

A CUSTOM

BIRKMAN

REPORT SET

THIS REPORT WAS PREPARED FOR:
JOHN Q. PUBLIC (BX6396)
DATE PRINTED | February 19 2024



WELCOME

JOHN Q. PUBLIC



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 **70 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?



HOW YOU SEE GOD IN THE WORLD

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

- You tend to see God as both Doer and Influencer, that Power who relates to you in very practical ways and also works through people like you to influence others
- You sense that at times you are directly influenced by God, and you enjoy opportunities to influence others in a similar way
- Because you see God as One who cares deeply for people, it is important to you to show the same care for others in your own life
- Your liking for numerically-based tasks can be for you a reflection of the presence of God in the ordered design of the universe

Remember that God:

- accepts you uncritically, whether you believe that or not
- is the closest among that small and select group of your true friends
- represents that supreme Authority which you may sometimes feel is lacking in your life
- can be particularly real to you if you can find a time and space where you can concentrate your thoughts



YOUR PRAYER LIFE

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.

- Seek input from matter-of-fact individuals, rather than those who may seek a close relationship with you
- Find opportunities to pray either alone or in smaller prayer groups
- Do not allow your natural tendency to see God as a powerful authority figure to deter you from asking for what you need
- The ability to be able to concentrate your attentions when you pray is very important; be sure you are somewhere where disturbances are at a minimum



STUDYING THE BIBLE

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

- While you may like to study the Bible in a group sometimes, your personal daily study of the Word is the real foundation of your faith
- Study the Bible in an organized manner, using suggestions from other people or from written guides
- Be sure you use the authority of Scripture to point to the authority of God, rather than as a way of establishing your own personal authority over others
- You need to take time for yourself each day - an excellent opportunity for private Bible study
- You like to follow up on cross-references, but be sure your study each day focuses on one particular topic in order to improve your self-discipline



FORGIVING OTHERS

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

SECTION 1: Forgiveness may be hard for you because:

- of a desire to tell the people who wronged you exactly what you think of them
- you simply want to be left alone instead of engaging with people you don't like
- you are afraid that if you ever got involved in trying to forgive, you would start getting pushy or domineering
- the focus seems to be in the wrong place: why should you forgive when you were the one who suffered?
- it is hard to make up your mind just how you should approach forgiveness, with all the advice you seem to get

SECTION 2: We suggest one or more of the following:

- Talk to someone who is matter of fact but whom you know to be wise in these matters
- Talk to people who are close to you where possible, rather than in front of a group
- You will do well if you seek help from someone you can respect as a natural authority figure
- Discuss the matter with someone who understands your difficulties with the apparent "one-sidedness" of forgiveness
- Talk to someone who concentrates his or her attentions on you



HOW YOU SEE STEWARDSHIP OPPORTUNITIES

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.

- You prefer to be approached directly if the church needs help with money or other contributions from you
- You like to be informed about stewardship needs either personally or in a small group setting
- You respond well to being directed to specific stewardship needs in your church
- Your focus is likely to be on one or two opportunities to which you can commit over the long haul



SHARING YOUR FAITH

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

SECTION A: Sharing effectively

- You are not afraid to share your faith directly and openly with others
- You are most effective when you use a structured approach to talking about your faith
- You find it easy to be commanding and to control the situation when you talk about your faith
- You actively enjoy the stimulus of getting others to accept your theological point of view
- You have an energetic approach to speaking about your faith
- Having a variety of ways to share your faith is important to you

SECTION B: Possible problems

- Sometimes you can be unaware of the fact that the other person does not want to hear what you have to say
- When you feel ill at ease, you are more inclined to move away from the group than talk about your faith
- You can sometimes become too pushy and assertive when people resist what you have to say
- Sometimes you can run the danger of regarding the sharing of your faith as a competition to win the most souls
- It can be easy for you to become distracted and unfocused, particularly when you encounter opposition



YOUR MINISTRY STYLE

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

- You like influencing people directly, persuading them to your point of view or training them
- You enjoy and can be effective at helping other people and making their lives better or more productive
- You enjoy working with numbers, or being involved with tasks that involve the use or manipulation of numbers
- You are straightforward and find it fairly easy to speak your mind, even with senior ministry leaders
- You are structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
- You are competitive, and are prepared to work hard in order to be the best
- You have a high energy level, and like to be busy doing things rather than thinking about them
- You like to have plenty of variety in your ministry, and to have more than one task to do at a time



TEACHING IN THE SPIRITUAL COMMUNITY

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

- You are interested in teaching because it enables you to talk about the practical aspects of faith
- You teach in a straightforward, business-like manner
- Your approach to teaching is structured, usually following an organized approach
- You are not afraid to act as an authority figure for those you teach when this is necessary
- Being recognized as an effective teacher is important to you
- Your natural energy easily communicates itself to those you teach
- Giving those you teach plenty of different things to do is a natural element of your style



THE PRAISE AND WORSHIP TEAM MEMBER

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

- Praise and worship for you has a very practical, hands-on aspect, as well as being a way of communicating an important message to listeners
- You generally respond to praise or criticism equally well - you tend to take it in a matter-of-fact way
- You may well do your best work alone or with a small group. Some opportunities to perform within a smaller group might be stimulating for you
- It is important to you to know exactly who is in charge of the team
- You do best when you are permitted to focus your attention on the task at hand



MINISTRY FOCUS

	Name	Description	Score
[]	Construction & Extraction	Performing hands-on work functions related to the building of structures or the removal of materials from natural settings for use in construction or other applications. In a church or mission project environment duties may include bricklaying, carpentry, masonry, roofing, plumbing, inspecting integrity of structures according to building codes, mining, drilling, and disposal of construction by-products, using specialized tools and equipment.	9
[]	Organizational Management	Planning, directing, and coordinating high-level activities within a church or an organization. Duties may include managing personnel, creating budgets, developing and implementing ministry strategies, creating church or organizational policies, and supervising operations. (These managerial functions which are similar in nature in a non-ministry environment may include (e.g., engineering, sales, human resources, medical).	9
[]	Social Service & Counseling	Advising and assisting others with personal problems such as counseling, mentoring, listening, and giving feedback to others who are facing challenging life issues Duties may include helping individuals maximize their mental and emotional or spiritual well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance. Duties may include counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or faith communities.	8
[]	Installation, Maintenance, & Repair	Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment owned or operated by the church or organization. In a church or mission project environment duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.	8



MINISTRY FOCUS

[]	Production	Duties within a church environment may include cooking food, baking pastries, binding books, cutting, shaping, and/or assembling furniture, assembling electronics, and welding metal components. (Duties which are similar in nature in a non-ministry environment, may include producing, creating, and/or manufacturing a variety of resources (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment.)	8
[]	Technical/ Mechanical Design & Oversight	Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing physical systems and processes in an organization or a church. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/ structures, or other physical entities on the campus.	6
[]	Healthcare Practitioner & Technician	Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. This care may be provided by medically trained professionals on site at a church, a non-profit organization, or a retreat center. Duties may include assessing the health of members or guests, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical staff. Most of these ministry service opportunities require a graduate education.	6
[]	Persuasion & Promotion	Promoting resources or services to members or guests such as fund-raising promotions, event tickets, products, books, tracts, and videos. Persuading others to make personal commitments using biblical principles such as a relationship with Christ, a commitment to attend a church event or a Bible study, a commitment to donate financial resources to a worthy endeavor, or a commitment to serve in a volunteer ministry leadership position. (Duties which are similar in nature in a non-ministry environment, 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.)	6



MINISTRY FOCUS

[]	Arts, Design, Worship & Media	Creating and/or expressing ideas or demonstrating talents through various media for worship, 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, among other specific functions within the media.	6
[]	Advocacy	Ministries pertaining to the creation, review, research, or negotiation of legal issues pertaining to documents such as contracts, bylaws, job descriptions, and operational issues associated with church business office practices. (These duties, which are similar in nature in a corporate environment may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.)	6
[]	Financial Processes & Protocol	Analyzing and evaluating church or organizational financial information for the purposes of documenting, making recommendations and/or ensuring adherence to financial processes and protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general financial trends, or assessing risk/ liability, to streamline the operations of the church or non-profit organization.	5
[]	Education	Teaching/training individuals or small group Bible studies and/or workshops at various age levels and group sizes using various techniques/methods. Duties may include teaching 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.	5
[]	Office & Administrative Support	Providing clerical support within the church or non-profit organization. Duties may include preparing statements, tracking donations recordkeeping, making phone calls, scheduling appointments, entering data, responding to members or guests, ordering and tracking supplies, handling monetary transactions, among other administrative support tasks.	5



MINISTRY FOCUS

[]	Health & Wellness	Meeting the physical needs of others by providing emotional and physical help through ministries such as hospital visitation, mission trips, and shut-ins. (Duties which are similar in nature in the health care field, may include assisting physicians with patient care and treatment, rehabilitation, record keeping, transcription, and other routine medical functions.)	5
[]	Enforcement & Security	Ministering to others in a ministry position that involves serving and protecting the best interests of the community, environment, and/or individuals, adhering to church or organizational rules or guidelines such as parking lot coordination, church security, traffic crossing guard, and mission trip chaperone. (Duties which are similar in nature in a non-ministry environment, 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.)	4
[]	Campus Aesthetics & Design	Performing various outdoor activities pertaining to the church campus or mission work related to agriculture, horticulture, or caring for trees. (Duties which are similar in nature in a non-ministry environment, 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.)	3
[]	Food Preparation & Serving-Related	Preparing and cooking foods and/or serving people in social settings, banquets, retreats or fellowship activities. Duties may include checking food quality, preparing drinks, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.	3
[]	Building/ Grounds Cleaning & Maintenance	Cleaning and maintaining the church or non-profit organization facilities, as well as landscapes. Duties may include groundskeeping, planting trees, watering plants, housekeeping, washing windows, vacuuming, exterminating pests, among other cleaning and maintenance tasks.	3



MINISTRY FOCUS

[]	Information Technology	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.	2
[]	Investigative Research & Analysis	Applying scientific knowledge and expertise to specific life, physical, or social science domains. In a church or non-profit environment this may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to areas such as demographics, researching the purchase of equipment, or the relocation of a building or facilities. (These duties, which are similar in nature in a non-ministry environment may include (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).	2
[]	Transportation & Material Moving	Piloting, driving, operating, or navigating transport vehicles or material moving machinery. In a ministry environment this may include automobiles, busses, water vessels, and tractors. (Duties which are similar in nature in a non-ministry environment, may 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.)	2
[]	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 travel, ensuring safety and comfort to travelers, coordinating recreational activities as well as other personal care and service tasks.	2

YOUR ACTION PLAN

JOHN Q. PUBLIC



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?