

A CUSTOM

BIRKMAN

REPORT SET

THIS REPORT WAS PREPARED FOR:
JOHN Q. PUBLIC (BX6396)
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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?



WHAT KIND OF TEAM PLAYER ARE YOU?

The following statements are generated from your 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 for you.

No individualized statements were generated for this respondent. The reason for this is that you tend to be moderate in behavior and in your reactions to others. You usually find little difficulty in working with other team members, and they in turn should not find it necessary to make special allowances for you



TRUST

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 for you.

SECTION A: How you encourage trust in others

- Believe that being direct and forthright, particularly with key individuals, encourages the trust relationship
- Take a structured approach to developing trust relationships, proceeding from one stage to the next as trust builds
- Find it easy to use your naturally authoritative style to encourage trust from other people
- Consider trust to be something that develops from the natural respect that keen competitors have for one another
- Consider that trust develops principally when people work actively alongside one another

SECTION B: How others can encourage trust in you

- Be direct with you -- don't beat around the bush
- Engage you alone or with one or two other people where possible; don't expect to gain your trust in a more general group- or team-based session
- You can feel less secure unless it's clear to you exactly who is in charge

SECTION C: When your level of trust drops

- May become curt and over-direct, even with key players
- May withdraw mentally or even physically from group participation; can begin to wonder if anyone trusts you
- Can become too domineering and over-assertive
- May become self-protective; tell yourself that if you do not look out for yourself, nobody else will



HANDLING CONFLICT

The following statements are generated from your Component Usual, 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 for you.

SECTION A: Your effective approach to handling conflict

- Engage directly with key players, instead of attempting to avoid the issue
- Prefer to take a structured or step-by-step approach to dealing with conflict
- A naturally authoritative person, you find it easy to direct conflict situations, even if other people try to dominate
- Understand that people are often in conflict because each one of them wants to win, and so look for solutions that can preserve that competitive element between them
- See action rather than reflection as the key to solving conflict issues
- You believe that it's often the secondary issues that cause conflict, and you like to investigate those

SECTION B: Your less effective approach

- Can be too terse and direct with some individuals, sometimes upsetting them without realizing it
- Can be too resistive in handling conflict issues in a group setting
- Can become domineering, dealing with others by attempting to dominate rather than engage constructively with other people
- Conflict can become an opportunity for you to win, perhaps at the expense of others
- Secondary or less relevant issues can start to assume a disproportionately large importance



HANDLING CONFLICT

SECTION C: Increasing your effectiveness

- Get advice and input from key individuals who will be direct and straightforward with you
- If possible, get away from the group for at least a while and reconsider the issues
- Make sure you know who is "in charge"
- Try to limit distractions when you are focusing on the issue



HANDLING COMMITMENT

The following statements are generated from your Component Usual, 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 for you.

SECTION A: Your effective approach to handling commitment

- You are usually clear and straightforward when you are framing your commitment message for key individuals
- Your usual practice is to outline your commitment in some detail, rather than in general terms
- Your natural authority style makes it easy for you to request input from others, even if they're initially reluctant to contribute
- You tend to see commitment as involving each team member's competitive desire to win

SECTION B: Your less effective approach

- You can be too forthright with others when you believe that you are merely trying to establish clarity
- You can become more domineering than you realize when discussing commitment, rather than being open to input from others
- Establishing the team's commitment can turn into a desire to promote your own ideas at any price

SECTION C: Increasing your level of commitment

- Be candid with you about what is being asked of you
- Be sure that you are clear about lines of authority, whether that authority is vested in you or someone else. Others should not expect commitment from you unless you are clear who is "in charge"



ACCOUNTABILITY

The following statements are generated from your Birkman Interests, 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 for you.

SECTION A: How you encourage accountability in others

- Believe in direct involvement with the task at hand or the people who are working on that task as a key to accountability; not too inclined to rely on formal procedures or innovative planning as a means of keeping yourself or others accountable
- Tend to be direct and straightforward with people when asking for accountability
- Inclined to take a structured approach to requesting or enforcing accountability
- Not afraid to use your natural authority when seeking accountability in others
- Believe that, while some people can be trusted to take responsibility, others may need to be reminded of their obligations or they may be tempted to avoid them
- Believe that accountability means taking appropriate action; not inclined to sit back and reflect when carrying out your responsibilities

SECTION B: How others can encourage your accountability

- Straight talk will ultimately achieve more with you than being concerned about your deeper sensitivities
- Talk to you alone or in a small meeting, depending on the context; don't single you out in larger gatherings
- It's usually all right to be fairly forceful with you – you respect natural authority figures

SECTION C: When things go wrong

- May appear insensitive to the way your actions, or lack of them, impact others
- Can find it difficult to see your responsibilities in terms of how they affect others in the team or the larger group



ACCOUNTABILITY

- May become domineering or provocative when discussing accountability issues
- When under stress, may be too inclined to take a "what's in it for me" attitude

YOUR ACTION PLAN

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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?