

A CUSTOM

BIRKMAN

REPORT SET


THIS REPORT WAS PREPARED FOR:
JANAN BARGE (G5LRGJ)
DATE PRINTED | October 09 2019



SIGNATURE SUMMARY



BIRKMAN COMPONENTS




Social Energy

Usual

Needs

84

17




Physical Energy

Usual

Needs

41

20




Emotional Energy

Usual

Needs

82

99




Self-Consciousness

Usual

Needs

62

62




Assertiveness

Usual

Needs

23

98




Insistence

Usual

Needs

85

7




Incentives

Usual

Needs

44

99




Restlessness

Usual

Needs

34

99



Thought

Usual

Needs

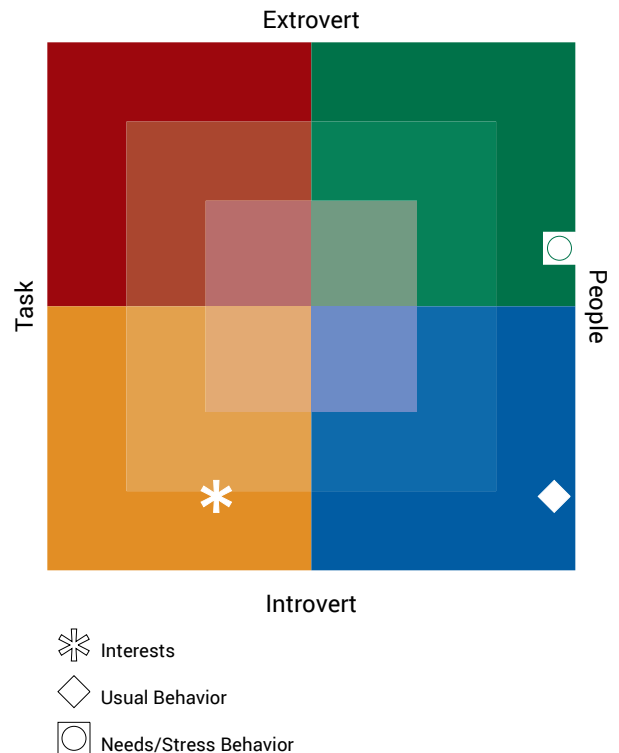
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98

BIRKMAN INTERESTS

Social Service	Administrative
Artistic	Numerical
Literary	Technical
Musical	Persuasive
Scientific	Outdoor

BIRKMAN MAP





JANAN BARGE

In *working with others*, she is sensitive with others and can be sensitive about her own feelings; she is communicative and sociable.

When *giving or accepting direction*, she can be orderly, but needs freedom from control; she acknowledges authority only if it is self-assured and clearly expressed.

As to *competitiveness and stamina*, achievement awards and other tangible evidence of performance mean a great deal to her; her strong subjective feelings need a constant outlet. She is a thinker. She must maintain a positive self-image, and tends to externalize difficulties.

When *organizing or planning*, she needs many things to do. Novelty and change in her daily routine are almost a must; she must maintain a sense of personal freedom. While she worries unnecessarily during the process of making decisions, she firmly commits to final decisions once they are made.

SUGGESTIONS FOR COACHING JANAN BARGE

Don't measure her performance against the group; she needs opportunities to make independent contributions. *Social Energy*

Provide an environment which does not require nonstop activity, and definitely avoid placing her in hectic or hurried situations. *Physical Energy*

* Make a point of regularly showing an interest in her personal well-being. *Emotional Energy*

Provide personal support and appreciation but don't treat her too sensitively, maintain a balance of sensitivity and sincerity. *Self-consciousness*

* Use authoritative (not bossy), directive, face-to-face supervision. Provide her with occasions to lead and direct others. *Assertiveness*

* Impose a minimum of routine. Keep instructions broad, but help when deadlines and details slip. *Insistence*

* Provide tangible incentives and strictly enforced rules. *Incentives*

* She needs variety to make sure her attention is concentrated on the task at hand. *Restlessness*

* Provide extra help when decisions must be changed. *Thought*

* Particularly significant; may impact other areas

USUAL, NEEDS & STRESS



SOCIAL ENERGY

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

Your generally pleasant and outgoing manner makes you at ease and comfortable in group activities. Your warm and accepting attitude helps you meet people easily, an asset which is put to good use in social situations.

Usual Behavior:

- sociable
- at ease in groups
- communicative

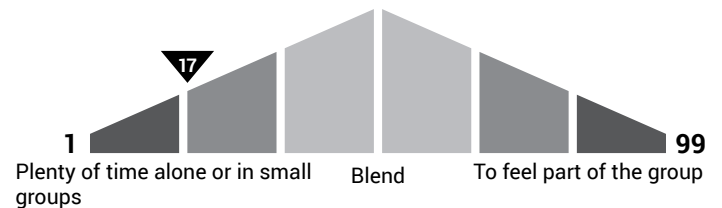
Usual Behavior



Needs:

The comfort you display in social settings conceals your underlying need to spend a considerable amount of time by yourself or in the company of one or two other significant individuals.

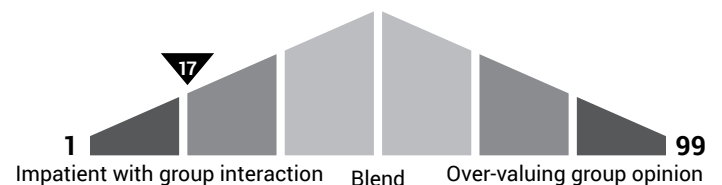
Needs



Causes of Stress:

Continuous pressure to be involved in social or group situations can upset your sense of well-being. Without sufficient time to yourself you are likely to become withdrawn, possibly to an extent that will surprise yourself and others.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- withdrawal
- tendency to ignore groups
- becoming impatient

USUAL, NEEDS & STRESS



PHYSICAL ENERGY

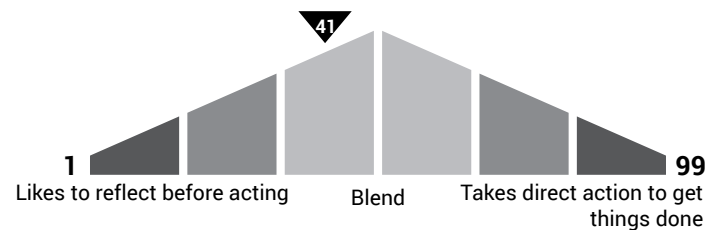
Your preferred pace for action and physical expression of energy

You view yourself as having an above average supply of energy and act accordingly. However, you usually do not jump into things without some prior thought, but at the same time realize that accomplishment comes only through action.

Usual Behavior:

- enthusiastic while conserving energy
- balance of vigor and thought
- active and reflective in combination

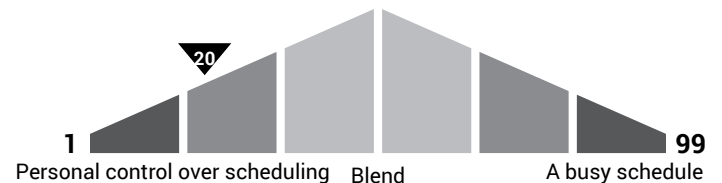
Usual Behavior



Needs:

A schedule that is relaxed and flexible provides you with the greatest opportunity to exercise your natural abilities. You need plenty of time for reflective thought before taking action.

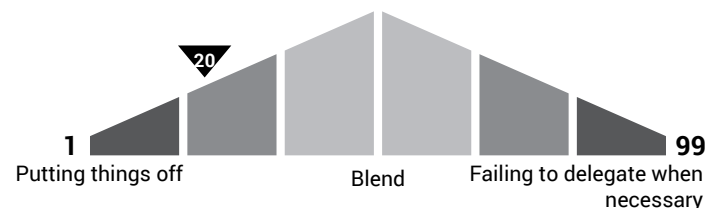
Needs



Causes of Stress:

The pressure of a heavy schedule which doesn't allow you the time you need for thinking and planning is likely to result in discouragement and fatigue.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- putting things off
- feeling discouraged
- getting tired

USUAL, NEEDS & STRESS



EMOTIONAL ENERGY

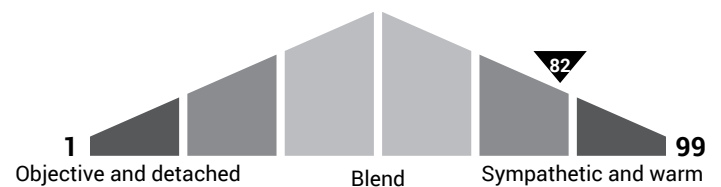
Your openness and comfort with expressing emotion

With your insight into your own and other people's feelings, you have considerable assets in the warmth and sincerity that you display toward others. Recognizing the significance of emotions in people's makeup, you tend to set high expectations.

Usual Behavior:

- genuine in feelings
- sympathetic
- warm and caring

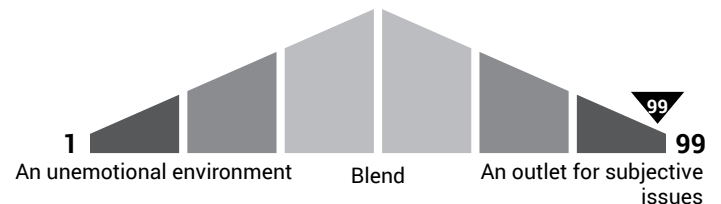
Usual Behavior



Needs:

In the same way, it is important for you to feel the encouragement to express your feelings and work out your emotional responses. Sensing that others are responsive to your feelings helps you maintain an optimistic outlook.

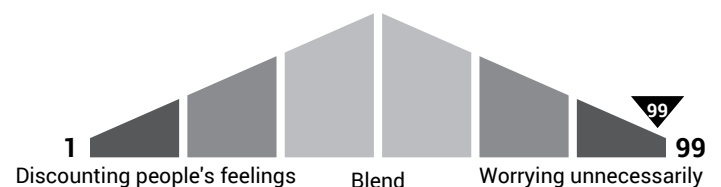
Needs



Causes of Stress:

To the extent to which others treat you with detachment, or seem to be neglectful of your feelings, you are likely to lean even more heavily on subjective attitudes, possibly over-emphasizing the importance of your personal feelings.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- exaggerated moods
- tendency to worry
- feelings of hopelessness

USUAL, NEEDS & STRESS



SELF-CONSCIOUSNESS

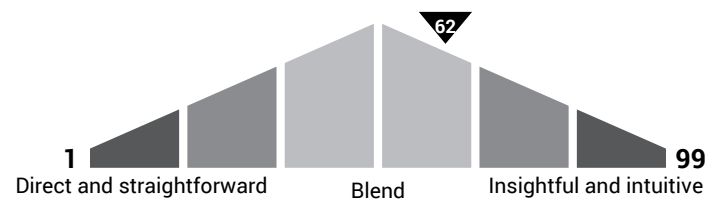
Your use of sensitivity when communicating with others

You have an important strength in handling personal relationships by virtue of being able to balance sensitivity and directness. By nature, you are neither too frank nor too reserved.

Usual Behavior:

- direct without being blunt
- sensitive, yet at ease
- straightforward, yet insightful

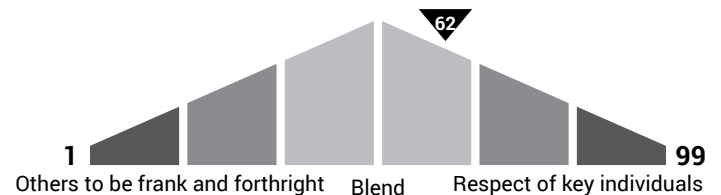
Usual Behavior



Needs:

Likewise, you respond best when others strike a similar balance between sensitivity and openness when relating to you. Respect and approval on a personal basis help motivate you.

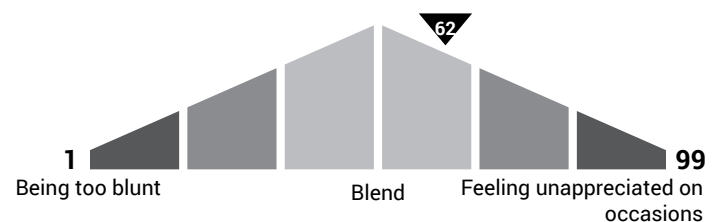
Needs



Causes of Stress:

When other people are overly sensitive, you feel uneasy - possibly to the point of discomfort. By the same token, your feelings can sometimes be hurt when you think that others are not responding to your personal needs.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- undue sensitivity
- over-directness

USUAL, NEEDS & STRESS



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

To a large extent, you are self-directive and independent, but you are able to function well under the direction of someone whose authority you respect.

Usual Behavior:

- pleasant
- easy-going
- agreeable

Needs:

It is important that you feel recognized and appreciated as an authority in the area of your expertise. You also need to see strength in superiors and authority figures, and know that they will come to your defense in times of difficulty.

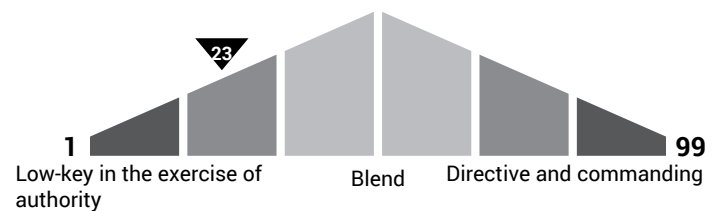
Causes of Stress:

Your respect for positions of authority suggests that you may feel some pressure when you are unsure as to where authority actually resides. You may feel frustrated when you sense that a person in authority will not take a stand.

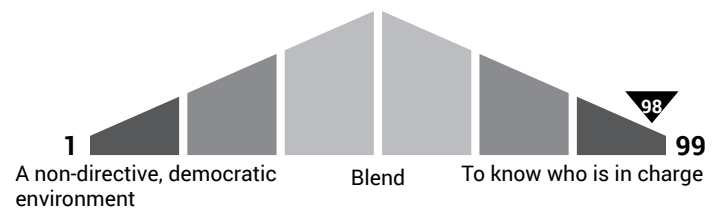
Possible Stress Reactions When Needs Are Not Met:

- ignoring weak superiors
- assertiveness
- provocative statements

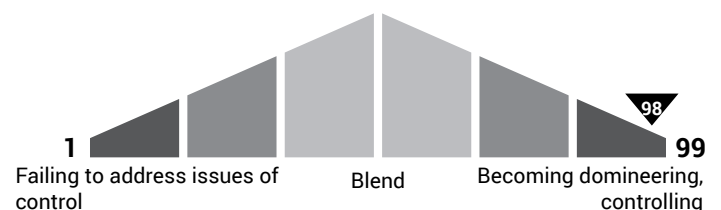
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

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

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

Usual Behavior:

- systematic
- procedural
- concerned with detail

Needs:

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

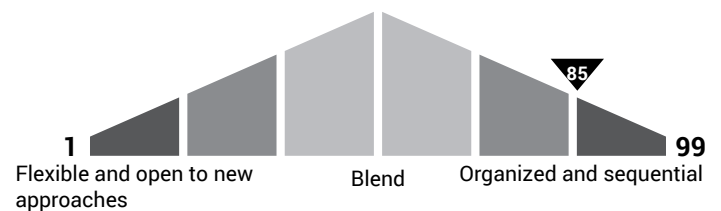
Causes of Stress:

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

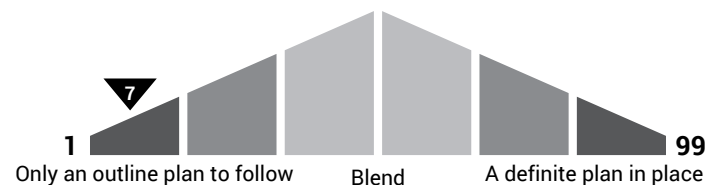
Possible Stress Reactions When Needs Are Not Met:

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

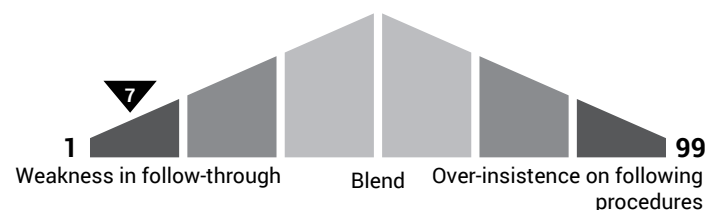
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INCENTIVES

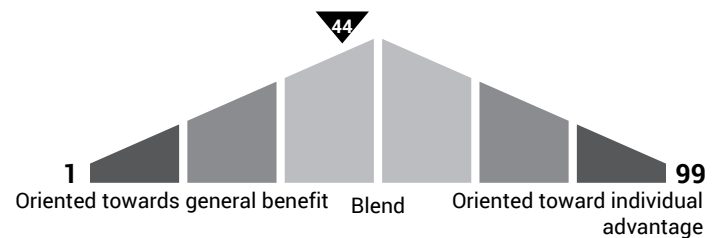
Your drive for personal rewards or preference to share in group rewards

You are to some extent competitive, and can be determined and forceful. These characteristics are definite strengths as you use them in trustful, cooperative and well-meaning ways.

Usual Behavior:

- resourceful but cooperative
- trusting, yet careful
- balances idealism and realism

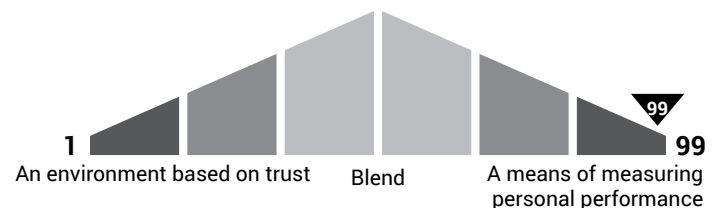
Usual Behavior



Needs:

However, it is clear that you are of the opinion that other people are very competitive and concerned with personal advancement. This implies a need on your part to have your achievements recognized, and to sense a competitive advantage over others.

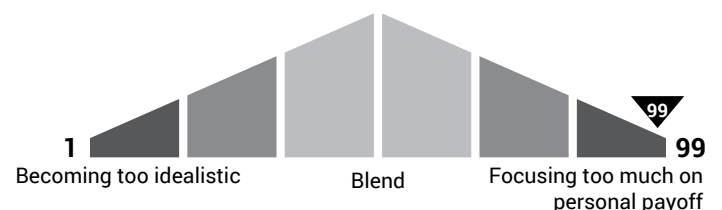
Needs



Causes of Stress:

Being kept informed is vital to maintaining your need for advantage. You can easily become distrustful and opportunistic when you feel that advantage slipping, and you have little patience with the impracticality of extreme idealism.

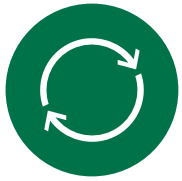
Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- over-emphasizing quick success
- becoming opportunistic
- self-promotional attitudes

USUAL, NEEDS & STRESS



RESTLESSNESS

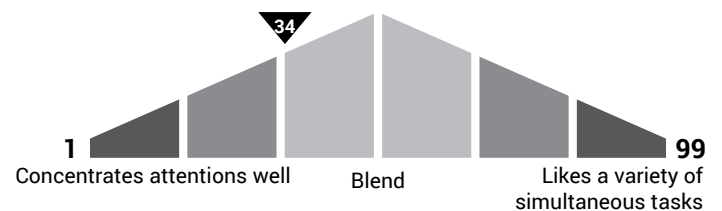
How you prefer to focus attention or change focus and seek varied activities

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

Usual Behavior:

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

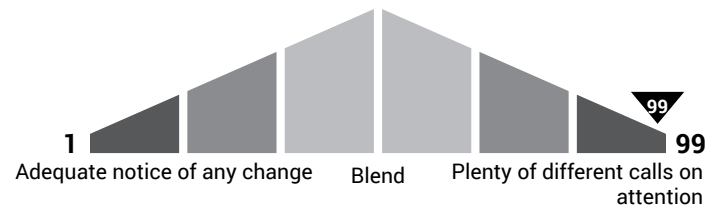
Usual Behavior



Needs:

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

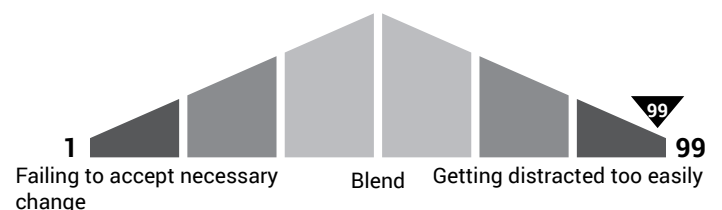
Needs



Causes of Stress:

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

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- overemphasis on variety
- becoming distractible
- wanting quick results

USUAL, NEEDS & STRESS



THOUGHT

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

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

Usual Behavior:

- thoughtful
- reflective
- concerned about consequences

Needs:

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

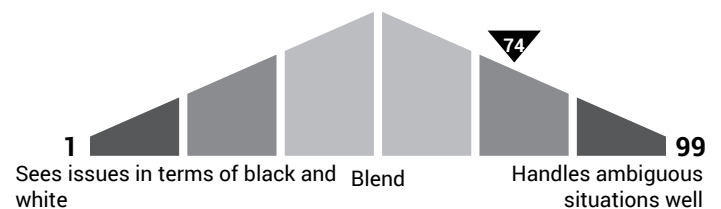
Causes of Stress:

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

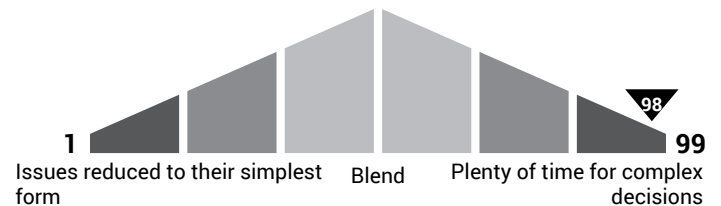
Possible Stress Reactions When Needs Are Not Met:

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

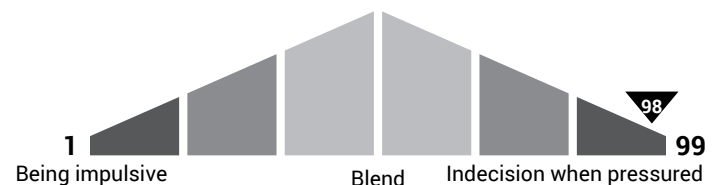
Usual Behavior



Needs



Stress Behavior



CHALLENGE & FREEDOM



CHALLENGE

Self Imposed Demands

Your natural confidence serves to give you a pleasant and quietly persuasive demeanor. Others tend to regard you as being charming and gracious, largely a result of your positive self-image, with which you capitalize on your personal strengths.

Usual Behavior:

- personal charm
- pleasant and accepting
- confident in abilities

Needs:

Your self-confidence can hide your very real need to be in situations and surroundings that do not place unrealistic demands on your abilities. Also, your relationships should be emotionally supportive and non-punishing.

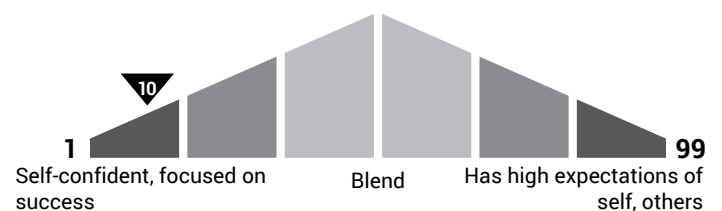
Causes of Stress:

Often, people with such a strong positive self-image find it difficult to accept blame, because it results in unpleasant feelings about self. Any criticism of you should be balanced with praise.

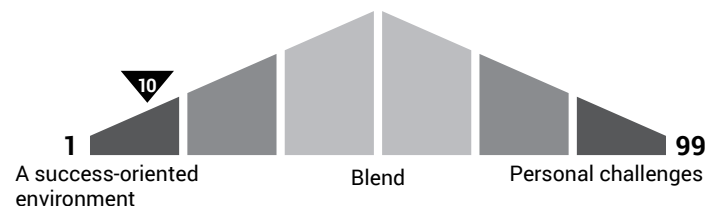
Possible Stress Reactions When Needs Are Not Met:

- unrealistic expectations
- sidestepping uncomfortable situations
- avoiding critical self-evaluation

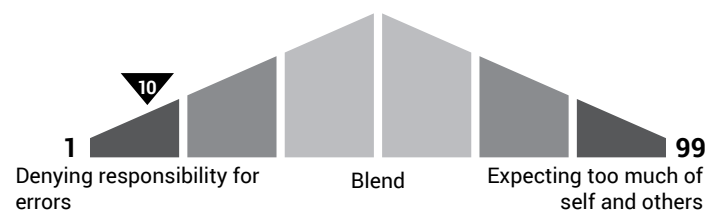
Usual Behavior



Needs



Stress Behavior



CHALLENGE & FREEDOM



FREEDOM

Personal Independence

You have a strong sense of individuality, characterized by your rather independent outlook. You are comfortable in situations that allow you to be spontaneous and self-expressive, and do not need strong approval from others to justify your thoughts and actions.

Usual Behavior:

- inner sense of freedom
- individualistic
- spontaneous

Needs:

The notion that most people share your independent attitudes indicates that you have a greater-than-average need to sense support and encouragement of your personal freedom.

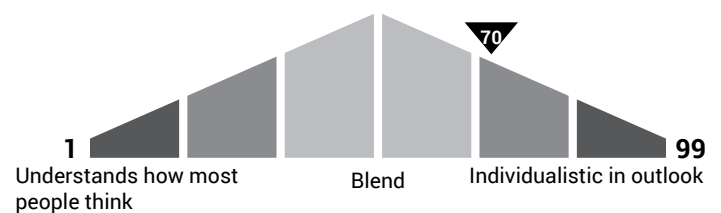
Causes of Stress:

Since you are not necessarily bound by convention and precedent, you can easily over-react to situations which stress these things, becoming individualistic for its own sake and misjudging the thoughts and feelings of others.

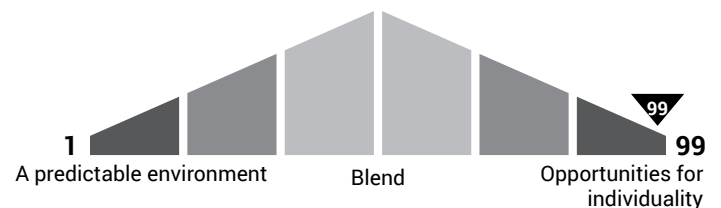
Possible Stress Reactions When Needs Are Not Met:

- unpredictable behavior
- over-emphasis on independence
- too ready to blaze trails

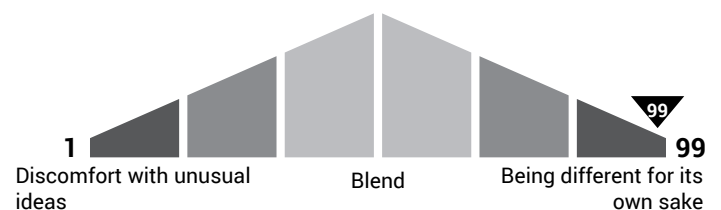
Usual Behavior



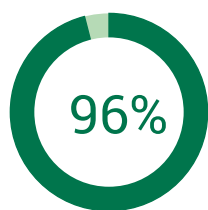
Needs



Stress Behavior



BIRKMAN INTERESTS

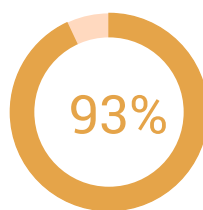


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering

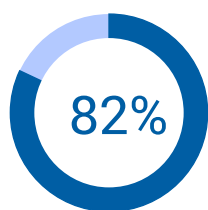


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing

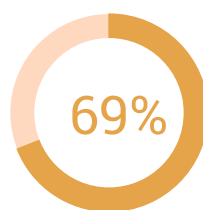


ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing

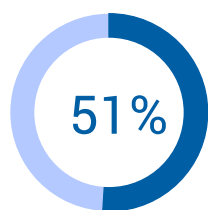


NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

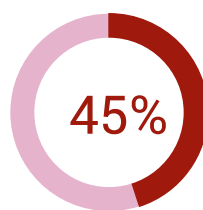


LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

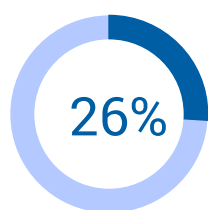


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

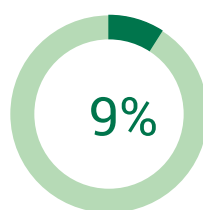


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music

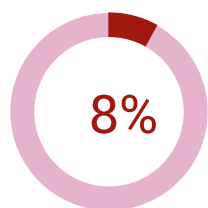


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

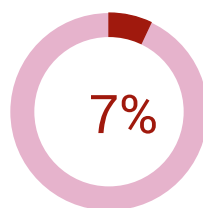


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting



OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

BIRKMAN MAP



The Symbols on your Birkman Map identify who you are on two key dimensions. The placement of the symbol within a color quadrant represents the degree to which you display similarities to that color quadrant. The left and the right sides of the map (horizontal axis) represent your preference for dealing with tasks or people. The top and the bottom (vertical axis) represent whether you are more extroverted or introverted in your style.



INTERESTS - The Asterisk represents what you like to do and where you gravitate in terms of activities you enjoy.



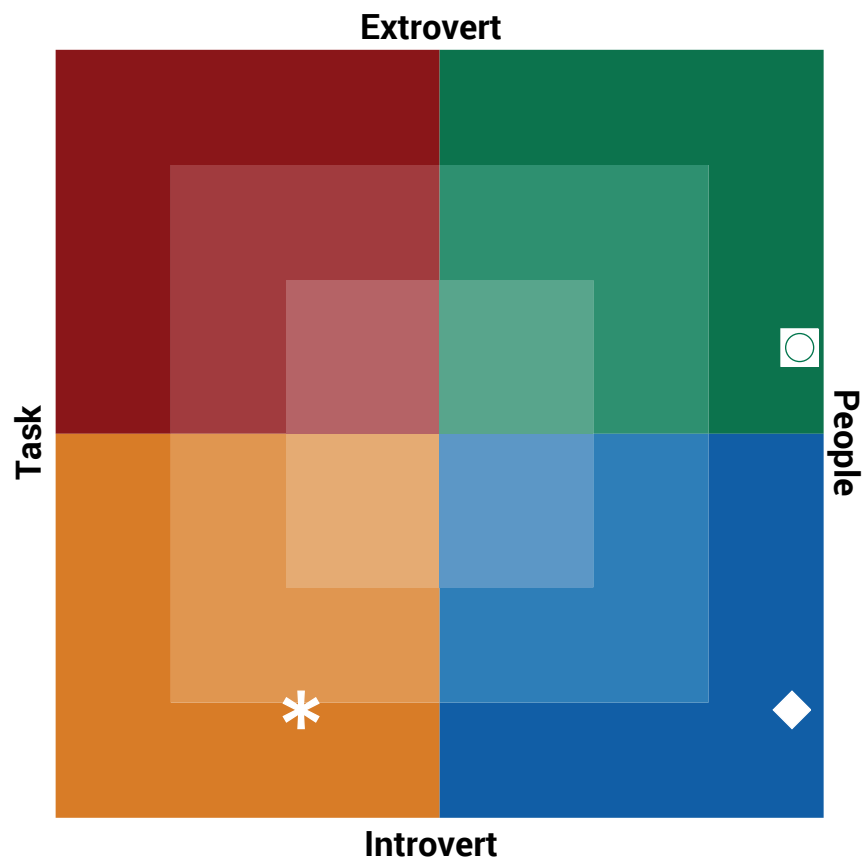
USUAL BEHAVIOR - The Diamond represents how you usually behave. These are your strengths, and they compose your best, most productive style. This is how other people see you. Usual Behavior is how you act when your Needs have been met.



NEEDS - The Circle represents how you need to be or expect to be treated by other people and your environment. Needs often remain hidden or invisible to others.



STRESS BEHAVIOR - The Square represents your frustrated behavior. This is your reactive, unproductive style. Stress Behavior is how you act when your Needs have not been met for an extended period of time. You may see some of the challenges you face arise here.





EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

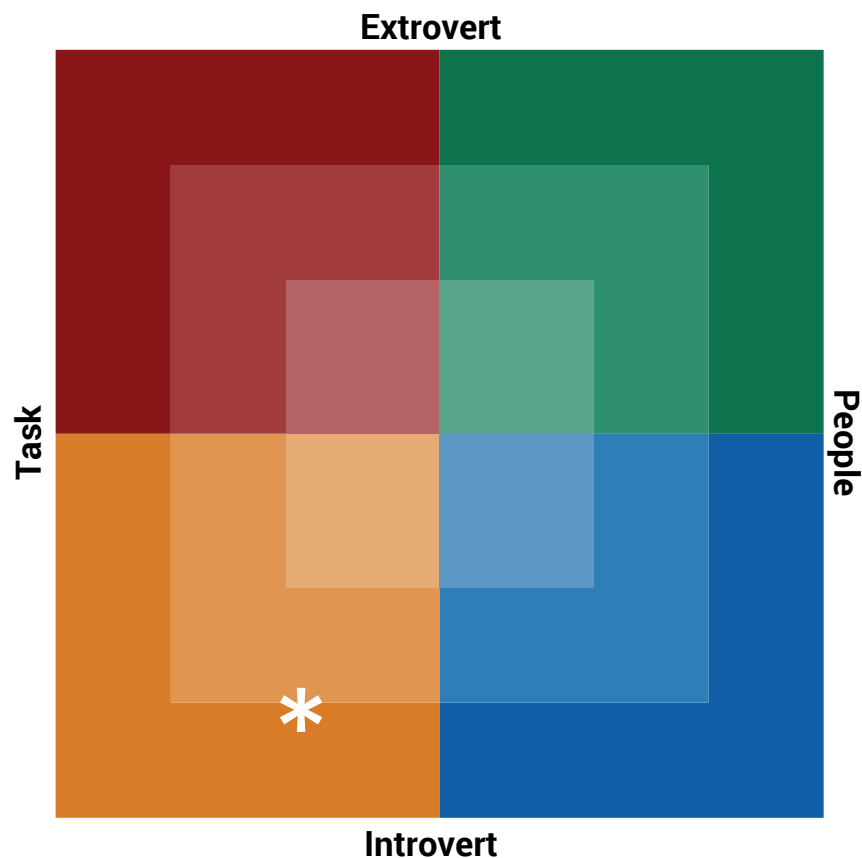
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the YELLOW quadrant. You probably enjoy controlled activities.

Interests in the YELLOW quadrant include:

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

Your Asterisk shows that you like to:

- draw up rules or procedures
- schedule things
- deal with systems
- do detailed work
- measure performance or results





EXPLANATION OF YOUR USUAL BEHAVIOR (THE DIAMOND)

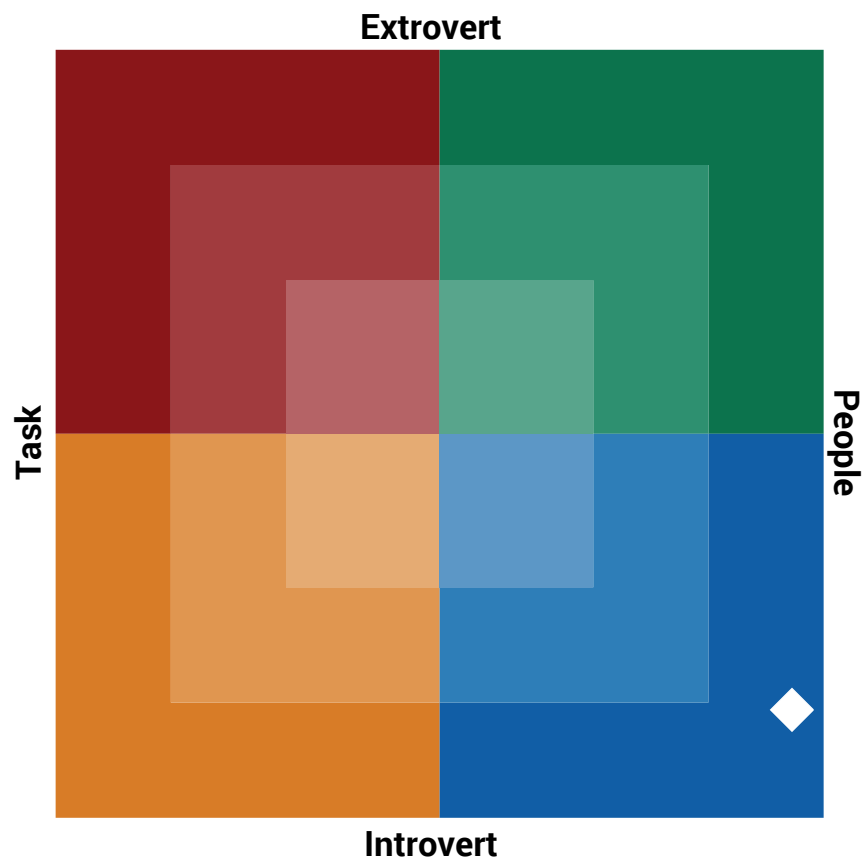
The productive way you set about your tasks is described by the Diamond. Your Diamond is in the BLUE quadrant. When you are working effectively, you tend to be reflective and creative.

Usual Behaviors in the BLUE quadrant include being:

- insightful
- selectively sociable
- thoughtful
- reflective
- optimistic

Your Diamond shows that you are usually:

- insightful
- optimistic
- thoughtful
- selectively sociable
- reflective





EXPLANATION OF YOUR NEEDS (THE CIRCLE) ●

The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the GREEN quadrant, but it also lies fairly close to the Blue quadrant. To be most effective, you respond best to people who are persuasive and insightful.

Those with Needs in the GREEN quadrant want others to:

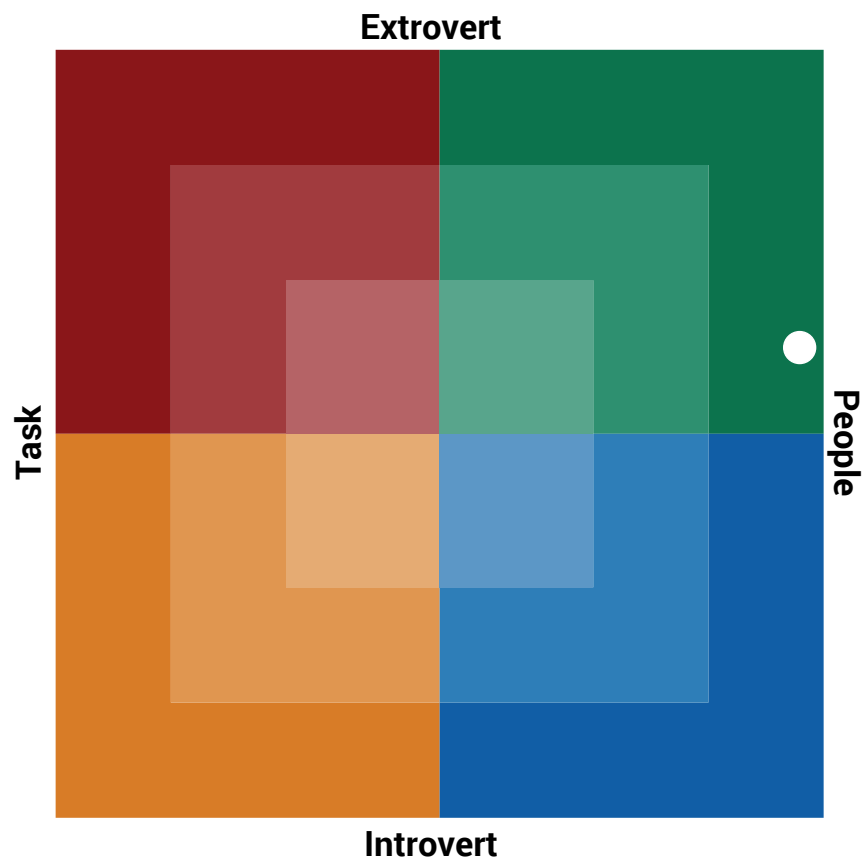
- encourage competition
- be assertive
- allow flexibility
- introduce novelty and variety

Your Circle shows you are most comfortable when people around you:

- keep unnecessary rules to a minimum
- give you varied tasks

Your Circle shows that you also respond well to people who:

- give you time for complex decisions
- don't over-schedule you
- are interested in feelings as well as logic





EXPLANATION OF YOUR STRESS BEHAVIOR (THE SQUARE)

Your Stress Behavior is described by the Square. Your Square is in the GREEN quadrant, but it also lies fairly close to the Blue quadrant. When people don't deal with you the way your needs suggest, you may become distracted and indecisive.

Those with Stress Behaviors in the GREEN quadrant:

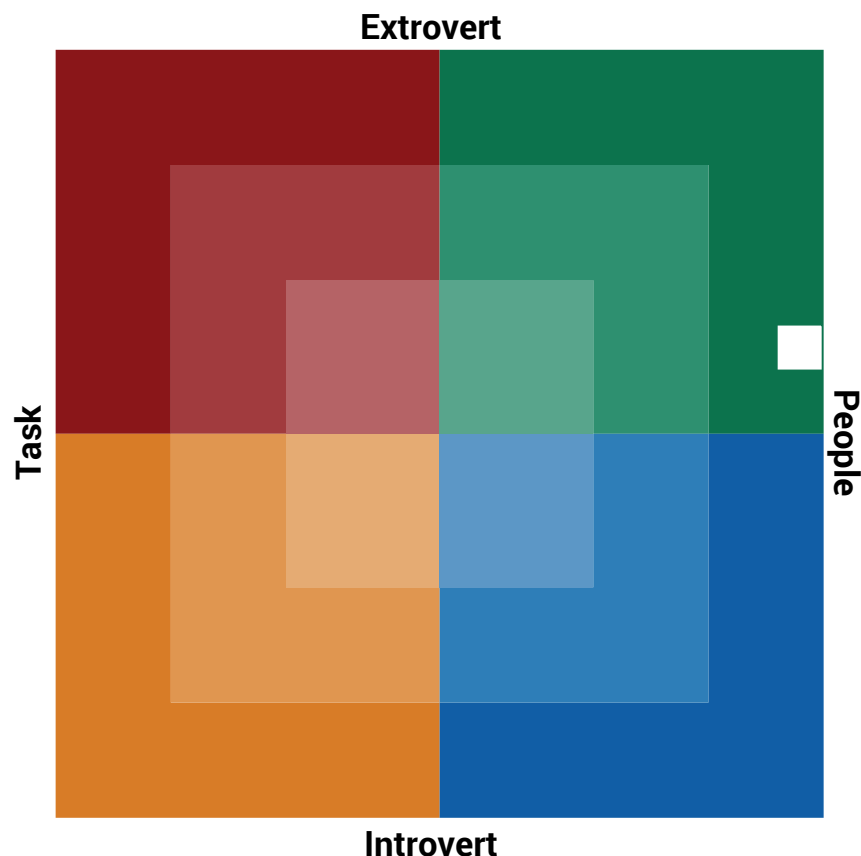
- are easily distracted
- distrust others
- become domineering
- fail to follow the plan

Your Square shows that under stress you may become:

- self-protective
- argumentative

Your Square shows that you may also become:

- overly sensitive to criticism
- easily sidetracked
- unsociable

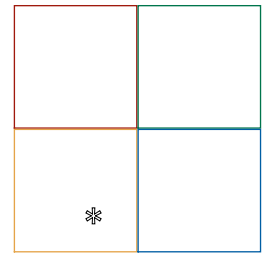


BIRKMAN MAP SUMMARY



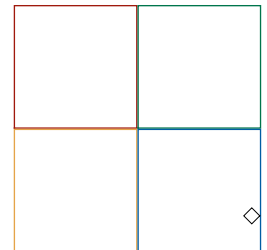
Your **YELLOW** Asterisk shows that you may like to:

- . draw up rules or procedures
- . schedule things
- . deal with systems
- . do detailed work
- . measure performance or results



Your **BLUE** Diamond shows that you generally are:

- . insightful
- . optimistic
- . thoughtful
- . selectively sociable
- . reflective

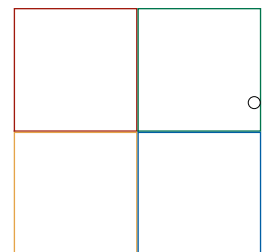


Your **GREEN** Circle shows you are most comfortable when people around you:

- . keep unnecessary rules to a minimum
- . give you varied tasks

You also respond well to people who:

- . give you time for complex decisions
- . don't over-schedule you
- . are interested in feelings as well as logic

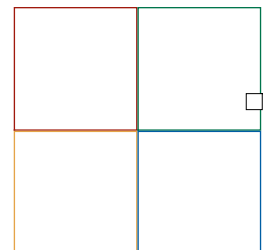


Your **GREEN** Square shows that your stress behavior may include your being:

- . self-protective
- . argumentative

You may also become:

- . overly sensitive to criticism
- . easily sidetracked
- . unsociable





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 enjoy and can be effective at helping other people and making their lives better or more productive
- ☐ You like working with systems -- this may involve computers and databases, filing systems, or positions which involve introducing or following procedures to increase efficiency
- ☐ You are interested in the visual appeal of products and services, and may well have an artistic ability of your own
- ☐ You meet people easily and relate well to others when they are involved in group activities
- ☐ You are structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- ☐ You enjoy low-key discussions, where everyone's contribution can be heard; you don't find it necessary to dominate
- ☐ You understand and relate well to others' feelings, and you are aware of the extent to which these can affect performance both positively and negatively
- ☐ You can handle ambiguous situations well, where the best answer may be less obvious or buried in important details

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?