

BIRKMAN  
CAREER  
EXPLORATION  
REPORT

THIS REPORT WAS PREPARED FOR  
JOHN Q. PUBLIC (BX6396)  
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# CAREER EXPLORATION REPORT

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**Self-assessment is the first step in the career planning process. It can be a valuable tool for clarifying career direction, assisting in career transition and capitalizing on innate preferences that contribute to job satisfaction and success.**

Your results have been generated from your responses to The Birkman Method® assessment. This comprehensive assessment measures behavioral traits, motivation, stress and occupational interests. The Birkman Method is backed by over 70 years of research and application.

Your Career Exploration Report is designed to give you a deeper understanding of yourself and the career options that are your best fit. Your report can help confirm career choices you are making, show you alternative career choices and build your personal awareness of the strengths, motivators and working environments that will help you succeed.

As you review your results, do not let them limit your career exploration. Rather, use your results as a guide for further exploring different career options that hold the highest potential for your success and well-being. With the assistance of a qualified career professional, you can develop career strategies and techniques to achieve your career goals.

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**You are unique. Your interests and behaviors define who you are and tell you how you are motivated. Imagine the possibilities if you were able to clearly communicate not only your skills, but also your most effective behavior for elevated performance.**

The Birkman Career Exploration Report examines your relational characteristics from multiple angles and uses that information to highlight key career areas that will provide you with the greatest potential for success.

The first portion of your report explores four important dimensions of who you are:

## **Birkman Interests**

**What you like; activities you prefer**

## **Usual Behavior**

**How you relate to the world around you; the behavior other people see**

## **Needs**

**The support you need from others and the environment around you**

## **Stress Behavior**

**Negative, reactionary behavior when frustrated and your needs are not met**

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## THE COLORS OF THE BIRKMAN METHOD

To help simplify information, the Career Exploration Report uses colors throughout each area. This is to help you identify your own characteristics and also understand the differences that exist with each area. Since every individual is different, it is unlikely that you will see one color consistently throughout your report. Your unique color combination is the most important as it describes your unique attributes and provides a roadmap to reach your greatest potential.

### BIRKMAN INTERESTS

<b>RED</b>	<ul style="list-style-type: none"><li>• Implementing</li><li>• Seeing a finished product</li><li>• Solving practical problems</li><li>• Working through people</li></ul>	<ul style="list-style-type: none"><li>• Selling and promoting</li><li>• Persuading</li><li>• Motivating people</li><li>• Counseling or teaching</li><li>• Working with people</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Scheduling</li><li>• Doing detailed work</li><li>• Keeping close contact</li><li>• Working with numbers</li><li>• Working with systems</li></ul>	<ul style="list-style-type: none"><li>• Planning</li><li>• Dealing with abstraction</li><li>• Thinking of new approaches</li><li>• Innovating</li><li>• Working with ideas</li></ul>	<b>BLUE</b>

### USUAL BEHAVIOR

<b>RED</b>	<ul style="list-style-type: none"><li>• Friendly</li><li>• Decisive and energetic</li><li>• Frank</li><li>• Logical</li></ul>	<ul style="list-style-type: none"><li>• Competitive</li><li>• Assertive</li><li>• Flexible</li><li>• Enthusiastic about new things</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Orderly</li><li>• Concentrative</li><li>• Cautious</li><li>• Insistent</li></ul>	<ul style="list-style-type: none"><li>• Insightful</li><li>• Selectively sociable</li><li>• Thoughtful</li><li>• Reflective</li><li>• Optimistic</li></ul>	<b>BLUE</b>

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## NEEDS

<b>RED</b>	<ul style="list-style-type: none"><li>• Encourage group interaction</li><li>• Offer clear-cut situations</li><li>• Give plenty to do</li><li>• Be direct and logical</li></ul>	<ul style="list-style-type: none"><li>• Encourage competition</li><li>• Be assertive</li><li>• Allow flexibility</li><li>• Introduce novelty and variety</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Encourage an organized approach</li><li>• Permit concentration on tasks</li><li>• Offer an environment of trust</li><li>• Be consistent</li></ul>	<ul style="list-style-type: none"><li>• Offer individual support</li><li>• Encourage expression of feelings</li><li>• Allow time for reflection</li><li>• Give time for difficult decisions</li></ul>	<b>BLUE</b>

## STRESS BEHAVIOR

<b>RED</b>	<ul style="list-style-type: none"><li>• Find it hard to give individual support</li><li>• Become impatient</li><li>• Are "busy" for the sake of it</li><li>• Dismiss others' feelings</li></ul>	<ul style="list-style-type: none"><li>• Are easily distracted</li><li>• Distrust others</li><li>• Become domineering</li><li>• Fail to follow the plan</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Become over-insistent on rules</li><li>• Resist necessary change</li><li>• Are reluctant to confront others</li><li>• May be taken in</li></ul>	<ul style="list-style-type: none"><li>• Ignore social convention</li><li>• Become indecisive</li><li>• Find it hard to act</li><li>• See the worst possibilities</li></ul>	<b>BLUE</b>

# CAREER EXPLORATION REPORT

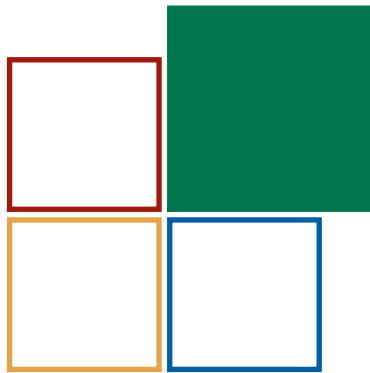
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## BIRKMAN INTERESTS

### THE ACTIVITIES YOU ENJOY MOST

Your Birkman Interests indicate the type of work you enjoy, the hobbies that captivate you, and the activities that bring pleasure and fulfillment. Interest does not relate to talent or skill within any area, but is critical to finding a successful and satisfying career.



#### Interests in the Green quadrant include:

- Selling and promoting
- Persuading
- Motivating people
- Counseling or teaching
- Working with people

#### You will be drawn most heavily to job roles that involve:

- Helping Others
- Motivating and Persuading

#### Job functions you will be attracted to will allow for:

- Being an advocate for the people or volunteering for special projects to support advancement of social conditions
- Motivating and influencing others either through persuasion or education

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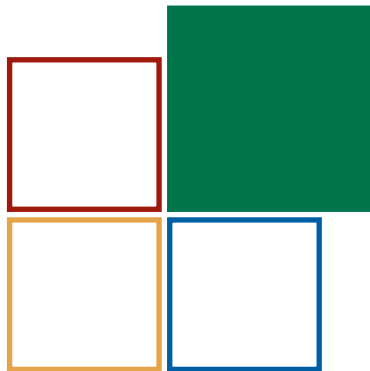
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## USUAL BEHAVIOR

### HOW YOU RELATE TO OTHERS

Usual Behavior is the positive behavior we have learned to use as a means of achieving success. It is your own personal socialized behavior that you have learned works best for you and what others see as your strengths.



#### Usual Behaviors in the Green quadrant include:

- Competitive
- Assertive
- Flexible
- Enthusiastic about new things

#### Your Usual Behavior indicates that you are:

- Responsive and independent
- Flexible and enthusiastic

#### You may also tend to be:

- Selectively sociable
- Thoughtful
- Optimistic

#### In describing yourself, be sure to indicate:

- That you enjoy working with others
- That you persuade and motivate others toward action
- That you enjoy exploring the possibilities
- That you emphasize the benefits for the group, not just for yourself

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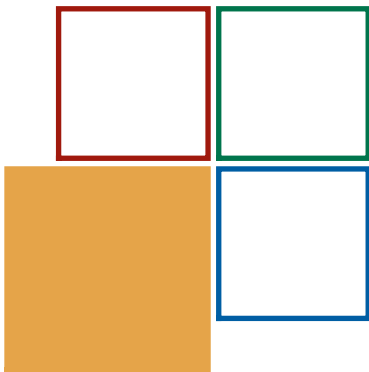
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## NEEDS

### SUPPORT NEEDED FROM ENVIRONMENT AND OTHERS

Our Needs are a vital part of who we are, and perhaps the most important aspect of our personality. Our Needs describe how we want to be treated, supported and motivated. Our Needs must be met in order for us to exhibit our Usual Behavior.



#### Needs in the Yellow quadrant include:

- Encourage an organized approach
- Permit concentration on tasks
- Offer an environment of trust
- Be consistent

#### Your Needs indicate that you prefer:

- Friendly, yet casual relationships
- Specific direction and control
- Demanding projects
- Defined scheduling

#### To access these attributes within an organization, ask questions such as:

- How dynamic is the working environment? does change occur often?
- Are there set policies and procedures in place for operating?
- Will the position include having to address large groups of people?
- What types of support systems will be in place to help me be successful in this role?
- Describe the leadership style of the person to whom I will be reporting

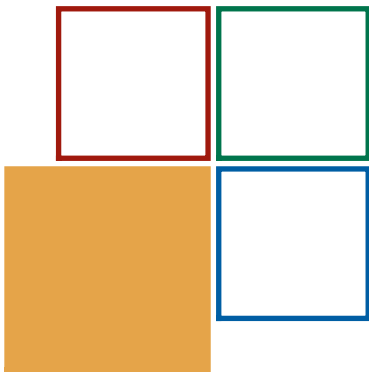




## STRESS BEHAVIOR

### NEGATIVE BEHAVIOR EXPERIENCED WHEN FRUSTRATED

Stress Behavior results when our Needs are not being met. Although it is completely natural for Stress Behavior to occur, it is often seen by others as negative, ineffective and quite costly in human terms.



#### Stress Behaviors in the Yellow quadrant include:

- Become over-insistent on rules
- Resist necessary change
- Are reluctant to confront others
- May be taken in

#### When frustrated and under stress, you may:

- Be over-controlling
- Become resistive to change
- Conform to prevailing thoughts
- Become quietly resistive
- Appear rigid

#### To manage this stress behavior when it occurs:

- Set proactive agendas that are yours rather than reacting to agendas set for you
- Experiment with small changes in plans so you can more readily adapt to larger changes
- Practice new, cutting-edge approaches on familiar tasks
- Avoid withdrawing to avoid conflict, express your thoughts persuasively
- Risk a little by trying new innovative approaches

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## SUMMARY

In any career journey it is important to use information regarding your behavior and motivations in conjunction with your skills, knowledge, abilities, and values to find the ideal career that lets you reach greatest potential.

### REMEMBER THESE KEY POINTS WHEN ASSESSING FUTURE ROLES AND CAREERS

#### BIRKMAN INTERESTS

Seek out roles that incorporate activities that allow you to:

SELL AND PROMOTE  
PERSUADE  
MOTIVATE PEOPLE  
COUNSEL OR TEACH  
WORK WITH PEOPLE



#### USUAL BEHAVIOR

Your style when relating to others and accomplishing tasks is:

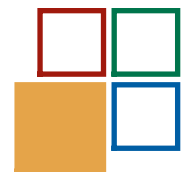
ASSERTIVE  
COMPETITIVE  
FLEXIBLE  
SPONTANEOUS  
ADVENTUROUS



#### NEEDS

To be productive, make sure the environment around you:

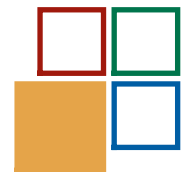
ENCOURAGES AN ORGANIZED APPROACH  
PERMITS CONCENTRATION ON TASKS  
OFFERS AN ENVIRONMENT OF TRUST  
IS CONSISTENT



#### STRESS BEHAVIOR

Under stress you may:

BECOME OVER-INSISTENT ON RULES  
RESIST NECESSARY CHANGE  
BE RELUCTANT TO CONFRONT OTHERS  
BE TAKEN IN



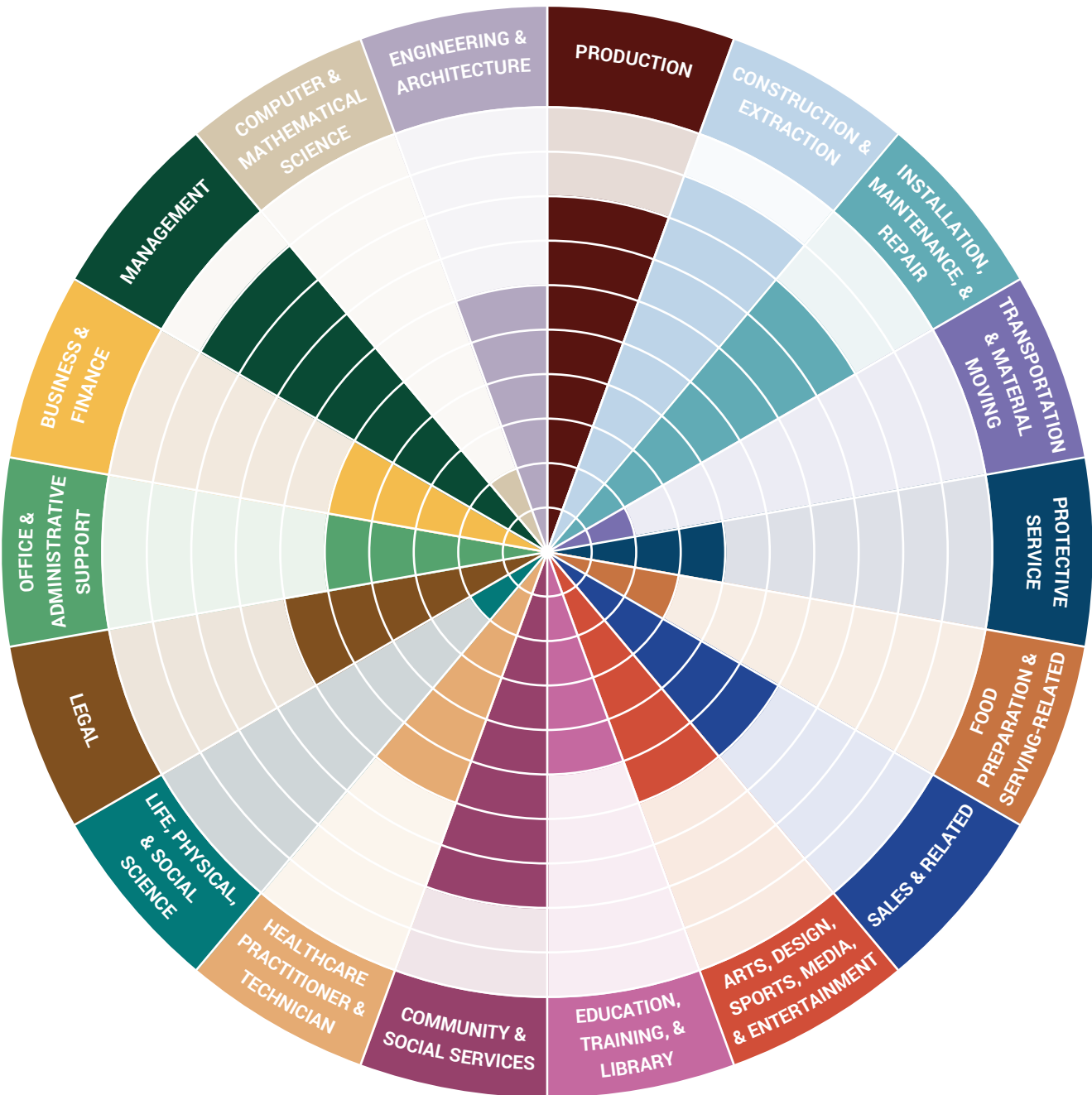
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## JOB FAMILIES

The Job Families section is a detailed profile analysis comparing your degree of match to successful individuals in various Job Families and Job Titles. Each Job Family is based on multiple profiles that have been created by examining individuals in similar roles that have demonstrated success. Your scores are determined by comparing you to those profiles to identify the environments that offer the greatest potential of success. The overview below displays your strongest career options that have the best potential fit for you.



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## JOB FAMILIES / JOB TITLES

This section takes an in-depth look at the specific jobs you look most and least similar to within each of the Job Families. When online, click on the hyperlinked Job Titles to visit the US Department of Labor website where you can explore each Job Title in more detail.

<b>Construction &amp; Extraction</b>		<ul style="list-style-type: none"><li>• Electricians</li><li>• Carpenters</li><li>• Supervisors Of Construction &amp; Extraction Workers</li></ul>
<b>Management</b>		<ul style="list-style-type: none"><li>• General &amp; Operations Managers</li><li>• Public Relations &amp; Communication Managers</li><li>• Property Managers</li><li>• Food Service Managers</li><li>• Medical &amp; Health Services Managers</li></ul>
<b>Community &amp; Social Services</b>		<ul style="list-style-type: none"><li>• Social &amp; Human Service Assistants</li><li>• Counselors &amp; Therapists</li><li>• Directors (Religious Activities &amp; Education)</li></ul>
<b>Installation, Maintenance, &amp; Repair</b>		<ul style="list-style-type: none"><li>• Transportation Mechanics &amp; Technicians</li><li>• Electrical &amp; Electronics Repairers</li><li>• Telecommunications Equipment Installers &amp; Repairers</li></ul>
<b>Production</b>		<ul style="list-style-type: none"><li>• Assemblers, Fitters, Finishers, &amp; Calibrators</li><li>• Power, Gas, Chemical, &amp; Waste Plant/System Operators</li><li>• Printing/Prepress Operators &amp; Bindery Workers</li><li>• Industrial Production Managers</li><li>• Machinists</li></ul>

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## JOB FAMILIES / JOB TITLES

<b>Engineering &amp; Architecture</b>		<ul style="list-style-type: none"><li>• Engineering Managers</li><li>• Petroleum Engineers</li><li>• Computer Hardware Engineers</li><li>• Mechanical Engineering Technicians</li><li>• Electrical Engineers</li></ul>
Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing of physical systems and processes. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/structures, or other physical entities.		
<b>Healthcare Practitioner &amp; Technician</b>		<ul style="list-style-type: none"><li>• Medical &amp; Health Services Managers</li><li>• Physicians</li><li>• Medical Technologists &amp; Technicians</li></ul>
Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. Duties may include assessing patient health, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical support staff. Most of these occupations require a graduate education.		
<b>Sales &amp; Related</b>		<ul style="list-style-type: none"><li>• Supervisors Of Retail Sales Workers</li><li>• Marketing Managers</li><li>• Telemarketers</li><li>• Supervisors Of Non-Retail Sales Workers</li></ul>
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.		
<b>Arts, Design, Sports, Media, &amp; Entertainment</b>		<ul style="list-style-type: none"><li>• Public Relations &amp; Communication Managers</li><li>• Public Relations Specialists</li><li>• Graphic Designers</li></ul>
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.		
<b>Legal</b>		<ul style="list-style-type: none"><li>• Paralegals &amp; Legal Assistants</li><li>• Litigation Lawyers (Win-Lose Outcomes)</li><li>• Corporate Lawyers (Consensual Outcomes)</li></ul>
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.		

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## JOB FAMILIES / JOB TITLES

### 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.

- General & Operations Managers
- Employment, Recruitment, & Placement Specialists
- Training & Development Managers
- Human Resources Managers
- Financial Analysts

### 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.

- Education Administrators (Postsecondary)
- Secondary School Teachers (Except Special Education)
- Education Administrators (Elementary & Secondary)

### Office & Administrative Support



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

- Property Managers
- Supervisors Of Office & Administrative Support Workers
- Human Resources Assistants
- Data Entry Keyers
- Office Clerks (General)

### Healthcare Support



Providing support functions in the healthcare field. Duties may include assisting physicians with patient care and treatment, rehabilitation, record keeping, transcription, and other routine medical functions.

- Medical Assistants & Transcriptionists
- Nursing Aides, Orderlies, & Attendants

### Protective Service



Serving and protecting the best interests of the community, environment, and/or individuals, adhering to federal, state, and local laws. Duties may include investigating criminal cases, regulating traffic and crowds, fire fighting, ticketing/arresting perpetrators, inspecting baggage or cargo, responding to emergency situations, patrolling designated areas, guarding establishments, and providing other security measures.

- Security, Police, & Fire Fighting Enforcement Managers
- Security Guards
- Supervisors Of Police, Fire Fighting, & Correctional Officers

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## JOB FAMILIES / JOB TITLES

### Farming, Fishing, & Forestry



Performing various outdoor activities related to agriculture, horticulture, aquaculture, and/or forestry. Duties may include attending to live farm, ranch, or aquacultural animals, planting, cultivating, and harvesting crops, hunting and trapping wild animals, developing, maintaining, or protecting forested areas and woodlands, and/or cutting, sorting, and grading trees for multiple uses.

### 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.

- Food Service Managers
- Bartenders
- Waiters & Waitresses

### Building/Grounds Cleaning & Maintenance



Cleaning and maintaining hotels, hospitals, offices, and other establishments, as well as landscapes. Duties may include groundskeeping, planting trees, watering plants, housekeeping, washing windows, vacuuming, exterminating pests, among other cleaning and maintenance tasks.

- Supervisors Of Housekeeping, Janitors, & Groundskeepers
- Housekeeping, Janitors, & Groundskeepers

### 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.

- Computer & Information Systems Managers
- Data Warehousing & Mining Analysts
- Operations Research Analysts & Statisticians

### 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).

- Biological & Agricultural Technicians
- Natural Sciences Managers
- Microbiologists

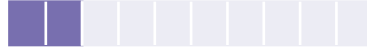
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## JOB FAMILIES / JOB TITLES

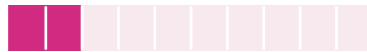
### Transportation & Material Moving



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.

- Freight, Stock, & Material Handlers
- Supervisors Of Vehicle Operators
- Pilots

### Personal Care & Service



Providing personal assistance, care, and services to individuals in various contexts. Duties may include attending to children, caring for the elderly or disabled, coordinating tourist travel, ensuring safety and comfort to travelers, providing cosmetic services, coordinating recreational activities for residential facilities, as well as other personal care and service tasks.

- Child Care Workers & Home/Personal Care Aides
- Hairstylists, Manicurists, & Morticians