

BIRKMAN SIGNATURE REPORT

THIS REPORT WAS PREPARED FOR
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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.



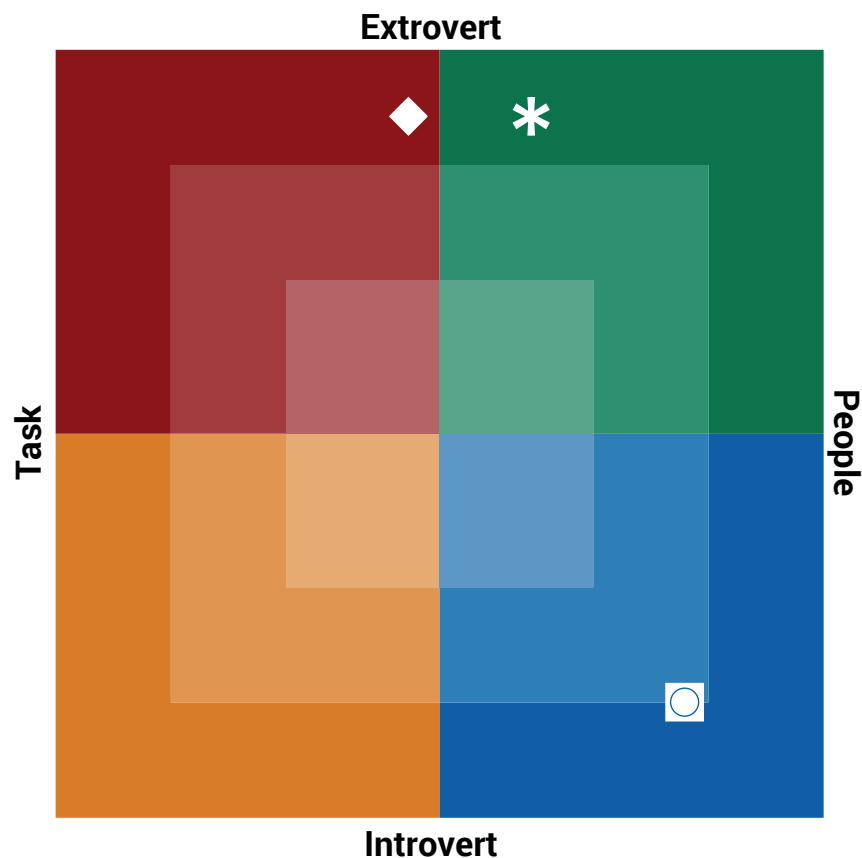
USUAL BEHAVIOR - The Diamond represents how you usually behave. These are your strengths, and they compose your best, most productive style. This is how other people see you. Usual Behavior is how you act when your Needs have been met.



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) *

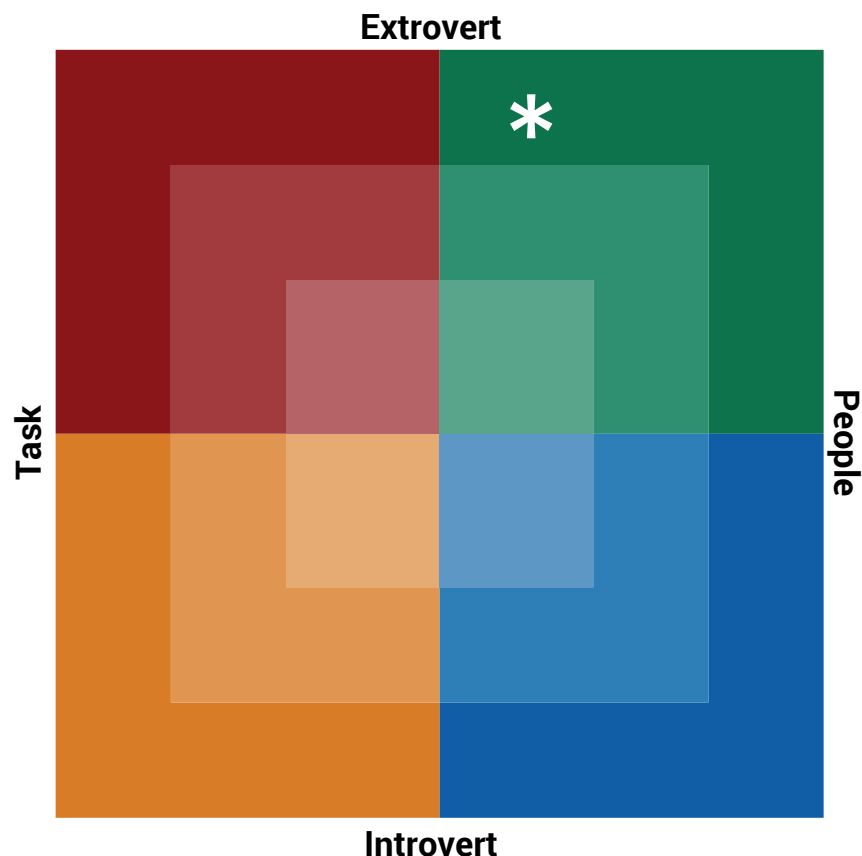
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the GREEN quadrant, but it is fairly close to the Red quadrant, too. You probably like people-centered activities, but you like to combine these with tasks having a practical emphasis.

Interests in the GREEN quadrant include:

- selling and promoting
- persuading
- motivating people
- counseling or teaching
- working with people

Your Asterisk shows that you like to:

- influence people
- be directly involved
- combine working with people with doing things
- build agreement by solving practical problems
- sell or promote





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 RED quadrant, but it also lies fairly close to the Green quadrant. When you are working effectively, you are generally direct and commanding.

Usual Behaviors in the RED quadrant include being:

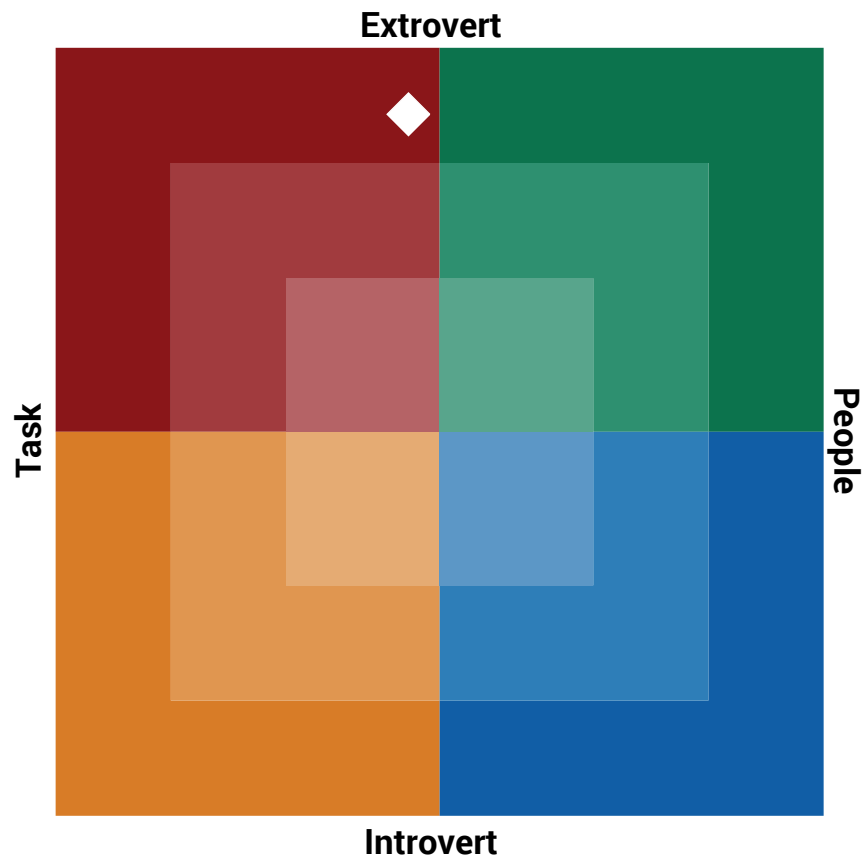
- friendly
- decisive and energetic
- frank
- logical

Your Diamond shows that you are usually:

- energetic and friendly
- decisive and logical

Your Diamond shows that you also tend to be:

- practical
- assertive
- competitive





EXPLANATION OF YOUR NEEDS (THE CIRCLE) ●

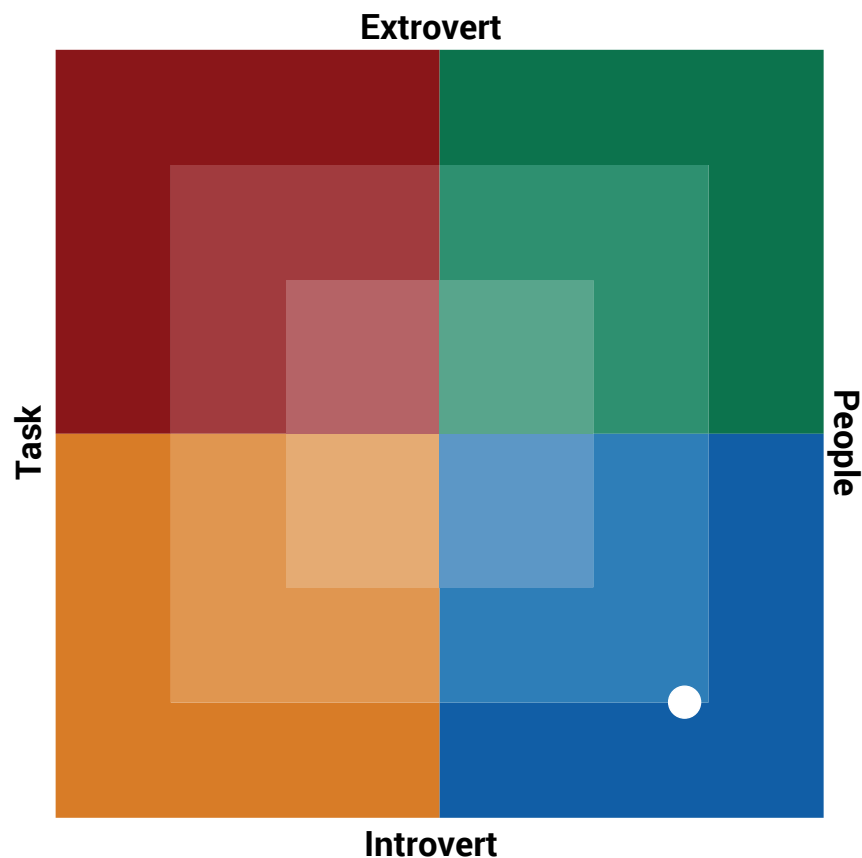
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the BLUE quadrant. To be most effective, you respond best to people who are reflective and creative.

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)

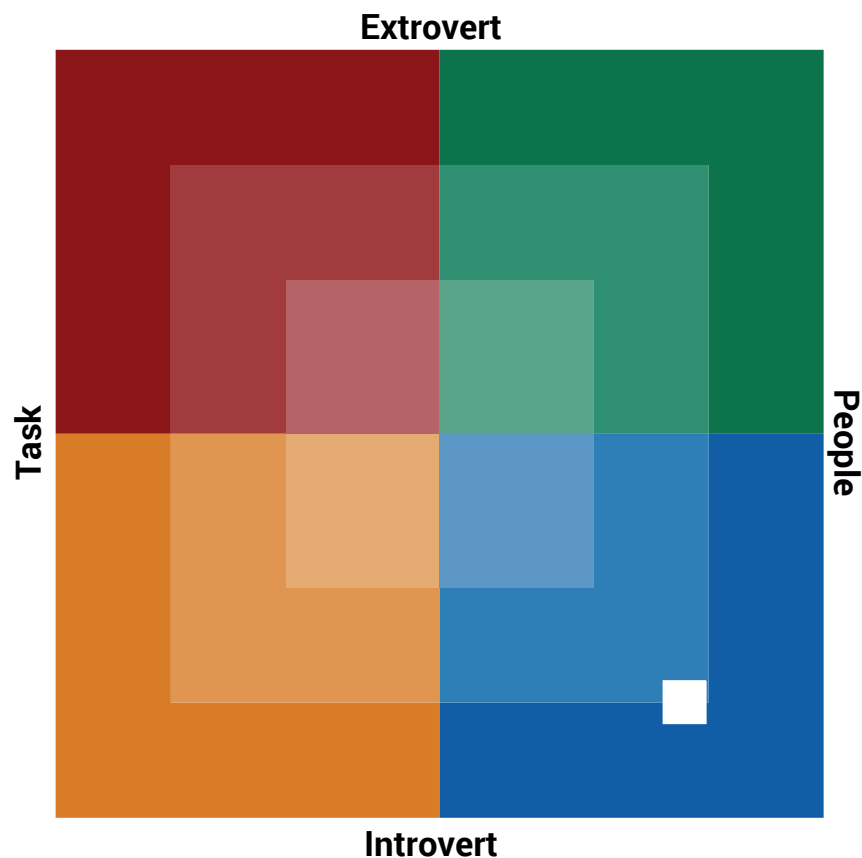
Your Stress Behavior is described by the Square. Your Square is in the BLUE quadrant. When people don't deal with you the way your needs suggest, you are likely to become self-critical and hesitant.

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:

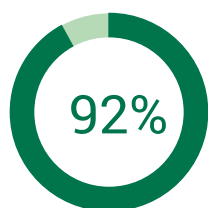
- withdrawing
- fatigued
- indecisive
- pessimistic
- overly sensitive to criticism



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

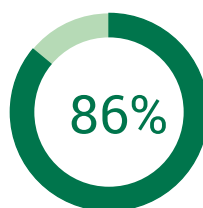


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering

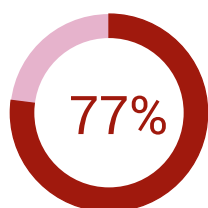


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

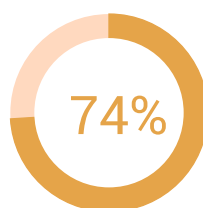


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

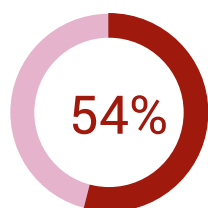


NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

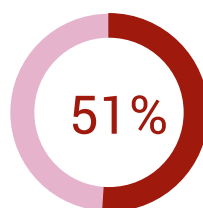


OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

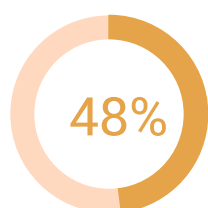


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

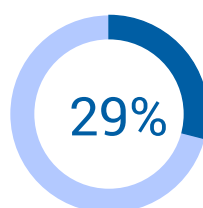


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing

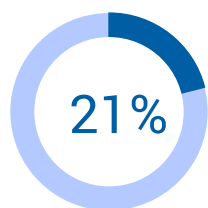


LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

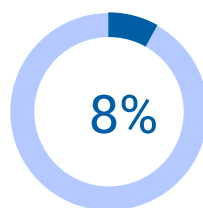


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music



ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing

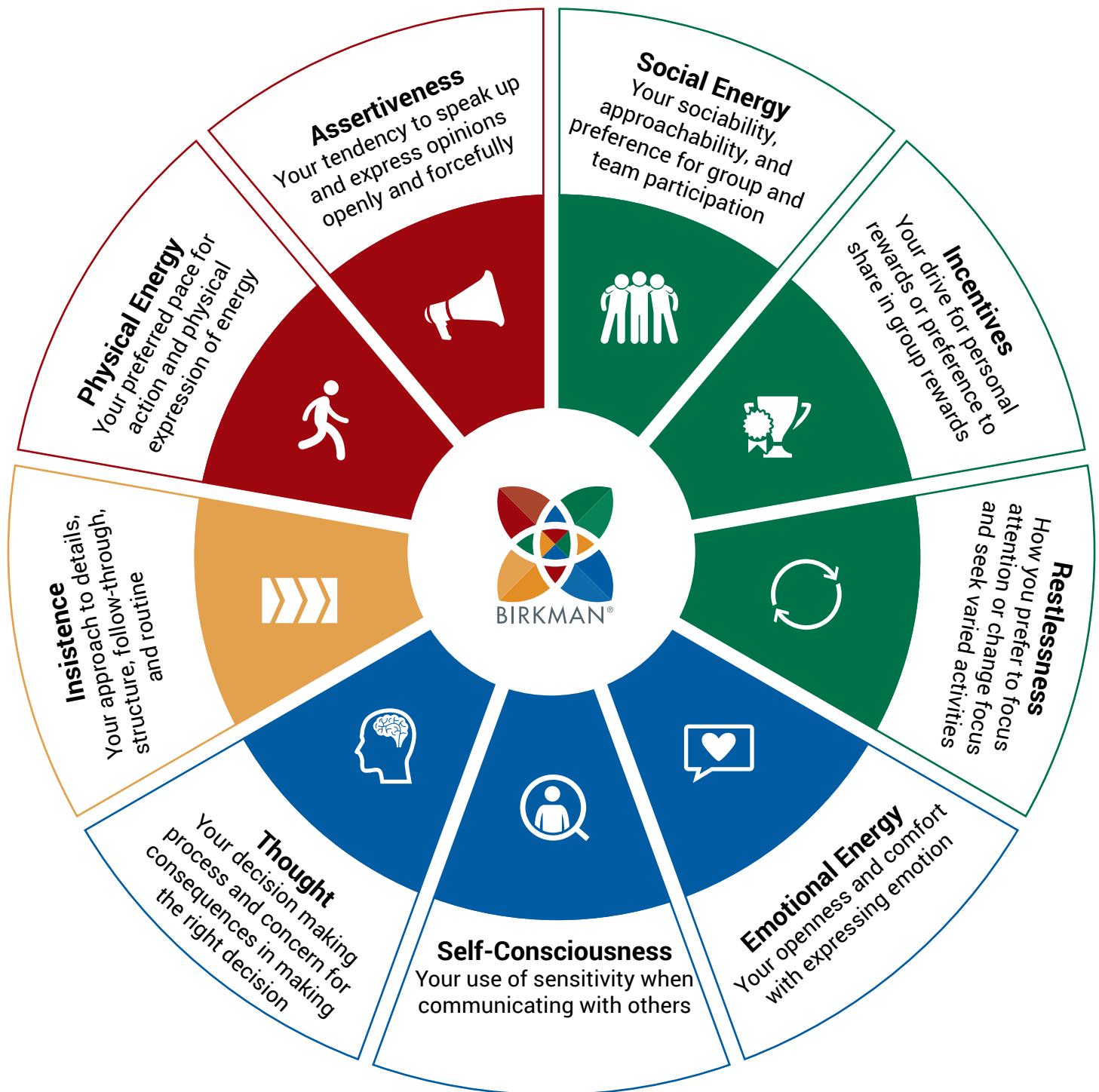
YOUR BEHAVIORS

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
99	27



Physical Energy

Usual	Needs
97	20



Emotional Energy

Usual	Needs
37	64



Self-Consciousness

Usual	Needs
1	94



Assertiveness

Usual	Needs
81	51



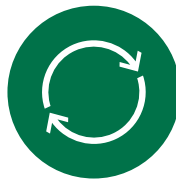
Insistence

Usual	Needs
29	29



Incentives

Usual	Needs
8	71



Restlessness

Usual	Needs
52	90



Thought

Usual	Needs
18	98

USUAL, NEEDS & STRESS



SOCIAL ENERGY

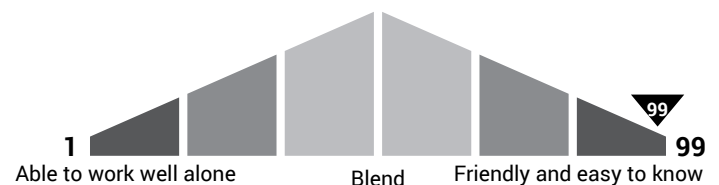
Your sociability, approachability, and preference for group and team participation

The warmth and friendliness with which you meet people is put to good use in social situations. You possess a genuinely pleasant and outgoing manner, making you at ease and comfortable in groups.

Usual Behavior:

- sociable
- at ease in groups
- communicative

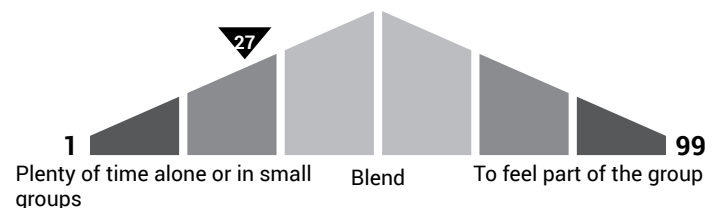
Usual Behavior



Needs:

On the other hand, your need is quite different. It is important that you allow yourself plenty of time to be spent in your own company, or with one or two close friends. You definitely need a reasonable amount of freedom from continuous social pressure.

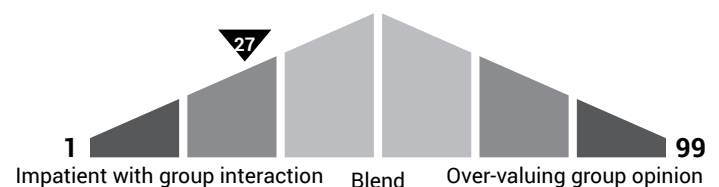
Needs



Causes of Stress:

Your outgoing nature notwithstanding, you indicate that too much social interaction - without some quality time to yourself - can be frustrating to you. Your reaction to these times can be one of withdrawal and avoidance.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- resisting group values
- avoiding social situations
- impatience with groups

USUAL, NEEDS & STRESS



PHYSICAL ENERGY

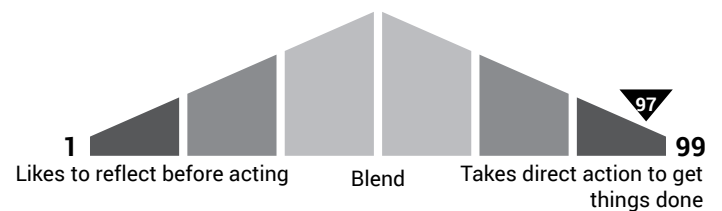
Your preferred pace for action and physical expression of energy

Your ability to reason persuasively and vigorously adds considerably to your naturally high level of energy. This strength springs from your competitive spirit and energetic approach.

Usual Behavior:

- energetic
- enthusiastic
- vigorous reasoning

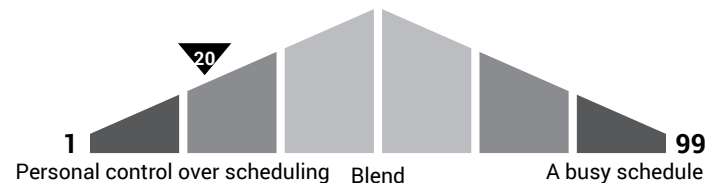
Usual Behavior



Needs:

Underlying your high energy level is a basic need for plenty of time for rest and rejuvenation. External demands on your energies are best kept to a minimum so that you can plan time for reflection and re-energizing.

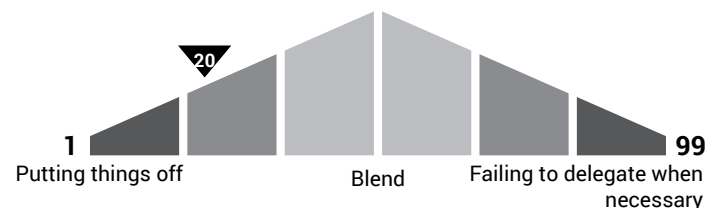
Needs



Causes of Stress:

You may discover your energy reserves unexpectedly depleted when conditions become hurried or you are deprived of time for rest and relaxation.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- unexpected fatigue
- over-emphasis on planning
- discouragement

USUAL, NEEDS & STRESS



EMOTIONAL ENERGY

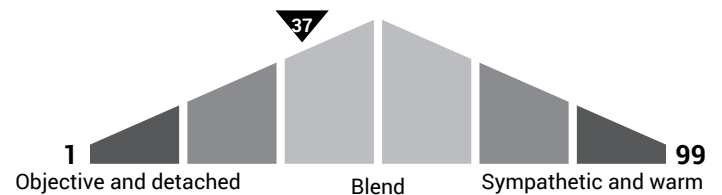
Your openness and comfort with expressing emotion

Emotional extremes are something you find relatively easy to avoid. You recognize the importance and effects of feelings, but at the same time realize that problems should be dealt with on the basis of facts. You have a genuine asset in your balanced "objective sensitivity."

Usual Behavior:

- objective, yet sympathetic
- warm, yet practical

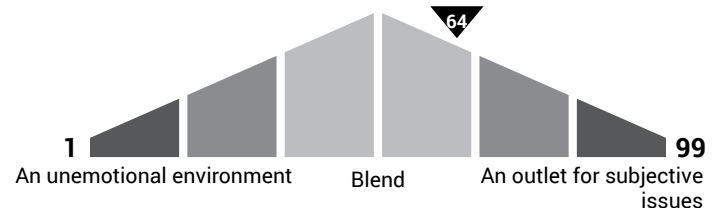
Usual Behavior



Needs:

This balance in your style is also characteristic of your need. You are most comfortable with people who combine sympathy for and understanding of your feelings with logic and objectivity.

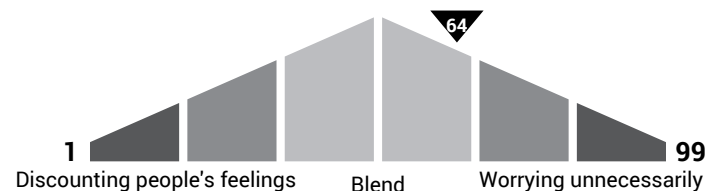
Needs



Causes of Stress:

When other people act coldly and indifferently toward you, you are prone to magnify the difficulty of your own problems. At the same time, too much emotionalism from others can add to your tension. Again, the key to meeting your need is balance.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- discouragement
- becoming too impersonal

USUAL, NEEDS & STRESS



SELF-CONSCIOUSNESS

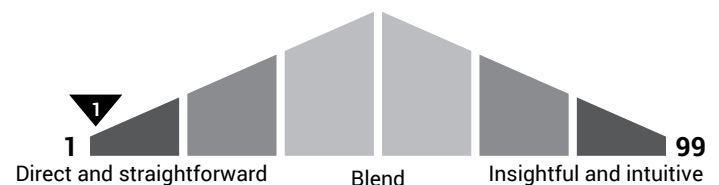
Your use of sensitivity when communicating with others

Self-doubt in your personal relations bothers you less than it does most people. You prefer to look outward, and base your relationships on common activities and interests rather than feelings of general warmth. You tend to be direct and straightforward.

Usual Behavior:

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

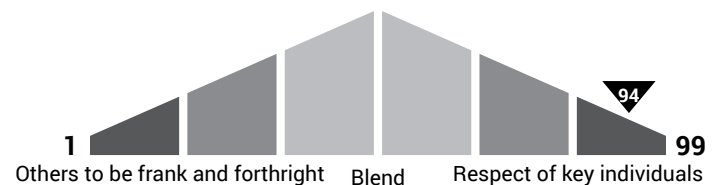
Usual Behavior



Needs:

By contrast, you have a strong underlying need to feel the genuine respect and appreciation for your feelings from those who are close to you. Tact and diplomacy from others are very important.

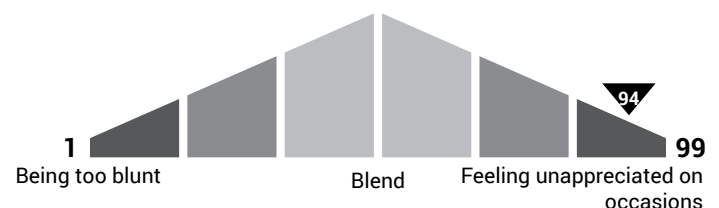
Needs



Causes of Stress:

You can easily react negatively to disapproval, especially when circumstances are trying and frustrating. Also, others will mistakenly assume that you need to be treated in a frank and direct way, which may result in having your feelings hurt.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- defensiveness
- self-consciousness
- feelings easily hurt

USUAL, NEEDS & STRESS



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

More so than most people, you enjoy organizing, initiating and directing the activities of others. Also, you find satisfaction in carrying out clear-cut directions and instructions. Your respect for positions of authority is the primary source of your strength.

Usual Behavior:

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

Needs:

Authoritative weakness in others can bother you just as much as a domineering, overly-aggressive approach. It is important to you to feel that authority is exercised justly as well as effectively.

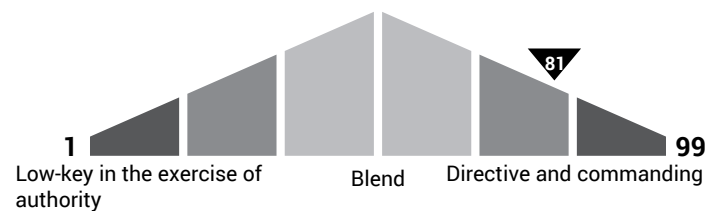
Causes of Stress:

Extremely authoritarian managers and weak managers alike can easily annoy you and make you uncomfortable. This is because your need indicates that you are most at ease with a moderate approach from others.

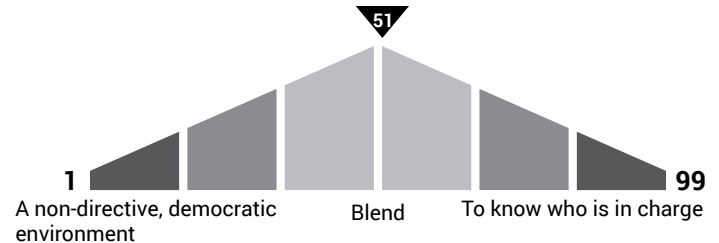
Possible Stress Reactions When Needs Are Not Met:

- becoming bossy or domineering
- concealing real views and feelings

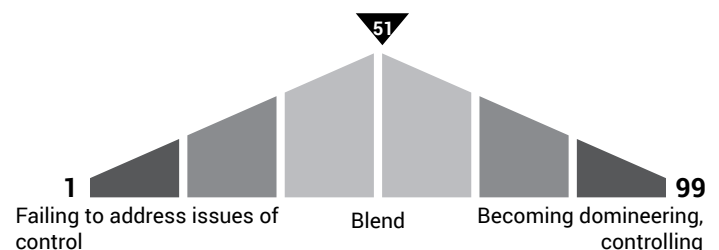
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

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

More so than most people, you are able to initiate activities on your own. You readily adapt to changing conditions and requirements, preferring to organize and plan on a broad scale.

Usual Behavior:

- acts on own initiative
- enjoys planning
- flexible

Needs:

Since you prefer non-routine activities, you are challenged by having a variety of problems to be solved. Freedom from close control supports your eagerness to venture from the ordinary and to seek out novel approaches to familiar tasks.

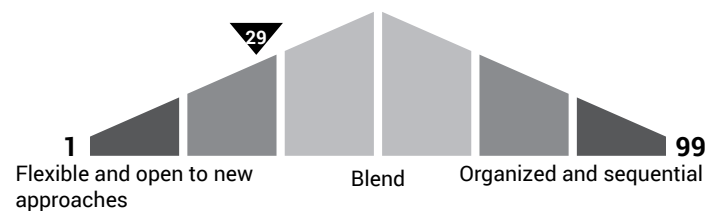
Causes of Stress:

The independence which adds to your potential can become handicapping when you become too self-directed. Order, system and detailed planning become confining and restrictive, leaving you to rush into things without a clear idea of procedure.

Possible Stress Reactions When Needs Are Not Met:

- disregarding detail
- resistance to structure and system
- neglect of advance scheduling

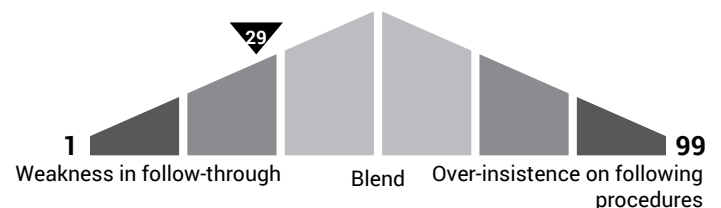
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INCENTIVES

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

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

Usual Behavior:

- trustful
- loyal
- cooperative and well-meaning

Needs:

However, there is a strong indication of a need for you to sense a competitive advantage. Your opinion that most people enjoy face-to-face competition implies the need for immediate reward and reassurance of future advancement.

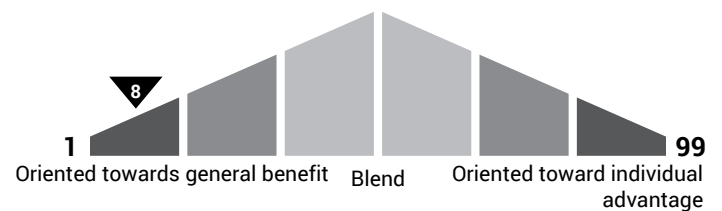
Causes of Stress:

Without the background support of a competitive or influential group, or when your personal efforts go unheeded and unrecognized, you can become disheartened and self-protective.

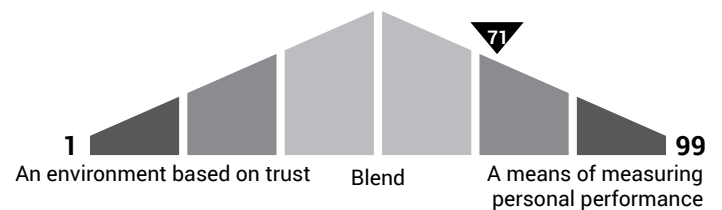
Possible Stress Reactions When Needs Are Not Met:

- over-competitiveness
- being self-promotional
- becoming opportunistic

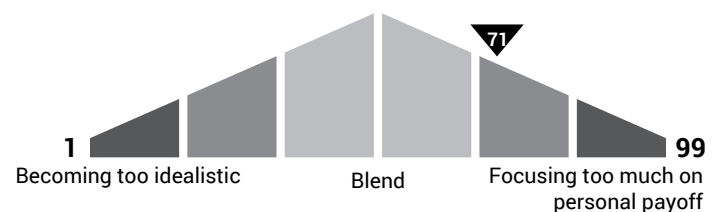
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



RESTLESSNESS

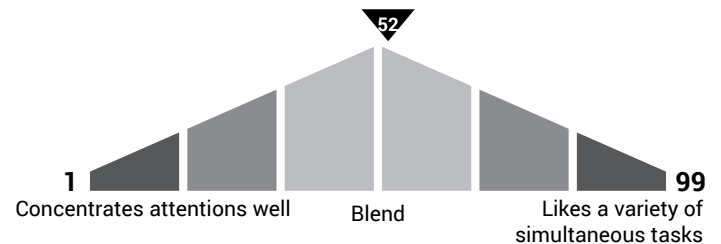
How you prefer to focus attention or change focus and seek varied activities

You display an openness to the prospect of change, enabling you to handle distractions without much difficulty. However, you monitor this openness with a tendency to focus your attention, preferring to complete one project before moving on to another.

Usual Behavior:

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

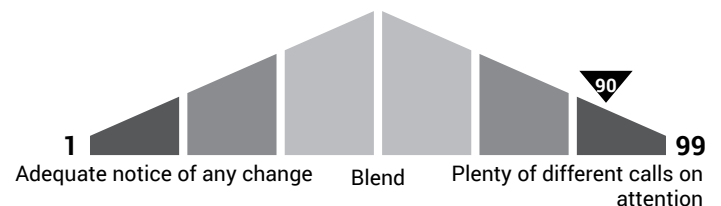
Usual Behavior



Needs:

A very real need to sense variety and novelty in your environment underscores your openness to change of schedule. Your concentrative abilities are stimulated by frequent changes of activity.

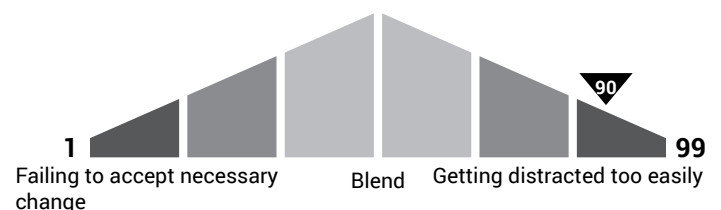
Needs



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:

- difficulty concentrating
- restlessness
- distractability

USUAL, NEEDS & STRESS



THOUGHT

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

It is your nature to give opinions and make evaluations with little reflection when needed. You usually make decisions with a minimum of hesitation, getting right to the heart of issues.

Usual Behavior:

- focuses on essential
- decisive
- quick

Needs:

Although your usual style is to make decisions rapidly, this applies mostly to routine matters. You recognize that some issues can be complicated or ambiguous, and in these situations you need to know that you have ample time to consider all the angles.

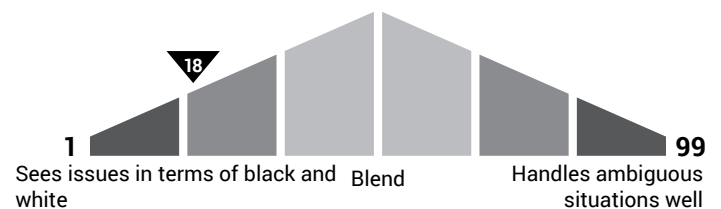
Causes of Stress:

Being forced by the pressure of time into making quick decisions can cause you to feel hurried and rushed. The resulting insecurity can make you overly cautious and fearful of making errors in judgment.

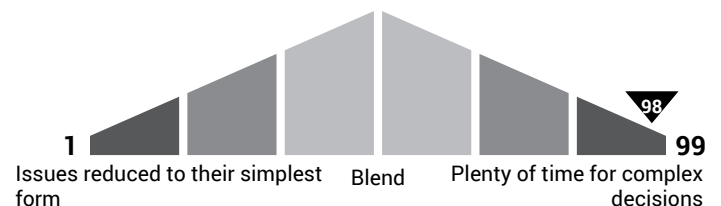
Possible Stress Reactions When Needs Are Not Met:

- tendency to delay decisions
- fear of mistakes
- worry

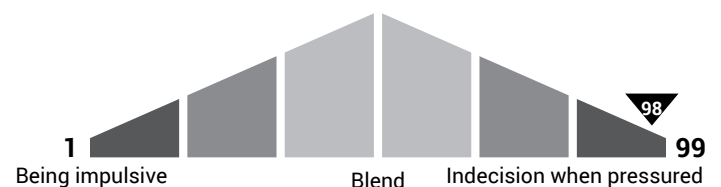
Usual Behavior



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 influencing people directly, persuading them to your point of view or training them
- ☐ You enjoy and can be effective at helping other people and making their lives better or more productive
- ☐ 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 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 can think outside the box, and you are not necessarily constrained by "how things ought to be done"
- ☐ You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
- ☐ You appreciate an environment where everyone wins together
- ☐ 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

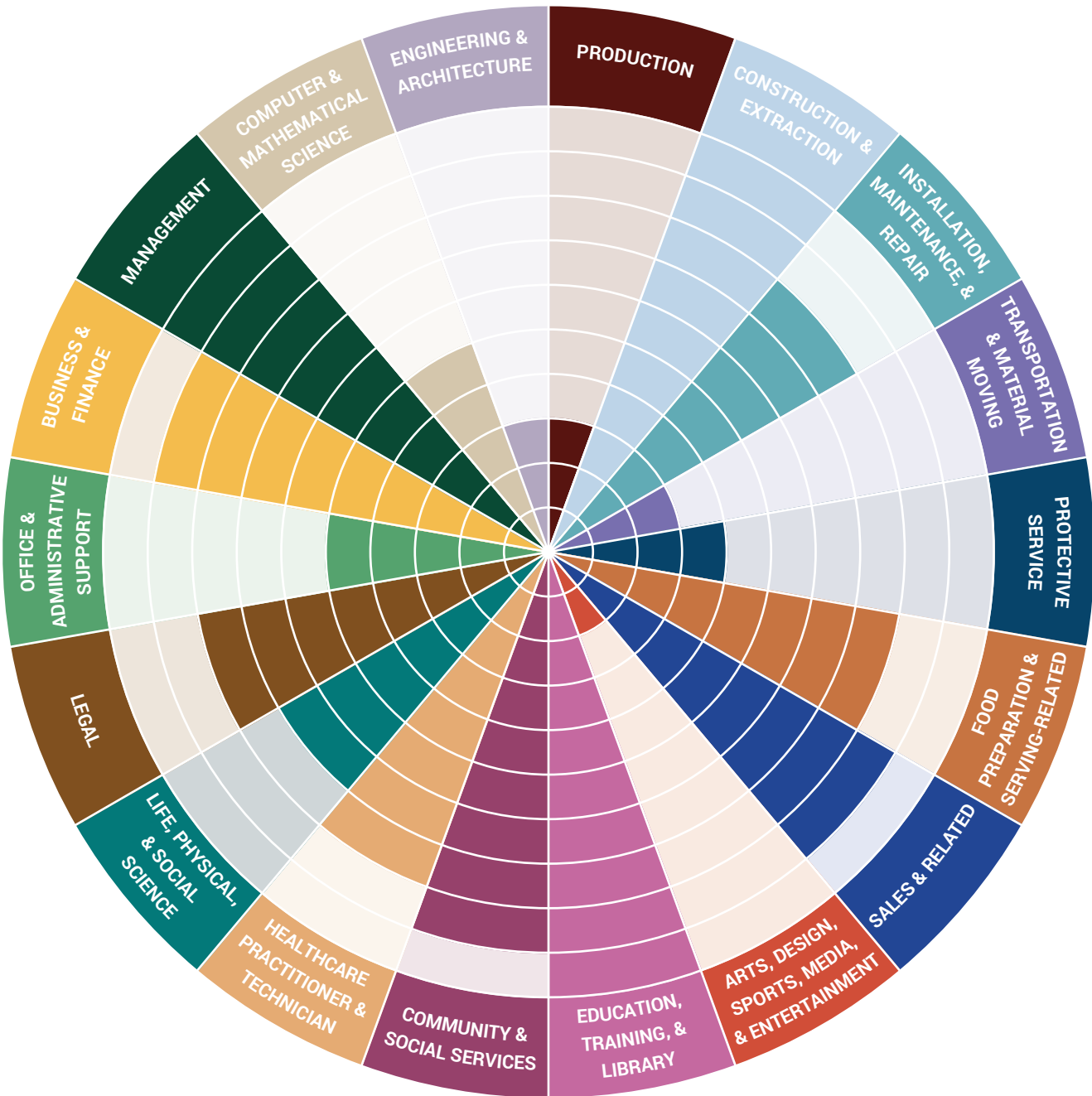
YOUR CAREER EXPLORATION

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

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).

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.

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.

Community & Social Services

Counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or communities. Duties may include helping individuals maximize their mental and emotional well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance.

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.

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?









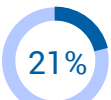

SIGNATURE SUMMARY



BIRKMAN COMPONENTS

 Social Energy Usual: 99, Needs: 27	 Physical Energy Usual: 97, Needs: 20	 Emotional Energy Usual: 37, Needs: 64
 Self-Consciousness Usual: 1, Needs: 94	 Assertiveness Usual: 81, Needs: 51	 Insistence Usual: 29, Needs: 29
 Incentives Usual: 8, Needs: 71	 Restlessness Usual: 52, Needs: 90	 Thought Usual: 18, Needs: 98

BIRKMAN INTERESTS

 92% Social Service	 86% Persuasive
 77% Technical	 74% Numerical
 54% Outdoor	 51% Scientific
 48% Administrative	 29% Literary
 21% Musical	 8% Artistic

BIRKMAN MAP

