

A CUSTOM

BIRKMAN

REPORT SET

THIS REPORT WAS PREPARED FOR:
JOHN ANDERSON (G5XJ7C)
DATE PRINTED | May 28 2021





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

JOHN ANDERSON

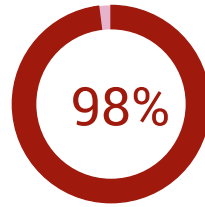


OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

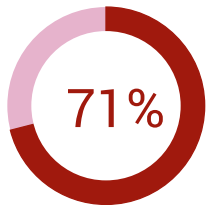


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

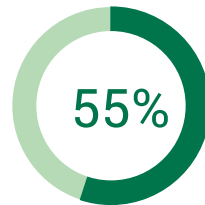


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

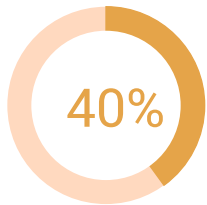


SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering

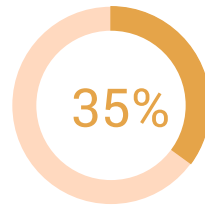


NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

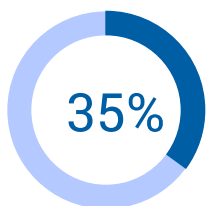


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing

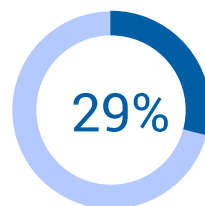


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music

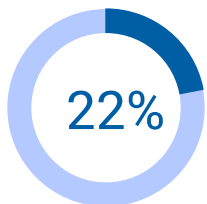


LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

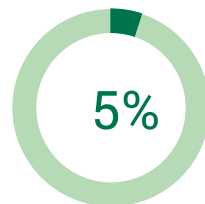


ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing



PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting



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.

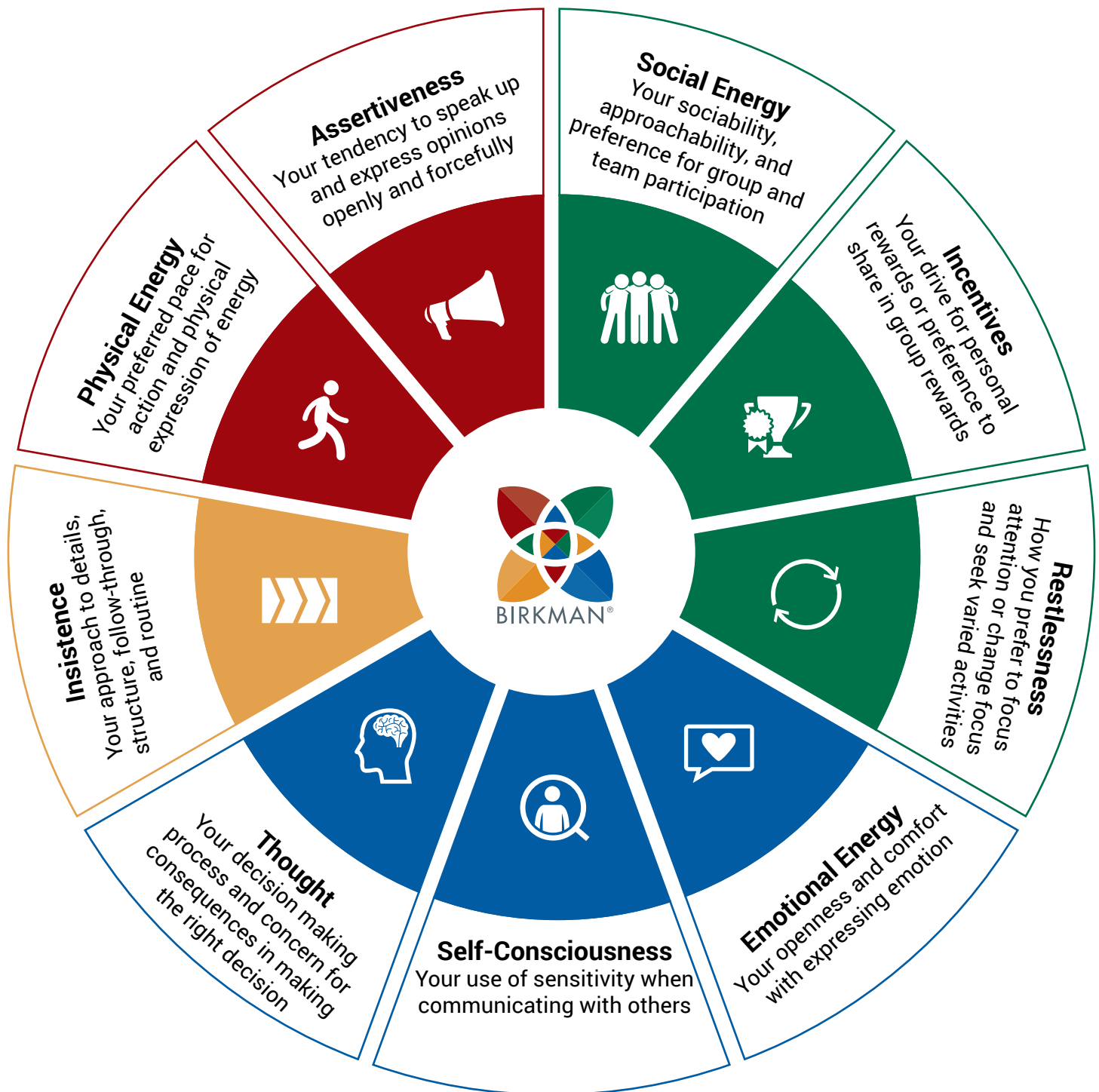
- ☐ Offer you the support of a definite plan to follow
- ☐ Incentivize you using generalized and more abstract rewards
- ☐ Don't make you talk about your feelings unless it is absolutely necessary
- ☐ Make sure you have plenty of different sorts of tasks and responsibilities
- ☐ Offer you opportunities for quick decisions and a minimum of ambiguity

BIRKMAN COMPONENTS

JOHN ANDERSON



Birkman measures nine components of personality.



USUAL, NEEDS & STRESS

JOHN ANDERSON



SOCIAL ENERGY

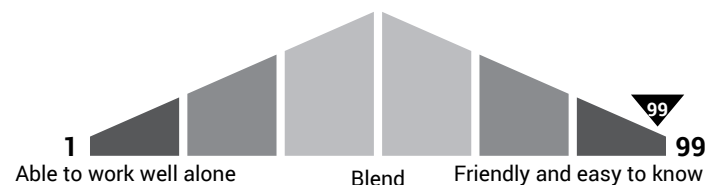
Your sociability, approachability, and preference for group and team participation

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

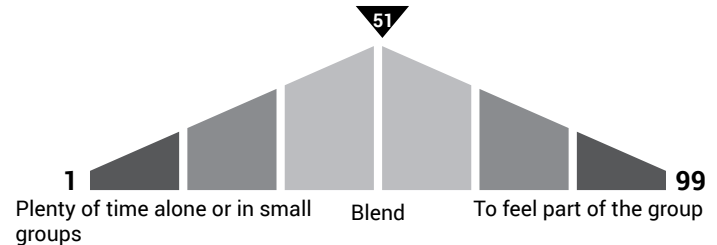
Usual Behavior



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.

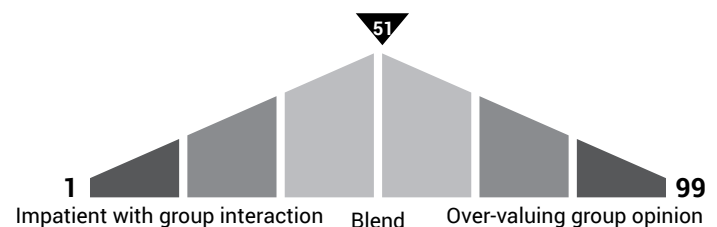
Needs



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

JOHN ANDERSON



PHYSICAL ENERGY

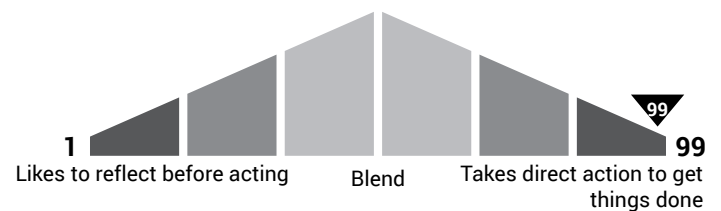
Your preferred pace for action and physical expression of energy

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

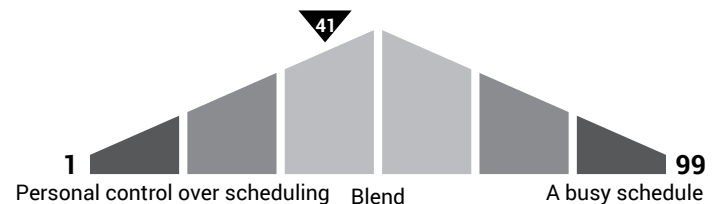
Usual Behavior



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.

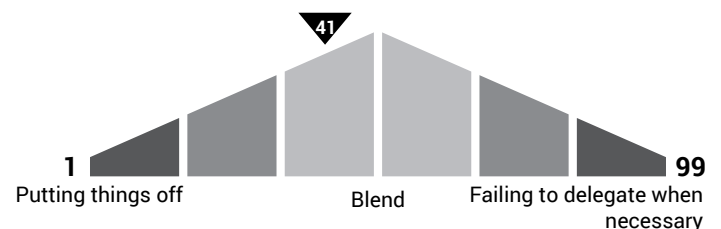
Needs



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

JOHN ANDERSON



EMOTIONAL ENERGY

Your openness and comfort with expressing emotion

You are primarily objective and practical in your outlook. Your empathy toward others diminishes rapidly when you perceive they are taking no steps to help themselves. You prefer to keep your emotions in check.

Usual Behavior:

- objective
- practical
- logical

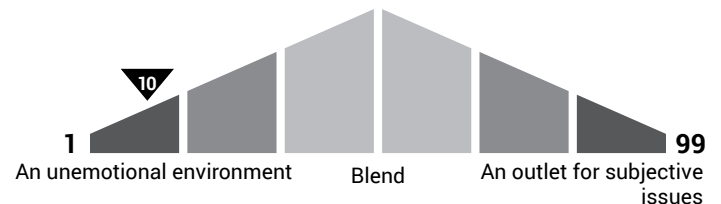
Usual Behavior



Needs:

You feel most at ease in surroundings that emphasize the practical side of things and have an appeal to logic. You need to be treated by others in a low-key, unemotional manner.

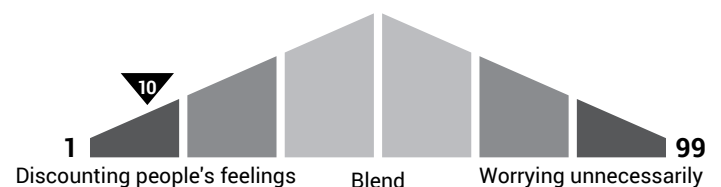
Needs



Causes of Stress:

It is difficult for you to understand the motivations of people who get carried away with emotion. When feelings and emotions seem to be clouding the issue, you are likely to respond by trying to minimize those feelings.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- insensitivity to feelings
- overly definite opinions
- over-concern for the practical

USUAL, NEEDS & STRESS

JOHN ANDERSON



SELF-CONSCIOUSNESS

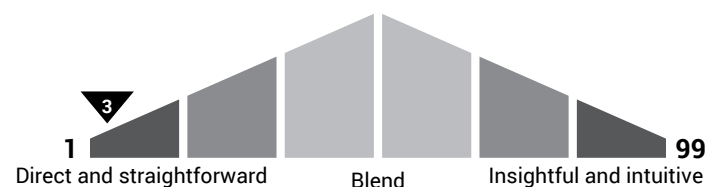
Your use of sensitivity when communicating with others

Your ability to be objective and free of self-conscious feelings is a strength naturally resulting from your preference for frank and direct relationships. You find it easy to come to the point without beating around the bush.

Usual Behavior:

- straightforward
- unevasive
- matter-of-fact

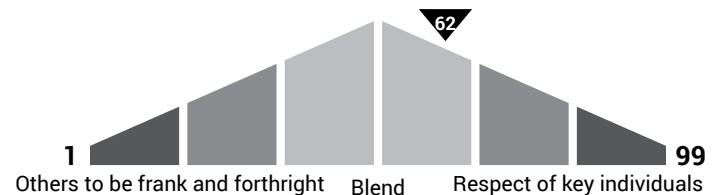
Usual Behavior



Needs:

While you appreciate a certain amount of openness and frankness from others, you also need to feel a personal respect from time to time, especially from the significant people in your life.

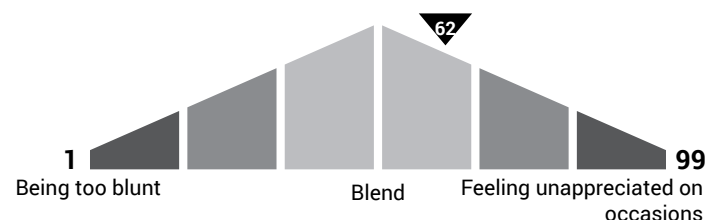
Needs



Causes of Stress:

Both too much sentiment and lack of personal concern are likely to cause you discomfort. Any criticism of you needs to be balanced with genuine praise.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- undue sensitivity
- over-directness

USUAL, NEEDS & STRESS

JOHN ANDERSON



ASSERTIVENESS

Your tendency to speak up and express opinions openly and forcefully

You place a high value on spoken direction, and derive a genuine sense of satisfaction in personally directing the activities of others. It is easier for you than most people to express openly differences of opinion, and you seek to influence and excel.

Usual Behavior:

- aggressively competitive
- self-assertive
- firm and forceful

Needs:

Despite your strengths, you are most comfortable in situations where authority is generally handled in a pleasant and low-key manner. It is best for you when others refrain from emphatic or provocative airing of their opinions.

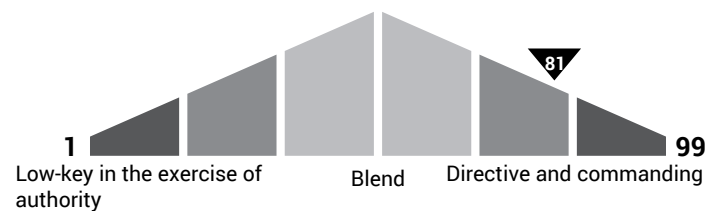
Causes of Stress:

Your natural ability in handling authority and your expectation that others will be low-key in dealing with it indicate that you will get very tense when others become overly aggressive or domineering.

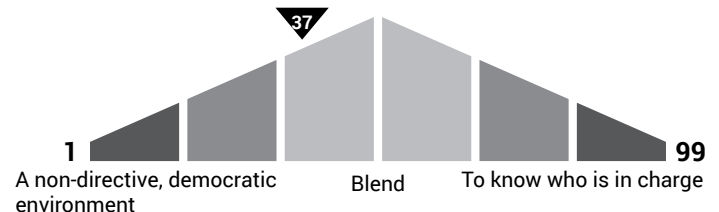
Possible Stress Reactions When Needs Are Not Met:

- open disagreement
- undue assertiveness
- becoming bossy or domineering

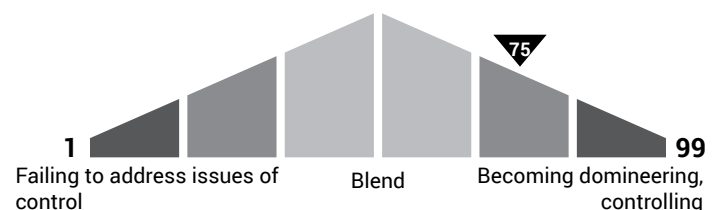
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS

JOHN ANDERSON



INSISTENCE

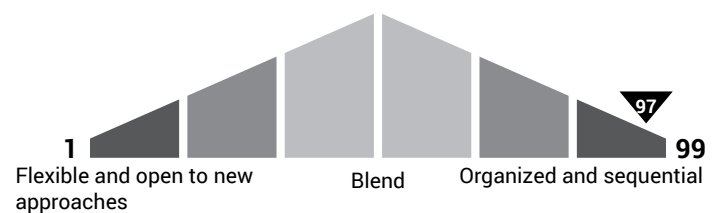
Your approach to details, structure, follow-through, and routine

Few people describe themselves as being so orderly and systematic. By preference, you stay with the tried and proven so that you can give your attention to detail and follow-through.

Usual Behavior:

- concerned with detail
- logical in thought process
- completion-oriented

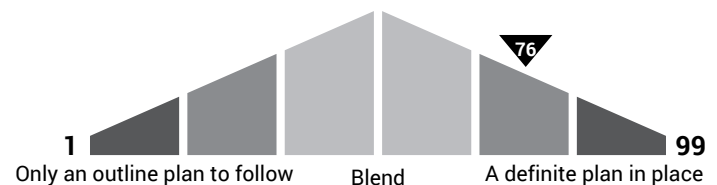
Usual Behavior



Needs:

You have a distinct need for predictable situations in which you can plan and execute activities according to familiar methods. Reasonably stable and predictable life and work situations provide an emotional anchor.

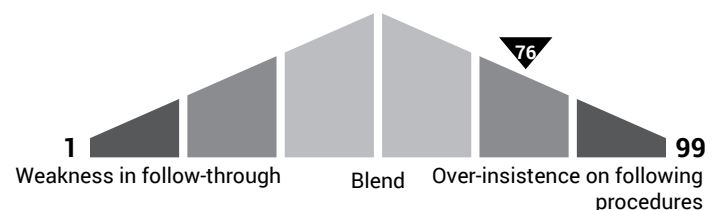
Needs



Causes of Stress:

When forced to discard planning methods which are natural to you, you tend to make big problems out of little ones. When things develop differently from what you planned, you may begin to give even unimportant detail too much attention.

Stress Behavior



Possible Stress Reactions When Needs Are Not Met:

- over-emphasis on detail
- fear of uncertainty
- undue control

USUAL, NEEDS & STRESS

JOHN ANDERSON



INCENTIVES

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

Trust and loyalty are dominant features of your approach to most situations. Being primarily idealistic, you tend to focus on long-term and intangible benefits.

Usual Behavior:

- trustful
- cooperative
- well-meaning

Needs:

Similarly, you need an atmosphere of mutual trust. You respond well to people who are loyal and trustworthy, and who place primary emphasis on the benefits of a team-oriented, cooperative approach. Competitive rivalry should be minimized.

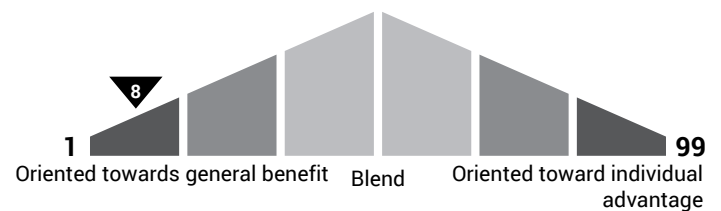
Causes of Stress:

The dog-eat-dog approach of those who are too openly competitive or oriented toward individual reward can upset your cordial and friendly attitude. Feelings of disappointment result, and you become too idealistic, even impractical.

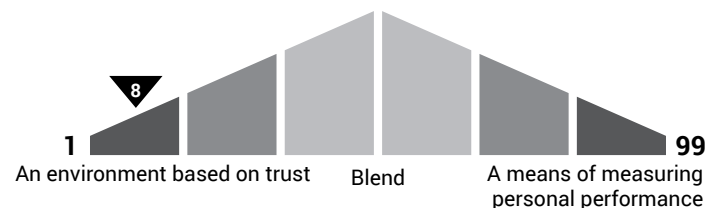
Possible Stress Reactions When Needs Are Not Met:

- gullibility
- becoming impractical
- unrealistic attitudes

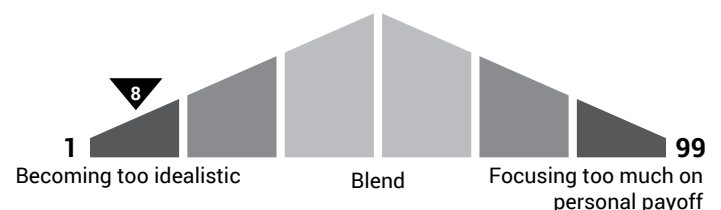
Usual Behavior



Needs

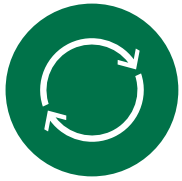


Stress Behavior



USUAL, NEEDS & STRESS

JOHN ANDERSON



RESTLESSNESS

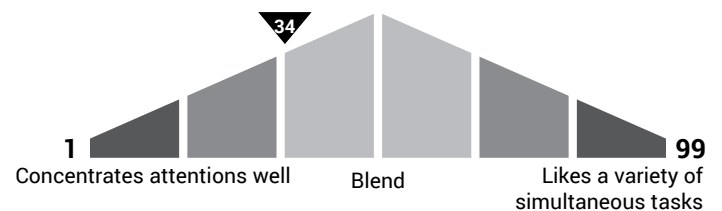
How you prefer to focus attention or change focus and seek varied activities

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

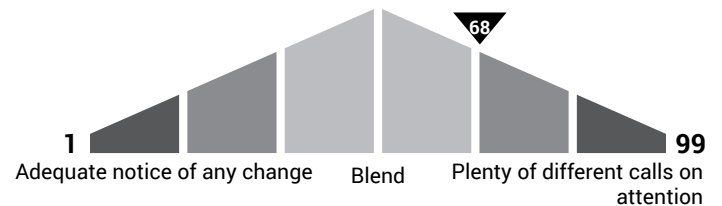
Usual Behavior



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.

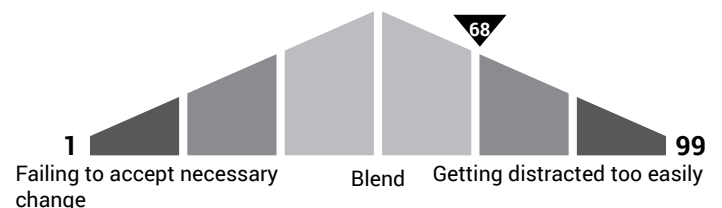
Needs



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

JOHN ANDERSON



THOUGHT

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

You are generally decisive, able to quickly formulate your answers and make decisions without undue delay. Your ability to grasp relevant issues and form quick judgments allows you to be direct and to the point.

Usual Behavior:

- matter-of-fact
- decisive
- direct

Needs:

By the same token, you feel that you don't need to be given a lot of time to make decisions, especially those that are usual and routine. However, the time you need to make a decision will increase as the issues become complicated or unusual.

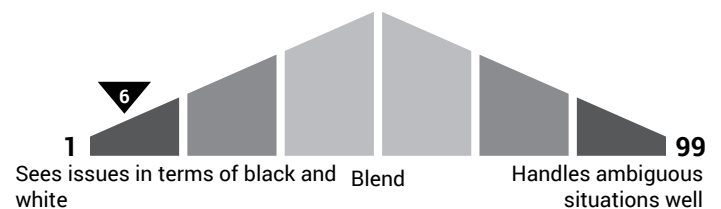
Causes of Stress:

Since you like to make decisions rapidly and dispassionately, ambiguity can frustrate you at times. You may be inclined to be impetuous, overlooking points of detail.

Possible Stress Reactions When Needs Are Not Met:

- over-definite thinking
- becoming impulsive
- snap decisions

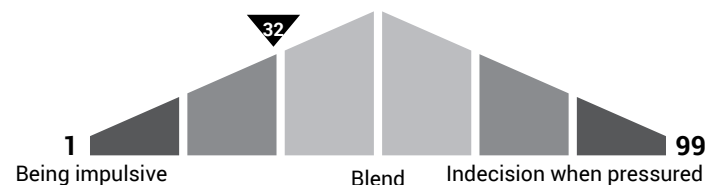
Usual Behavior



Needs



Stress Behavior



YOUR ACTION PLAN

JOHN ANDERSON



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?