

A CUSTOM

**BIRKMAN**

REPORT SET

THIS REPORT WAS PREPARED FOR:  
JOHN Q. PUBLIC (BX6396)  
DATE PRINTED | April 06 2020

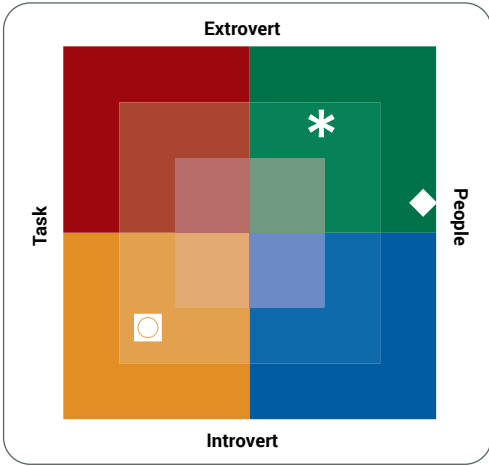


# ADVANCED SUMMARY

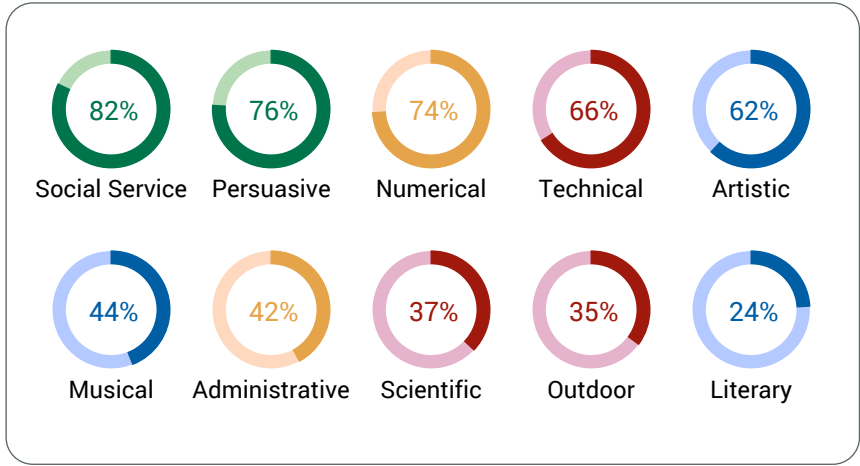
A Birkman Certified Professional should review these results with you



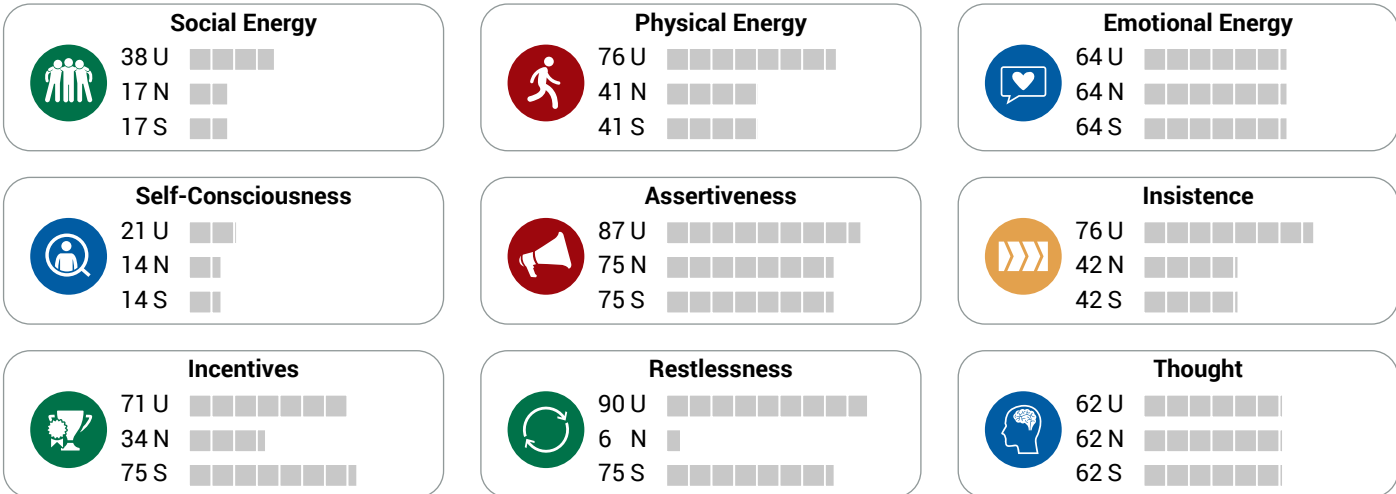
## BIRKMAN MAP



## BIRKMAN INTERESTS



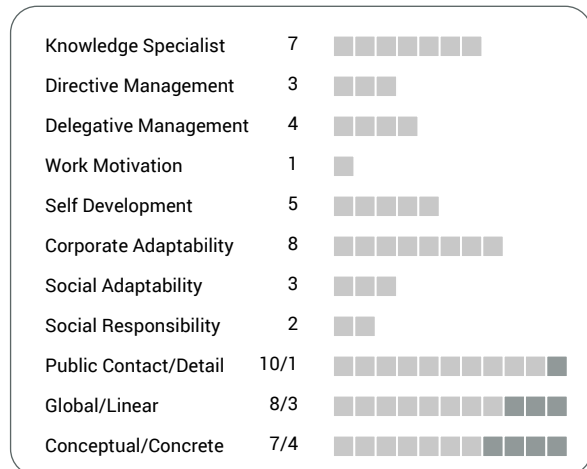
## BIRKMAN COMPONENTS



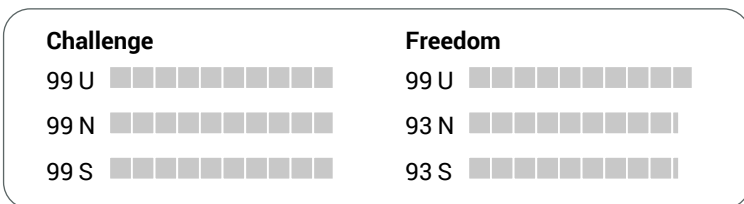
## ORGANIZATIONAL FOCUS



## WORK STYLES



## CHALLENGE & FREEDOM





## 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 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 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 like to have plenty of variety in your work, and to have more than one task to do at a time



## TRUST

The following statements are generated from your Component Usual and Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

### SECTION A: How you encourage trust in others

- Believe that being direct and forthright, particularly with key individuals, encourages the trust relationship
- Take a structured approach to developing trust relationships, proceeding from one stage to the next as trust builds
- Find it easy to use your naturally authoritative style to encourage trust from other people
- Consider trust to be something that develops from the natural respect that keen competitors have for one another
- Consider that trust develops principally when people work actively alongside one another

### SECTION B: How others can encourage trust in you

- Be direct with you -- don't beat around the bush
- Engage you alone or with one or two other people where possible; don't expect to gain your trust in a more general group- or team-based session
- You can feel less secure unless it's clear to you exactly who is in charge

### SECTION C: When your level of trust drops

- May become curt and over-direct, even with key players
- May withdraw mentally or even physically from group participation; can begin to wonder if anyone trusts you
- Can become too domineering and over-assertive
- May become self-protective; tell yourself that if you do not look out for yourself, nobody else will



## HOW TO INCENTIVIZE YOU

The following statements are generated from your Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Talk about remuneration privately, not openly



## HOW YOU PREFER OTHERS TALK TO YOU

The following statements are generated from your Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

- Get to the point. Don't worry too much about hurting your feelings
- If the subject is important, talk to you alone
- Don't be afraid to disagree openly with you as long as you appear to be relishing active debate
- Keep irrelevant matters to an absolute minimum



## HOW YOU PREFER OTHERS WORK WITH YOU

The following statements are generated from your Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

- Be direct and straightforward
- Don't force group interaction on you constantly
- You need to see your manager as an authority figure, if you are to avoid overstepping your bounds
- Don't distract you with multiple concerns if it can be avoided



## HOW YOU HANDLE OTHER PEOPLE

The following statements are generated from your Component Usual and Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

### SECTION 1: When you are at your best

- Are typically direct and straightforward – tend to get to the point
- Structured in your approach to situations; present your outline point by point, with at least some focus on detail issues
- Tend to exercise authority naturally – generally give direct orders as much as you may seek a consensus from others
- Are naturally competitive; like to win, and prefer to encourage others using individualized incentives
- Physically energetic; bring an emphasis on direct action to most issues, and seek a similar approach from others
- Like to have plenty of variety in your routine; likely to expect others to be able to handle more than one issue at once

### SECTION 2: Your less effective approach

- Can be brusque and over-direct, upsetting more sensitive people without realizing it
- Can withdraw from general interaction with people; may remain by yourself, or depend too much on a few people who are close to you
- Can become more domineering than you realize; may take others' silence for consent, when in fact they are intimidated
- Can become over-competitive, to the extent that the need to win can be more important than a solution that benefits all
- Can sometimes be too inclined to deal with too many issues at once, or to focus unduly on secondary matters whose relevance is doubtful





## MOTIVATING YOU FOR BEST PERFORMANCE

The following statements are generated from your Birkman Interests scores and your Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Respond readily to opportunities to influence others directly
- Particularly responsive to situations where you can help others
- Motivated by tasks involving numbers or statistics
- Prefer direct, no-nonsense instructions and encouragement
- Are most self-motivated when allowed some time to work alone or with a very small group
- Most effective when directed by someone you see as a natural authority figure
- Let you concentrate -- others shouldn't interrupt if it's avoidable



## SOME BASIC INFORMATION ABOUT YOU

The following statements are generated from your Birkman Map scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- You combine a liking for practical tasks with an interest in persuading or teaching other people. You are interested in both products and services, in both what is being "sold" and the people who are "buying."
- You combine insight into the thinking of other individuals with a certain degree of authority. Personal interaction with others, socially or one-on-one, is characteristic of your usual behavior, with an emphasis on your own feelings and the feelings of other people
- You're most comfortable in surroundings which encourage focus on the task at hand, which are structured and predictable to some extent, and where other people are not domineering



## YOUR POSSIBLE INEFFECTIVE TACTICS IN MEETINGS

The following statements are generated from your Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Can tend to be dismissive of individuals you disagree with
- Can be silent during the meeting or refuse to contribute
- May start to argue loudly, become bossy, even aggressive
- Want to win at all costs
- Can lose focus and bring in irrelevant issues



## YOUR LEADERSHIP STYLE

The following statements are generated from your Component Usual and Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- An unselfconscious leader, direct and to the point, you prefer others to be frank with you
- Strongly directive and commanding, you need to see a similarly authoritative figure in others
- A reflective leader, at home in ambiguous or complex situations



## YOUR LEARNING STYLE

The following statements are generated from your Birkman Interests and Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

- You enjoy projects which involve directly influencing the thinking of other people
- You relate well to topics or projects that deal with people, particularly social issues or matters
- You are likely to grasp numerical concepts quickly
- You like to be dealt with in a straightforward manner in one-on-one dealings with your tutor
- You prefer to be instructed in a small-group setting, or even alone where that is possible
- You do best when you can see your instructor as a natural authority figure
- You are fundamentally more concentrative than may sometimes be realized: you need opportunities to focus your attention for best performance



## YOUR POSSIBLE CHALLENGES

The following statements are generated from your Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Can be unaware of the extent to which you are brusque or dismissive
- Can ignore social convention
- Become domineering, even aggressive
- Too tempted by short-term payoffs and by winning at any price
- Find it hard to concentrate, are too easily distracted



## YOUR RELATIONSHIP WITH YOUR SPOUSE OR PARTNER

The following statements are generated from your Component Usual, Component Need and Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

### SECTION A: When you are at your best

- You prefer to be direct and open in interactions with your partner
- You are organized and like to do things a certain way
- You like to exercise authority directly in your relationship
- You take pride in your material possessions as a symbol of the success of your relationship
- Actively doing things together is for you an important part of a good relationship
- You like variety and novelty and doing two or more tasks at the same time

### SECTION B: What you need

- You feel more at ease when your partner is frank and direct with you
- Your relationship with your partner benefits from time spent just with one another
- It is important to you to feel that you are an authority figure in your relationship
- You like plenty of notice of any change affecting your relationship with your partner

### SECTION C: Things to work on

- Sometimes you can be too terse with your partner, particularly if you feel stressed
- You can withdraw when you and your partner have to socialize
- You can become outspoken, even domineering, with your partner
- You may tend to see disagreements between you as rooted basically in financial matters
- You can find it hard to sit still and concentrate