

A CUSTOM

**BIRKMAN**

REPORT SET

THIS REPORT WAS PREPARED FOR:  
MATIAS BURNI (G6528P)  
DATE PRINTED | January 25 2022





## 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

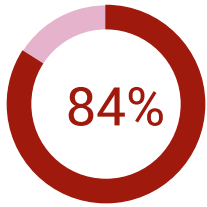
For over **65 years**, The Birkman Method® has been helping people reach further with our unique yet scientific approach to behavioral & occupational assessments. Used by millions of people and the **world's best companies** to:

- > develop leaders
- > improve teamwork
- > explore careers
- > select talent
- > increase sales and productivity

What do you hope to learn from your Birkman Report?

# BIRKMAN INTERESTS

MATIAS BURNI

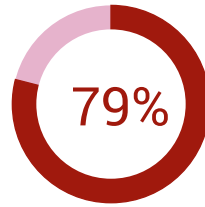


## OUTDOOR

Work in an outdoor environment

### Activities include:

Being outdoors, farming, gardening

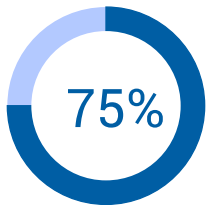


## TECHNICAL

Hands-on work with technology and machinery

### Activities include:

Programming, assembling, using gadgets

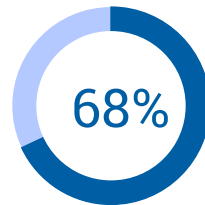


## MUSICAL

Playing, singing or listening to music

### Activities include:

Attending concerts, collecting and appreciating music

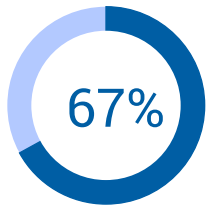


## ARTISTIC

Creation, appreciation for arts, aesthetics

### Activities include:

Painting, appreciating art, designing

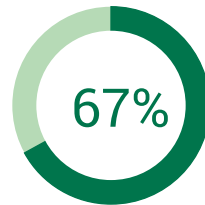


## LITERARY

Appreciation for language

### Activities include:

Writing, reading, editing

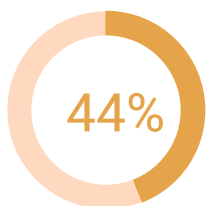


## SOCIAL SERVICE

Helping, advocating for people

### Activities include:

Teaching, counseling, volunteering

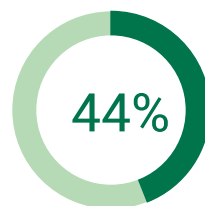


## NUMERICAL

Working with numbers and data

### Activities include:

Accounting, investing, analyzing

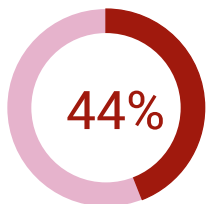


## PERSUASIVE

Persuading, motivating, selling

### Activities include:

Debating, influencing, promoting

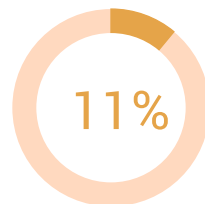


## SCIENTIFIC

Research, analysis, intellectual curiosity

### Activities include:

Investigating, exploring medicine, experimenting



## ADMINISTRATIVE

Systems, order and reliability

### Activities include:

System tracking, record keeping, categorizing



## 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.

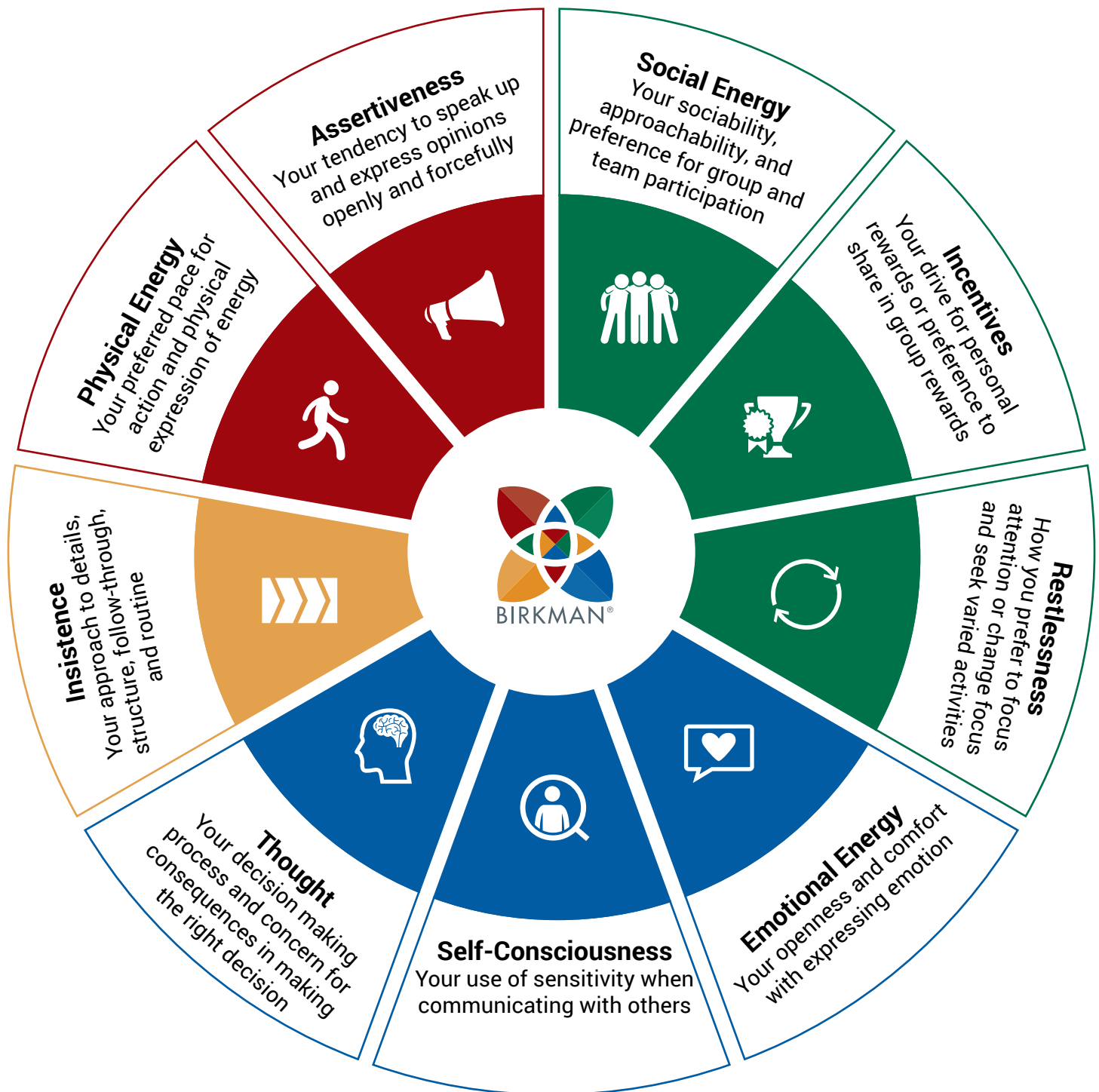
- ☐ Show you genuine respect when appropriate
- ☐ Offer you the support of a definite plan to follow
- ☐ Make sure you have plenty of different sorts of tasks and responsibilities
- ☐ Give you plenty of time for complex or difficult decisions

# BIRKMAN COMPONENTS

MATIAS BURNI



Birkman measures nine components of personality.



# USUAL, NEEDS & STRESS

MATIAS BURNI



## SOCIAL ENERGY

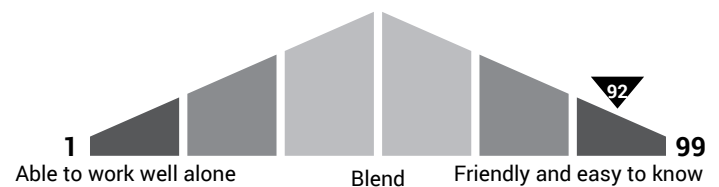
Your sociability, approachability, and preference for group and team participation

Your natural friendliness toward others keeps you interested and involved in the activities of groups. As a rule, you are accepting of people and are at ease in most social situations. Genuine social awareness is one of your real strengths.

### Usual Behavior:

- sociable
- communicative
- at ease in groups

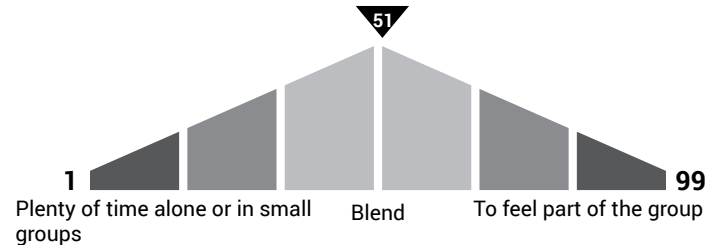
### Usual Behavior



### Needs:

However, it is necessary for you to have a reasonable amount of time to spend by yourself or in the company of one or two other people. A balance of group and private activities is best, as this allows you to maintain your sense of well-being.

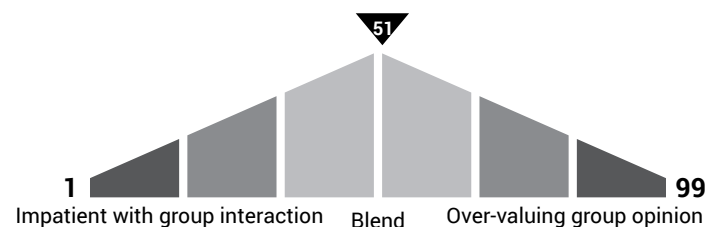
### Needs



### Causes of Stress:

Too much time spent on solitary activities can result in feelings of loneliness; but you may also find yourself anxious to relieve the pressure of continuous social or group activities.

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- withdrawal
- over-eagerness to please the group

# USUAL, NEEDS & STRESS

MATIAS BURNI



## PHYSICAL ENERGY

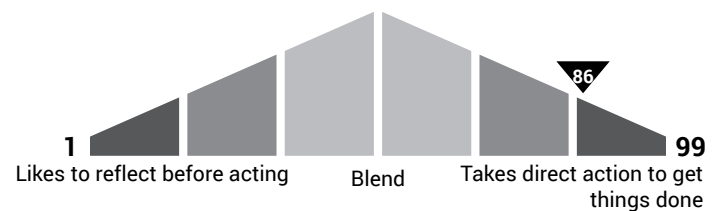
Your preferred pace for action and physical expression of energy

Your high energy level affords you the considerable assets of vigorous and persuasive reasoning and a generally forceful and enthusiastic approach to everything you do. You find it easy to be physically active on a regular basis.

### Usual Behavior:

- enthusiastic
- energetic
- forceful

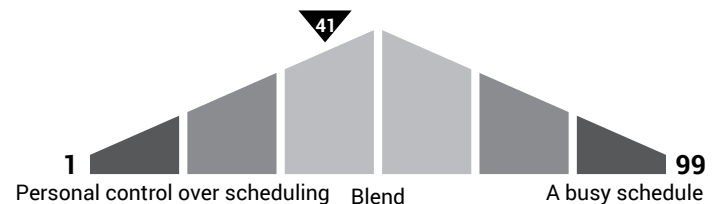
### Usual Behavior



### Needs:

However, you prefer to be in control regarding the spending of your energies. It is best when your environment neither places the demands of a heavy schedule upon you, nor emphasizes thought and reflection to the exclusion of personal action.

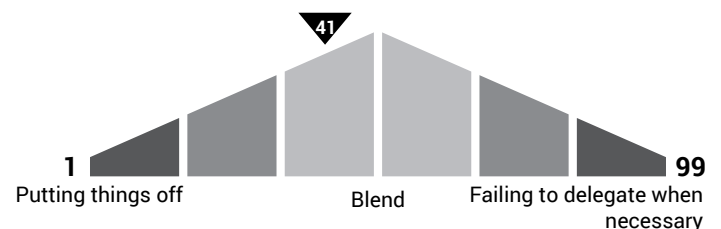
### Needs



### Causes of Stress:

External demands on your energies, either physical or mental, are likely to be frustrating to you. When you are denied the opportunity to balance planning with action, your naturally high energy level may result in unexpected fatigue.

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- edginess
- feeling fatigued

# USUAL, NEEDS & STRESS

MATIAS BURNI



## EMOTIONAL ENERGY

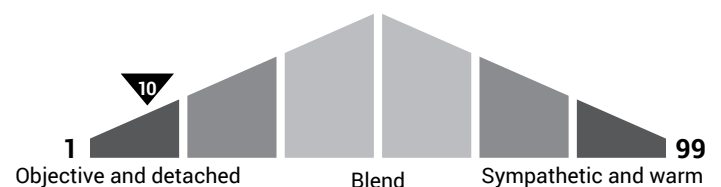
Your openness and comfort with expressing emotion

Although you can display your feelings openly, you are primarily low-key and matter-of-fact. This allows you to focus on the logical and practical side of issues, and remain detached from situations involving emotional complexity.

### Usual Behavior:

- practical
- logical
- objective

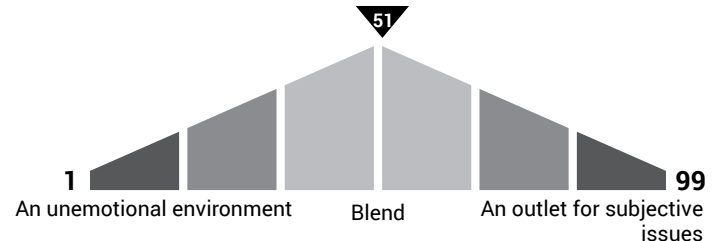
### Usual Behavior



### Needs:

However, your need in this area is somewhat different. You prefer that other people treat you in a way that combines logic and objectivity with a reasonable amount of sympathy and understanding toward your feelings.

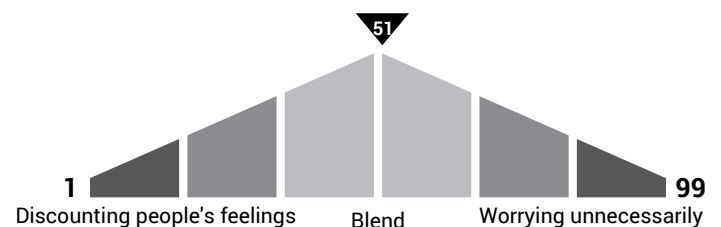
### Needs



### Causes of Stress:

This balance of practicality and sensitivity from others is very important. People who are too detached may cause you to magnify your own problems; while excessive emotionalism may add to your anxiety and tension.

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- detachment
- getting discouraged



# USUAL, NEEDS & STRESS

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## SELF-CONSCIOUSNESS

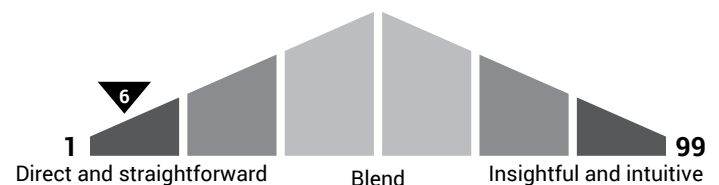
Your use of sensitivity when communicating with others

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

### Usual Behavior:

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

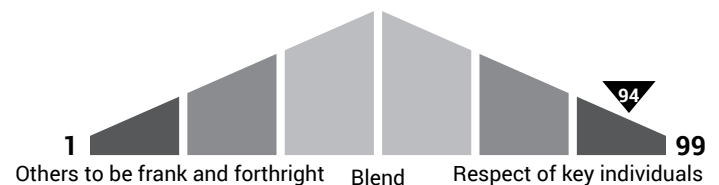
### Usual Behavior



### Needs:

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

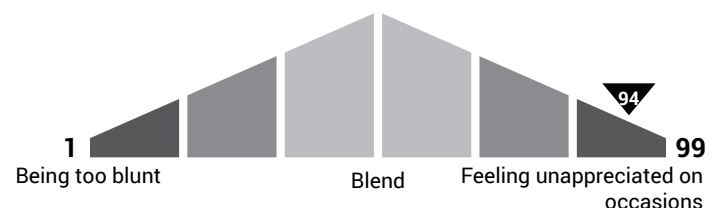
### Needs



### Causes of Stress:

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

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- embarrassment
- shyness
- over-sensitivity

# USUAL, NEEDS & STRESS

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## ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

You have an above-average respect for positions of authority and control, but generally maintain a balance in the way you like to exercise such authority. You are neither too aggressive nor too low-keyed when giving direction to others.

### Usual Behavior:

- balance of assertion and discussion
- authoritative, yet agreeable
- moderate in handling authority

### Needs:

Likewise, you are most comfortable in situations which are generally amiable and pleasant, but which exist against a background of control. You would prefer to be in charge, and definitely should have no doubt about where authority resides.

### Causes of Stress:

Because of your need for balance regarding authority, you may be easily annoyed when confronted by a bossy person, yet find yourself becoming provocative and assertive when you sense lack of direction.

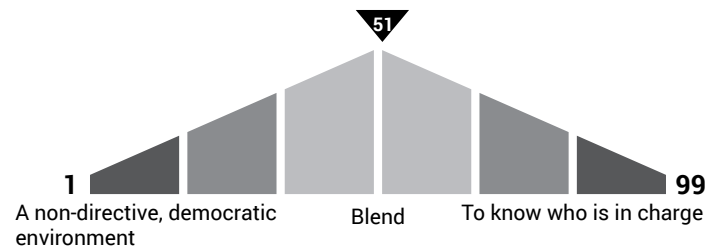
### Possible Stress Reactions When Needs Are Not Met:

- becoming argumentative
- feelings of intimidation

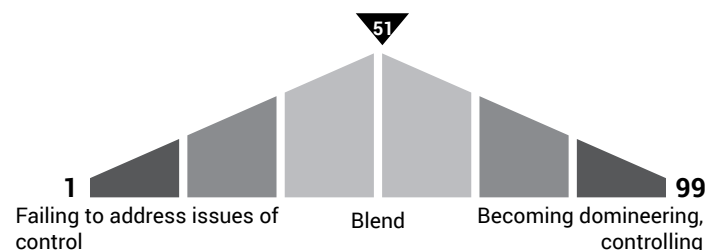
### Usual Behavior



### Needs



### Stress Behavior



# USUAL, NEEDS & STRESS

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## INSISTENCE

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

You enjoy exercising a certain amount of individual initiative while at the same time recognize the importance of having systems and procedures in place and functioning. This flexibility facilitates accomplishment.

### Usual Behavior:

- alert to new ideas
- combines initiative with procedure
- self-starting, but adaptable

### Needs:

A background of familiarity and support is most conducive to the exercising of your strengths. It is especially important for you to share in the reasons and causes of projects that others ask you to accomplish.

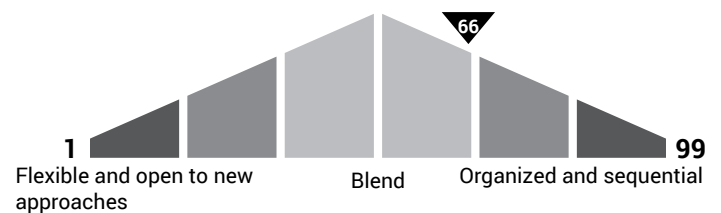
### Causes of Stress:

Without this background of organized support, you may find yourself unexpectedly resistive to system and procedure. When others are too casual, you may not have sufficient identity with the purposes and reasons for a task.

### Possible Stress Reactions When Needs Are Not Met:

- resistance to routine
- neglect of detail
- weakened follow-through

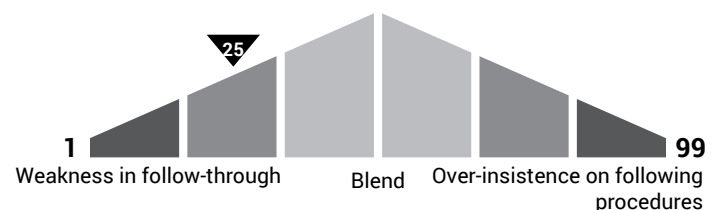
### Usual Behavior



### Needs



### Stress Behavior



# USUAL, NEEDS & STRESS

MATIAS BURNI



## INCENTIVES

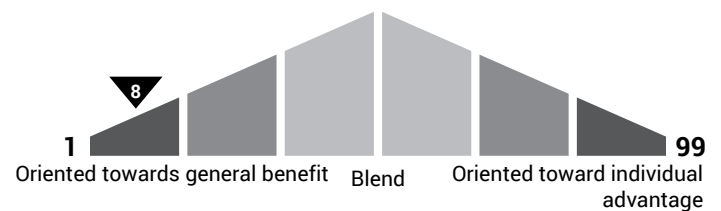
Your drive for personal rewards or preference to share in group rewards

As a predominantly idealistic person, you value cooperative effort and the concepts of trust, loyalty and team spirit. You can think and reason in terms of intangible benefits, and prefer to minimize face-to-face, competitive rivalry.

### Usual Behavior:

- trustful
- loyal
- service-oriented

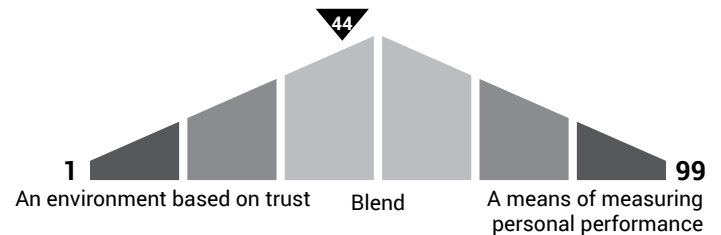
### Usual Behavior



### Needs:

Underneath, you expect a certain amount of competition, and need some reassurance concerning your personal advancement. While you value team effort, it is good for you to receive recognition for individual effort.

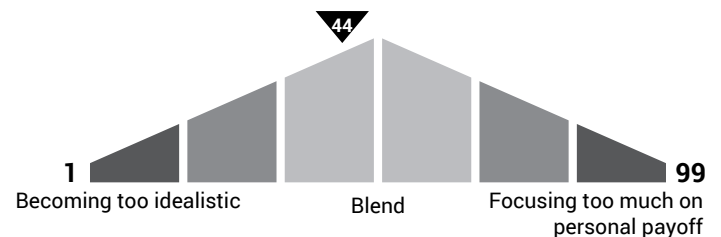
### Needs



### Causes of Stress:

Your respectful attitudes can complicate matters when you are involved in face-to-face conflicts, since your feelings and opinions are stronger than they appear to be. Also, you can find others who are opportunistic or unrealistic a source of discomfort.

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- becoming distrustful
- becoming impractical

# USUAL, NEEDS & STRESS

MATIAS BURNI



## RESTLESSNESS

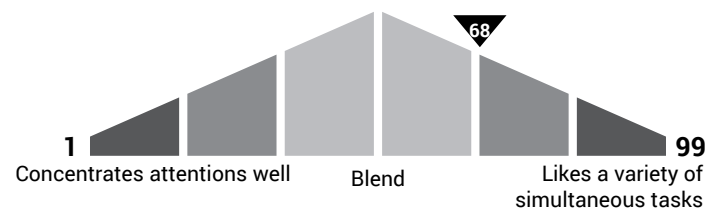
How you prefer to focus attention or change focus and seek varied activities

A sense of novelty and adventure distinguishes the strength you display in your readiness to start new things. You have an above-average resilience to change, an asset which stems from your adaptability to fresh and stimulating activities.

### Usual Behavior:

- easy to stimulate
- responsive and attentive
- adaptive

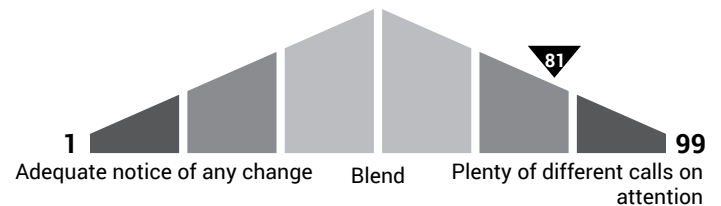
### Usual Behavior



### Needs:

In the same way, you respond best to situations and surroundings which offer frequent changes of activity. You get positive reinforcement from an environment that allows you to move around.

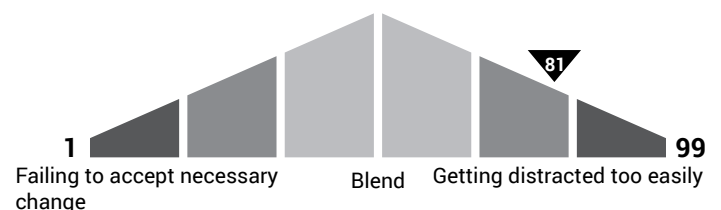
### Needs



### Causes of Stress:

Excessive emphasis on routine can easily put you under pressure. Without the stimulation of novelty and change you are likely to become restless and annoyed.

### Stress Behavior



### Possible Stress Reactions When Needs Are Not Met:

- annoyance at delays
- problems with self-discipline
- inability to concentrate

# USUAL, NEEDS & STRESS

MATIAS BURNI



## THOUGHT

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

Compared to most people, you are matter-of-fact, tending to handle situations decisively and with outward assurance and confidence. You are able to grasp the relevant issues and form your judgments quickly.

### Usual Behavior:

- direct and to-the-point
- decisive
- matter-of-fact

### Needs:

Even though you like to make your decisions rapidly and dispassionately, you also prefer to feel that you are not under the pressure of time when doing so. You need time to gather the significant information as matters become more complex.

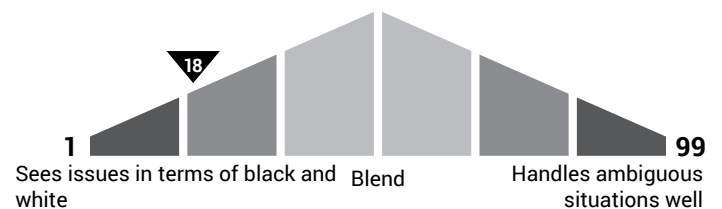
### Causes of Stress:

Your need for reflective thought is about average. You are therefore likely to find that on one hand you can be frustrated by ambiguity, and on the other hand realize that you worry unnecessarily from time to time.

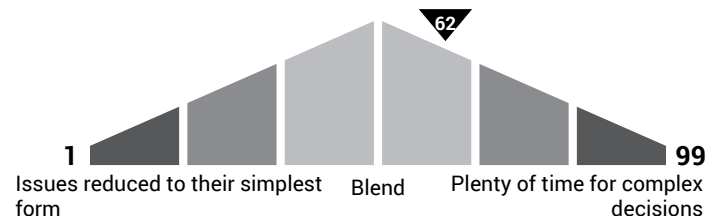
### Possible Stress Reactions When Needs Are Not Met:

- tendency to over-simplify
- fear of making mistakes

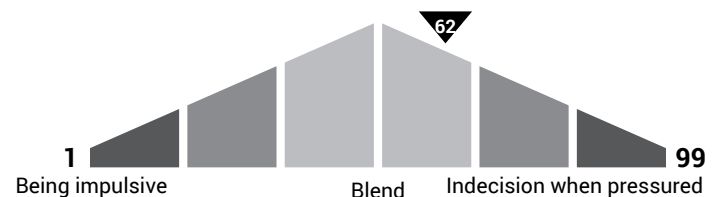
### Usual Behavior



### Needs



### Stress Behavior



# YOUR ACTION PLAN

MATIAS BURNI



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?