance of thought and planning before taking action.

Usual Behavior:

- reflective
- idea-minded
- receptive

Needs:

Likewise, you function best in an environment which allows you to exercise your natural abilities. A relaxed schedule is most comfortable for you; and after surges of activity, you need time for reflection and renewal.

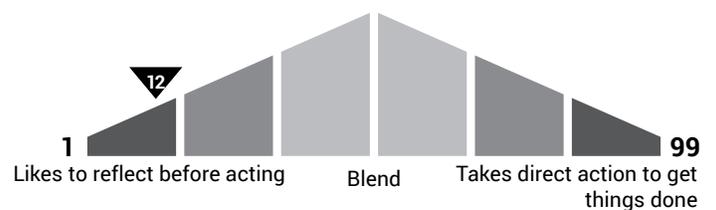
Causes of Stress:

The pressure of a heavy schedule or deadlines may result in some anxiousness, especially if you feel that time has been insufficient for careful thought and planning.

Possible Stress Reactions When Needs Are Not Met:

- fatigue
- putting things off unnecessarily
- evasive tendencies

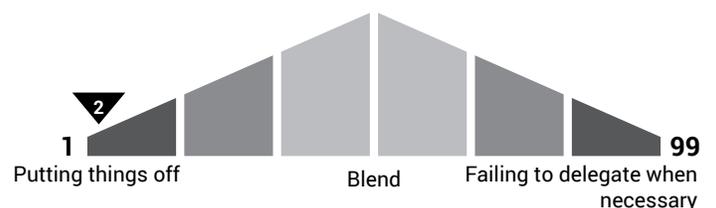
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



EMOTIONAL ENERGY

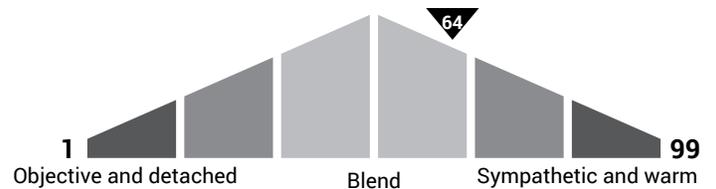
Your openness and comfort with expressing emotion

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

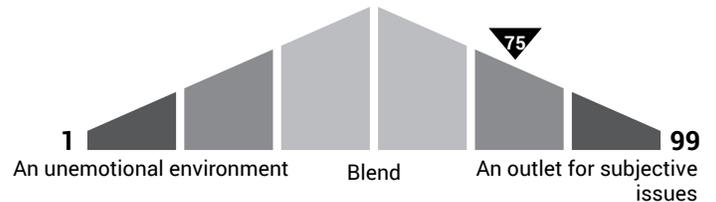
Usual Behavior



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.

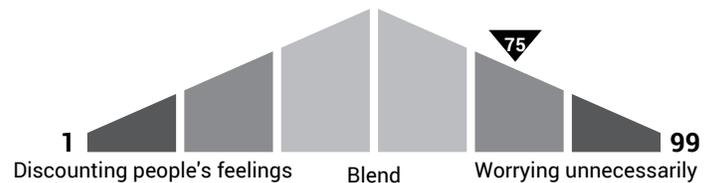
Needs



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

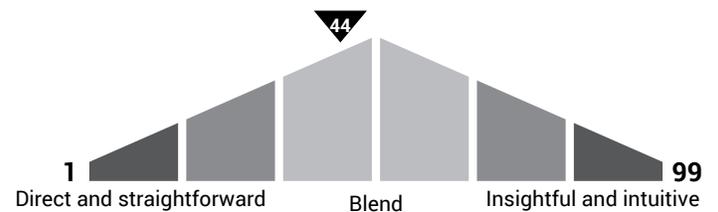
Your use of sensitivity when communicating with others

Among your considerable assets is your ability to deal with others on the basis of openness and frankness, balanced with insight into their feelings. This makes it easy for you to avoid being either blunt or evasive.

Usual Behavior:

- at ease, yet insightful
- balance of sensitivity and openness
- direct without being blunt

Usual Behavior



Needs:

It is important to you that other people respect and appreciate you. You are at your best when you sense that others are genuinely aware of your feelings.

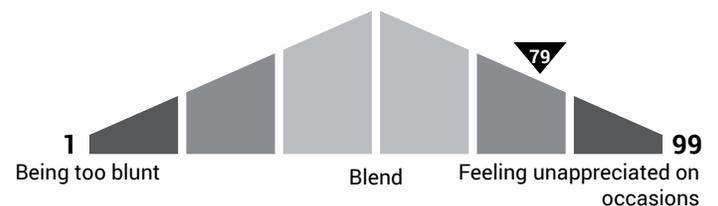
Needs



Causes of Stress:

Because your need is in some contrast to your usual style, other people may not be aware of your feelings. When this happens, you are likely to suspect that they are insensitive or indifferent toward you.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- shyness
- over-sensitivity
- embarrassment

USUAL, NEEDS & STRESS



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

You deal with people best on the basis of discussion and suggestion. When giving direction to others, you have the decided asset of asking rather than telling, and you come across to others as pleasant and easy-going.

Usual Behavior:

- pleasant
- agreeable
- self-directive

Needs:

For highest productivity, you need a peaceful environment. You respond best to people who involve you in the decision-making process rather than order you to follow other people's instructions.

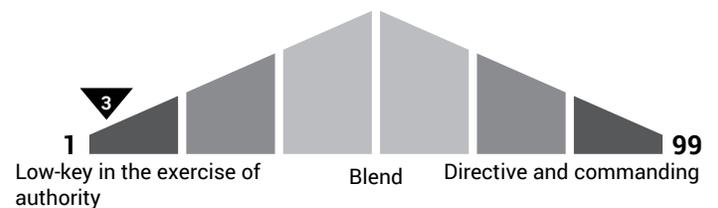
Causes of Stress:

Direct confrontations are likely to make you uncomfortable, especially when they become personal or emotional. You may feel intimidated by highly authoritarian people.

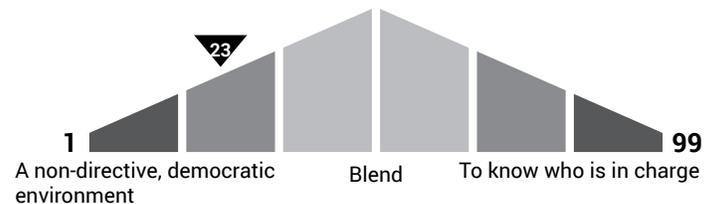
Possible Stress Reactions When Needs Are Not Met:

- resistance to others' direction
- difficulty speaking up
- avoidance of open disagreement

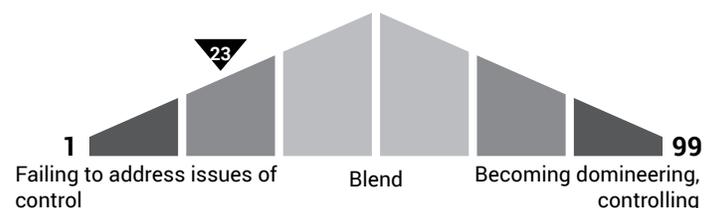
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

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

Placing a high value on system and order, you display definite strength in your preference to work from a plan. You can attend to detail, anticipate difficulties and include contingencies in your planning.

Usual Behavior:

- systematic
- procedural
- concerned with detail

Needs:

It is important to note that your strengths are maximized to the extent that your plan is of your own making. Even though you will put systems and procedures in place, you need occasional opportunities to bend your own rules.

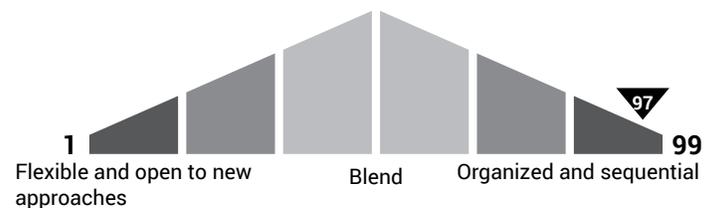
Causes of Stress:

Since you try to put first things first, you logically emphasize systems and control. External interference in your plan can frustrate and distract you. You may over-react to pressures that threaten your personal freedom.

Possible Stress Reactions When Needs Are Not Met:

- over-generalizing
- neglect of order and system
- weakened follow-through

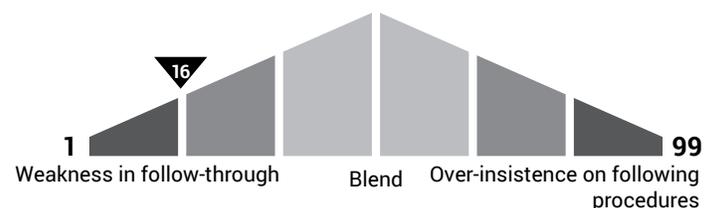
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INCENTIVES

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

You will be trustful and open in your dealings with others as long as they give you no reason to be otherwise. Generally, you display a friendly and cordial attitude, focusing more on intangible benefits than immediate reward.

Usual Behavior:

- trustful
- loyal
- cooperative and well-meaning

Needs:

On the other hand, you require the background support of a competitive or influential group. You have a marked need for a competitive environment, which can be met through immediate rewards and reassurance of advancement.

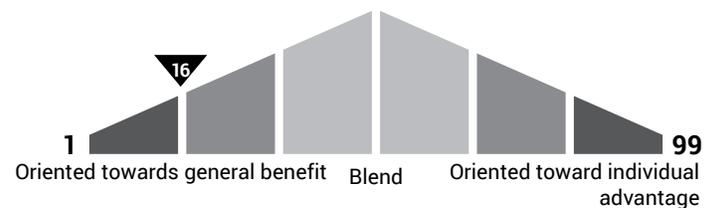
Causes of Stress:

When your personal achievements go unheeded or unrecognized, you can become disheartened, which leads to distrust and self-promotional attitudes. Immediate reward becomes important.

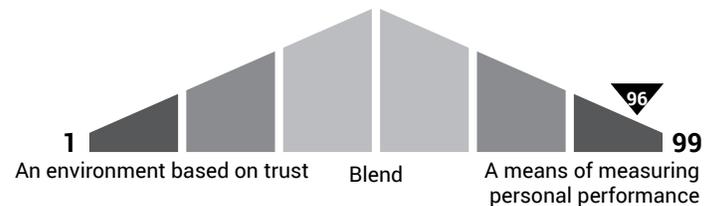
Possible Stress Reactions When Needs Are Not Met:

- emphasizing quick success
- being self-protective
- becoming distrustful

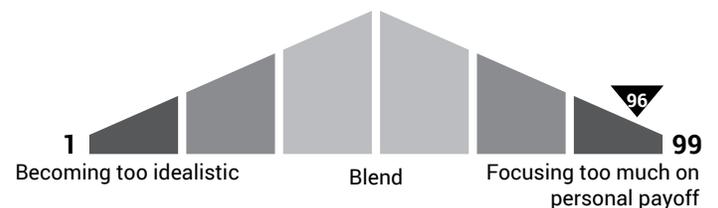
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



RESTLESSNESS

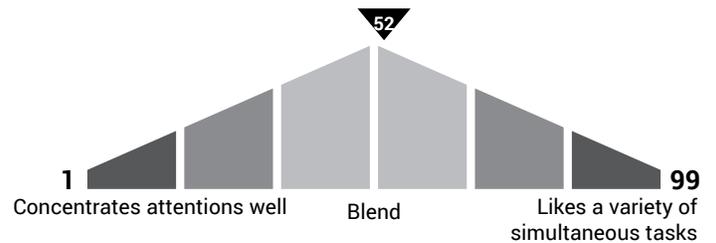
How you prefer to focus attention or change focus and seek varied activities

You have no problem concentrating and focusing on the immediate task; however, being able to combine your concentration with responsiveness to new things is one of your very real assets.

Usual Behavior:

- attentive, yet concentrative
- balances routine with variety
- handles distractions well

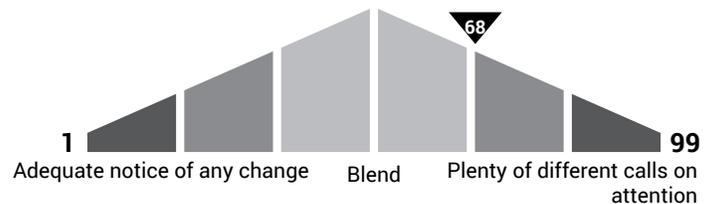
Usual Behavior



Needs:

By contrast, though, you feel most at ease in surroundings which offer the prospect of plenty of variety. Frequent changes of activity stimulate your concentrative abilities.

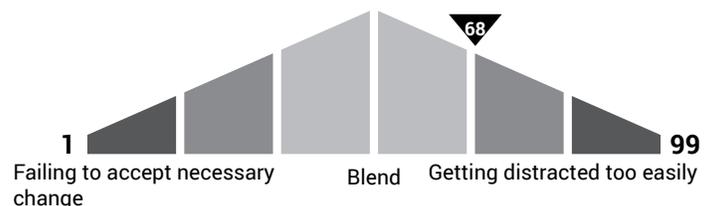
Needs



Causes of Stress:

Your underlying need for change and variety can disrupt your ability to finish the tasks before you. When this happens, you may find yourself feeling "spread too thin," unable to give each project the attention you know it deserves.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- overemphasis on variety
- becoming distractible
- wanting quick results

USUAL, NEEDS & STRESS



THOUGHT

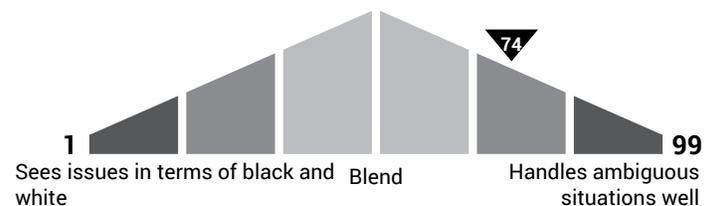
Your decision making process and concern for consequences in making the right decision

You generally dislike making quick or snap decisions. It is your nature to think things through carefully before acting. You are able to see many shades of gray, and consider the subtle sides of issues that others may miss.

Usual Behavior:

- thoughtful
- reflective
- concerned about consequences

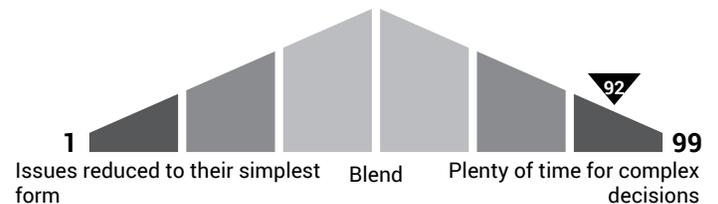
Usual Behavior



Needs:

It is important for you to have ample time to carry out your thoughtful approach to making decisions - looking carefully at all aspects of issues and considering the consequences of each.

Needs



Causes of Stress:

Since you constantly think of other ways that a project could be handled, you may have difficulty coping with a problem in a casual manner. Being pushed to make a decision can make you feel rushed and hurried, leading to feelings of insecurity.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- indecision
- over-emphasis on future
- negative reaction to quick decisions



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 getting things done, including dealing with hands-on problems or situations
- You enjoy working with numbers, or being involved with tasks that involve the use or manipulation of numbers
- 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
- You are reflective, and like to make the most efficient use of your energies and the energies of those you work with
- You can handle ambiguous situations well, where the best answer may be less obvious or buried in important details

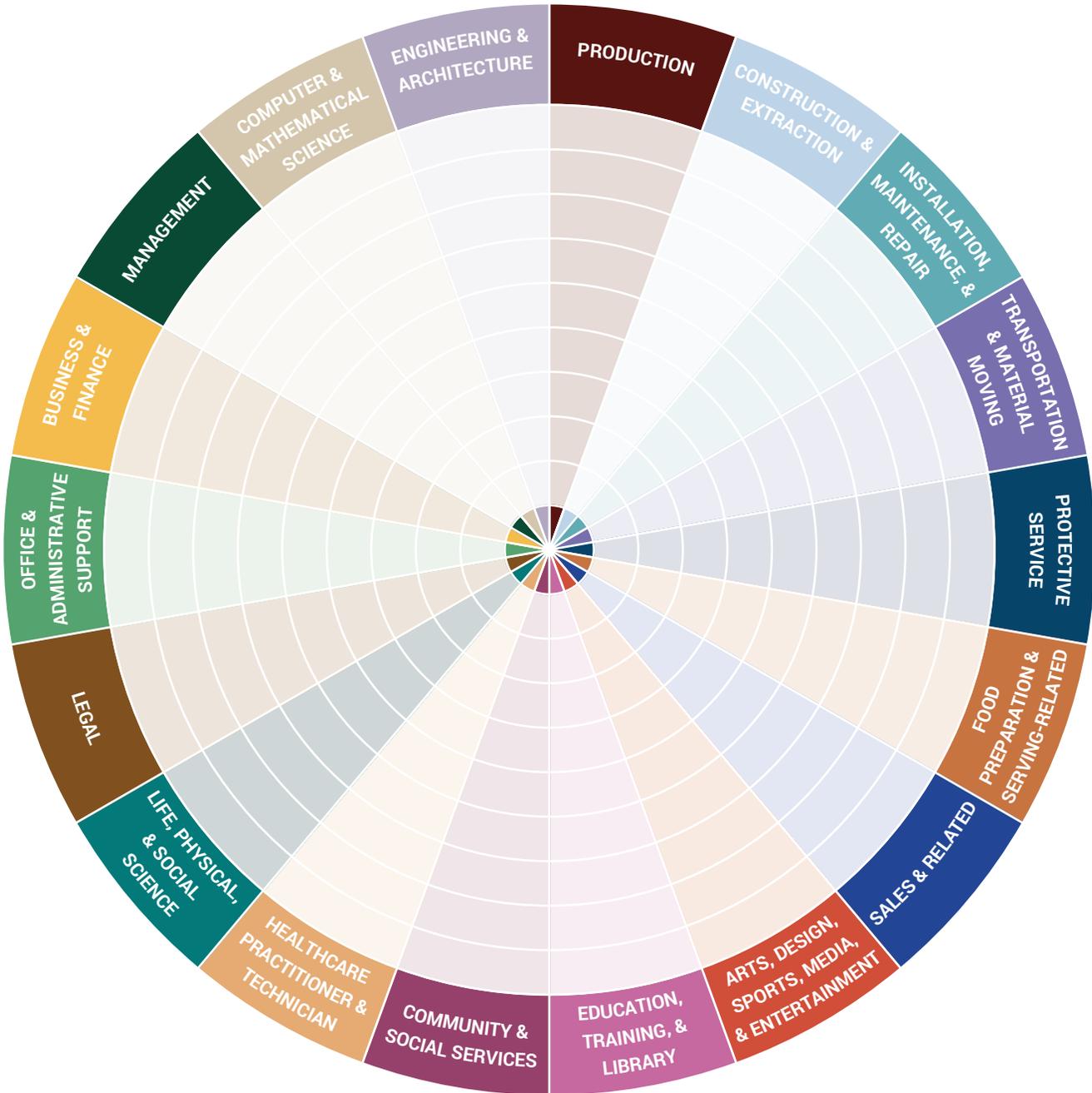
YOUR CAREER EXPLORATION

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

Management

Planning, directing, and coordinating high-level activities within an organization. Duties may include managing personnel, creating budgets, developing and implementing strategies, creating organizational policies, and supervising company operations. These managerial functions are similar in nature across various industries and fields (e.g. engineering, sales, human resources, medical).

Legal

Researching, litigating, and documenting matters relating to the law, specializing in litigation, arbitration, transcription, investigation, or negotiation of legal issues. Duties may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.

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.

Transportation & Material Moving

Piloting, driving, operating, or navigating transport vehicles or material moving machinery (e.g., aircraft, automobiles, water vessels, construction cranes, locomotives, tractors). Duties include flying commercial airplanes, directing air traffic, driving public or school buses, taxis, trucks, ambulances, commanding motor-driven boats, inspecting freight and cargo, conducting trains, operating forklifts, among other transportation and material moving tasks.

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.

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.

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?