

BIRKMAN

CAREER

EXPLORATION

REPORT

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CAREER EXPLORATION REPORT



Self-assessment is the first step in the career planning process. It can be a valuable tool for clarifying career direction, assisting in career transition and capitalizing on innate preferences that contribute to job satisfaction and success.

Your results have been generated from your responses to The Birkman Method® assessment. This comprehensive assessment measures behavioral traits, motivation, stress and occupational interests. The Birkman Method is backed by over 60 years of research and application.

Your Career Exploration Report is designed to give you a deeper understanding of yourself and the career options that are your best fit. Your report can help confirm career choices you are making, show you alternative career choices and build your personal awareness of the strengths, motivators and working environments that will help you succeed.

As you review your results, do not let them limit your career exploration. Rather, use your results as a guide for further exploring different career options that hold the highest potential for your success and well-being. With the assistance of a qualified career professional, you can develop career strategies and techniques to achieve your career goals.

BIRKMAN COLOR KEY



We take these four colors seriously at Birkman. Our use of color becomes shorthand for understanding fundamental differences between people. Below is a breakdown of the significance of each Birkman color.

RED	<h2>DOER</h2> <p>RED is the Birkman color for people who prefer to make quick decisions and get results. Reds are direct and action-oriented and give full attention to the task at hand. Reds enjoy building, working with their hands, organizing people and projects, solving practical problems, and producing an end product they can see and feel. Reds are objective, energetic, commanding and enjoy team competition. Reds get results through action.</p>	<h2>COMMUNICATOR</h2> <p>GREEN is the Birkman color for people with a strong desire to communicate and work with people. Every time you see a Green, they are selling, persuading, promoting, motivating, counseling, teaching or working with people to get results. Greens who believe in a product, service or idea can communicate about it with ease and a natural confidence. If you want someone to win friends and influence people, a Green is your person for the job.</p>	GREEN
YELLOW	<h2>ANALYZER</h2> <p>YELLOW is the Birkman color for people who love working with processes, details, definitions and rules. Yellows enjoy doing careful and detailed calculations, scheduling, recordkeeping, and establishing systematic procedures. They are usually comfortable with numbers, place a high priority on being fair, and are cautious and thorough in analysis. Yellows are task-oriented and often prefer indirect communication methods including forms, rules and regulations. If you need to get organized, find a Yellow.</p>	<h2>THINKER</h2> <p>BLUE is the Birkman color for the concept and idea person. Blues love innovation, being creative and long-term planning. They enjoy abstract thinking and discovering new ways to solve problems. Blues thrive on generating fresh ideas and coming up with the most viable solutions for the problem at hand. Blues tend to be introspective, and while they love originality and innovation, they may need to be around other creative individuals to trigger the spark.</p>	BLUE

BIRKMAN MAP



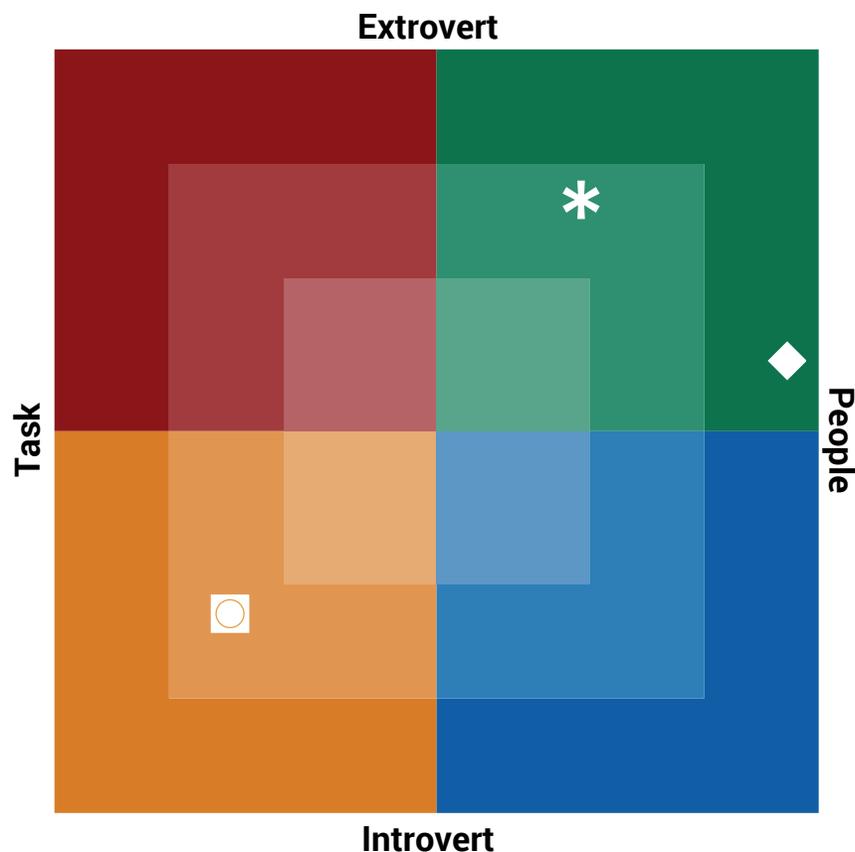
The Symbols on your Birkman Map identify who you are on two key dimensions. The placement of the symbol within a color quadrant represents the degree to which you display similarities to that color quadrant. The left and the right sides of the map (horizontal axis) represent your preference for dealing 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.



BIRKMAN MAP



EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

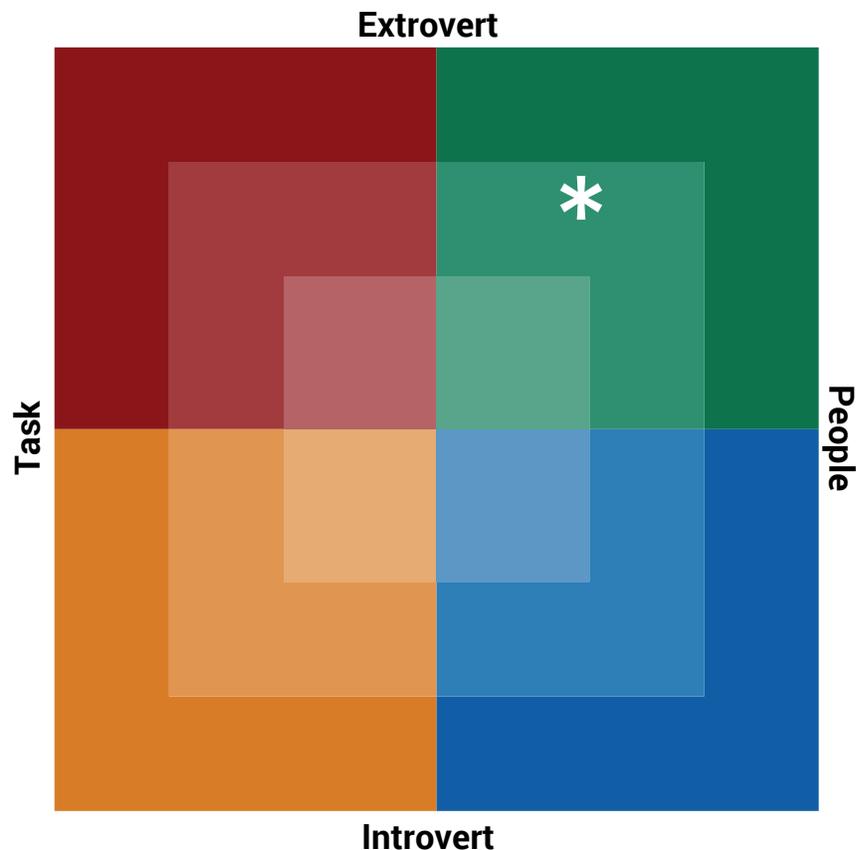
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the GREEN quadrant. You probably enjoy very people-centered activities.

Interests in the GREEN quadrant include:

- selling and promoting
- persuading
- motivating people
- counseling or teaching
- working with people

Your Asterisk shows that you like to:

- sell or promote
- direct people
- motivate people
- build agreement between people
- persuade, counsel or teach



BIRKMAN INTERESTS



SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering

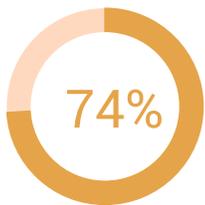


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

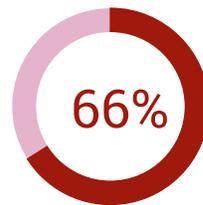


NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing

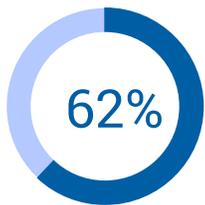


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets

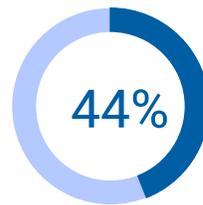


ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing

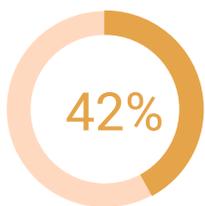


MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music

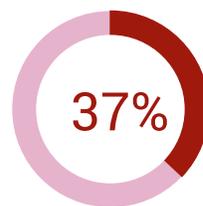


ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing

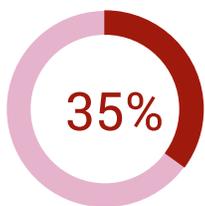


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

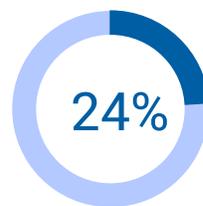


OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening



LITERARY

Appreciation for language

Activities include:

Writing, reading, editing



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 GREEN quadrant, but it is also fairly close to the Blue quadrant. When you are working effectively, you are generally persuasive and insightful.

Usual Behaviors in the GREEN quadrant include being:

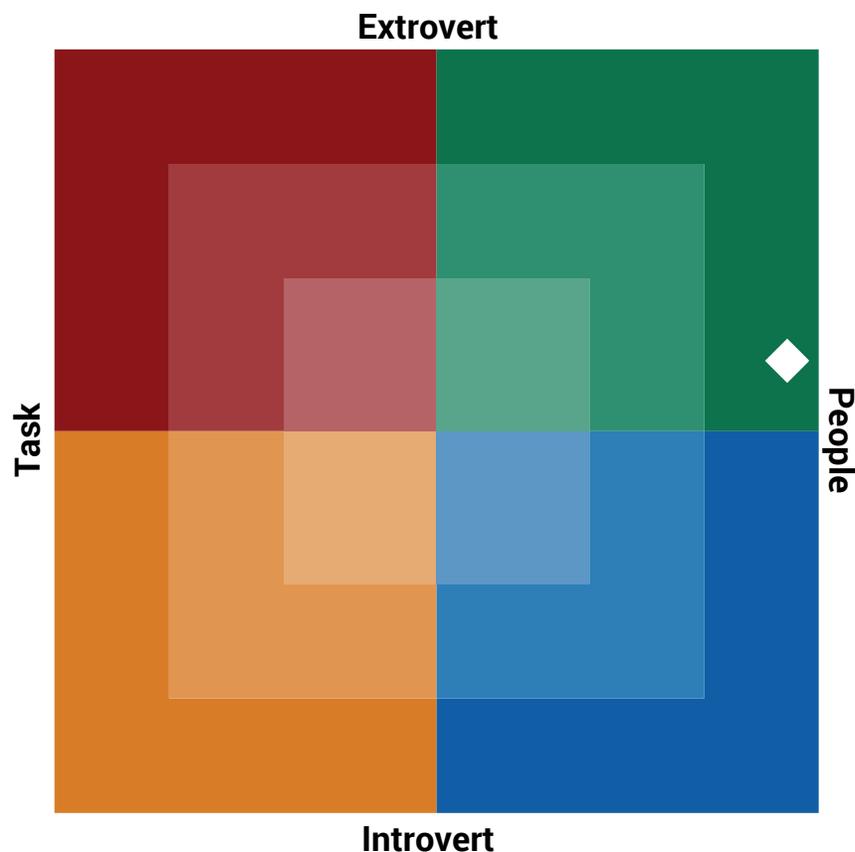
- competitive
- assertive
- flexible
- enthusiastic about new things

Your Diamond shows that you are usually:

- responsive and independent
- flexible and enthusiastic

Your Diamond shows that you also tend to be:

- selectively sociable
- thoughtful
- optimistic





YOUR STRENGTHS

These strengths were generated based on your responses to the Birkman questionnaire. Carefully read each statement and check the ones that are most significant 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 superiors
- 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 work, and to have more than one task to do at a time



EXPLANATION OF YOUR NEEDS (THE CIRCLE)

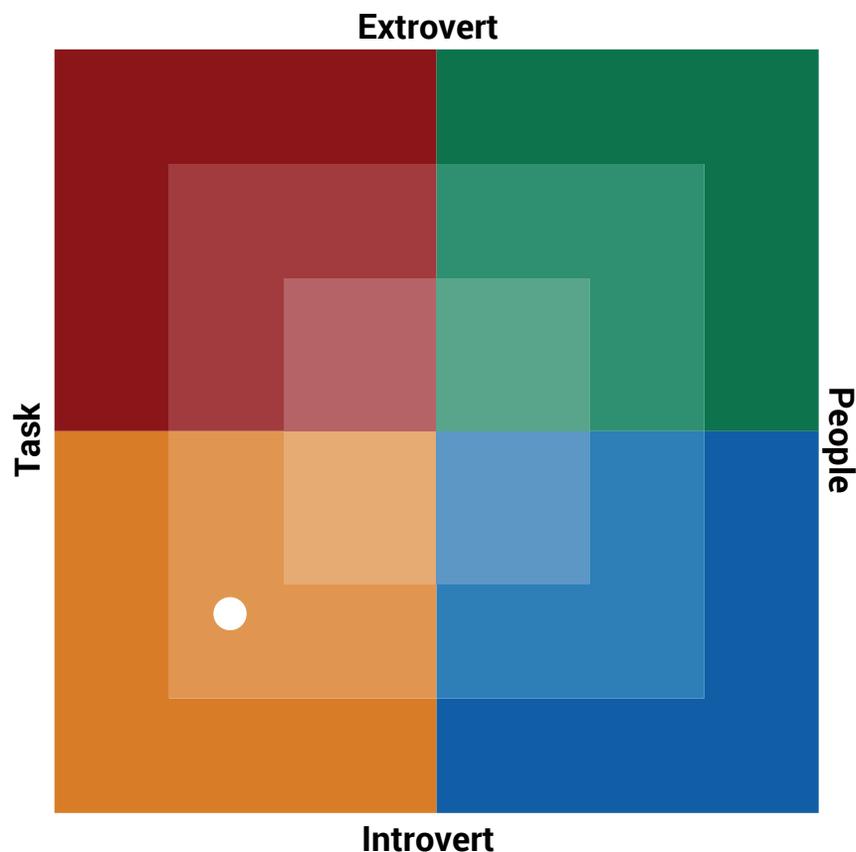
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the YELLOW quadrant. To be most effective, you respond best to people who are orderly and consistent.

Those with Needs in the YELLOW quadrant want others to:

- encourage an organized approach
- permit concentration on tasks
- offer an environment of trust
- be consistent

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

- tell you the rules
- don't interrupt you unnecessarily
- are democratic rather than assertive
- encourage trust and fairness
- invite your input





EXPLANATION OF YOUR STRESS BEHAVIOR (THE SQUARE)

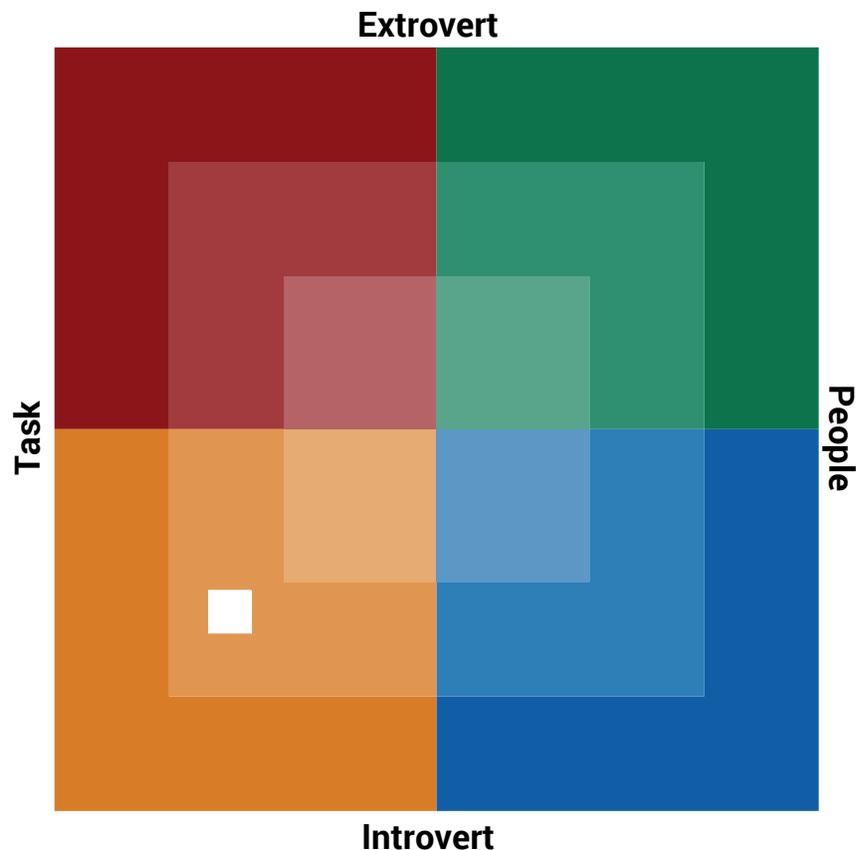
Your Stress Behavior is described by the Square. Your Square is in the YELLOW quadrant. When people don't deal with you the way your needs suggest, you may become inflexible and resist change.

Those with Stress Behaviors in the YELLOW quadrant:

- become over-insistent on rules
- resist necessary change
- are reluctant to confront others
- may be taken in

Your Square shows that under stress you may become:

- over-controlling
- resistive to change
- conforming
- quietly resistive
- rigid

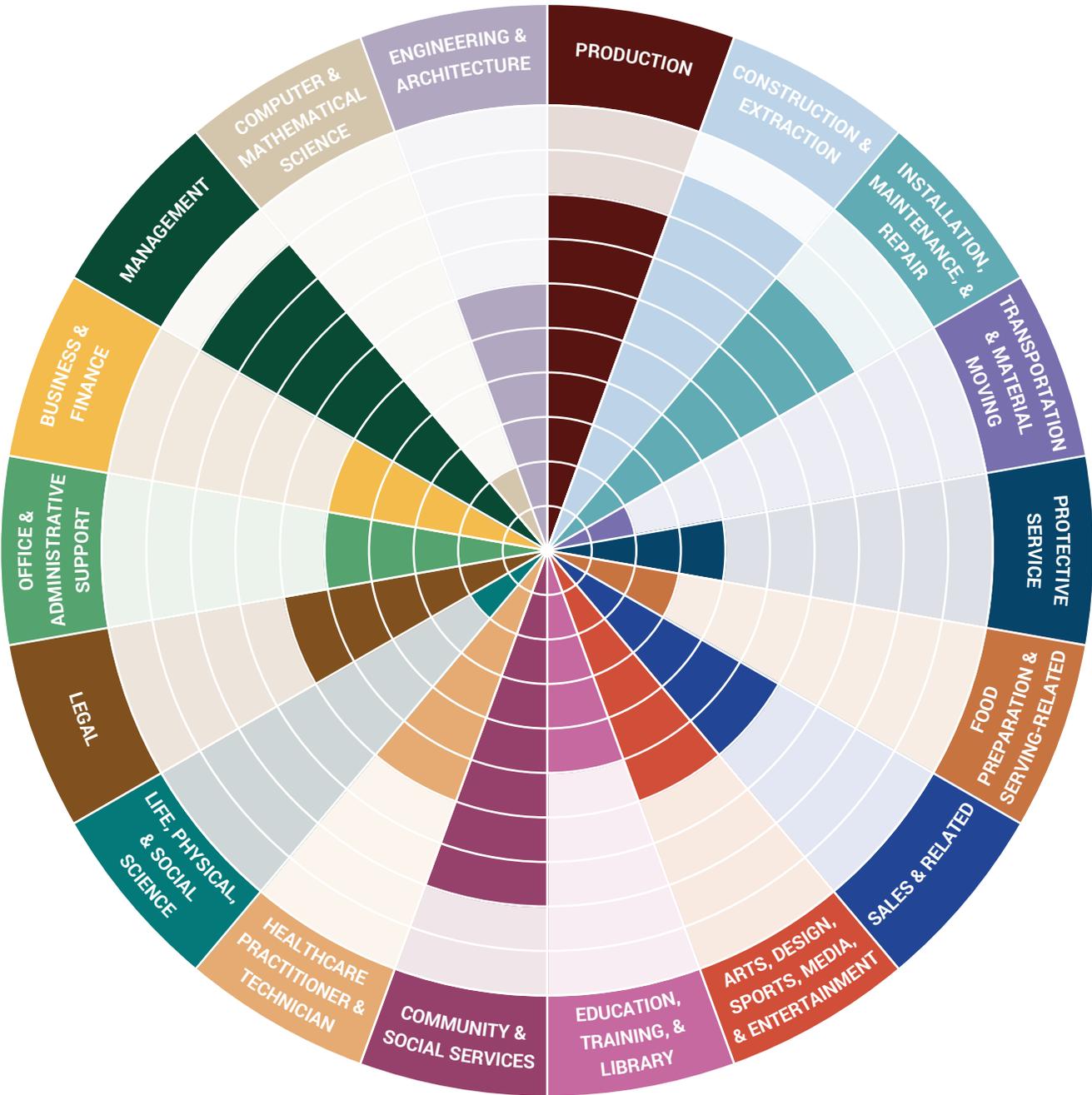


CAREER EXPLORATION REPORT



JOB FAMILIES

The Job Families section is a detailed profile analysis comparing your degree of match to successful individuals in various Job Families and Job Titles. Each Job Family is based on multiple profiles that have been created by examining individuals in similar roles that have demonstrated success. Your scores are determined by comparing you to those profiles to identify the environments that offer the greatest potential of success. The overview below displays your strongest career options that have the best potential fit for you.



CAREER EXPLORATION REPORT



JOB FAMILIES / JOB TITLES

This section takes an in-depth look at the specific jobs you look most and least similar to within each of the Job Families. When online, click on the hyperlinked Job Titles to visit the US Department of Labor website where you can explore each Job Title in more detail.

Construction & Extraction		<ul style="list-style-type: none"> • Electricians • Carpenters • Supervisors Of Construction & Extraction Workers
<p>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. 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.</p>		
Management		<ul style="list-style-type: none"> • General & Operations Managers • Public Relations & Communication Managers • Property Managers • Food Service Managers • Medical & Health Services Managers
<p>Planning, directing, and coordinating high-level activities within an organization. Duties may include managing personnel, creating budgets, developing and implementing strategies, creating organizational policies, and supervising company operations. These managerial functions are similar in nature across various industries and fields (e.g. engineering, sales, human resources, medical).</p>		
Community & Social Services		<ul style="list-style-type: none"> • Social & Human Service Assistants • Counselors & Therapists • Directors (Religious Activities & Education)
<p>Counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or communities. Duties may include helping individuals maximize their mental and emotional well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance.</p>		
Installation, Maintenance, & Repair		<ul style="list-style-type: none"> • Transportation Mechanics & Technicians • Supervisors Of Mechanics, Installers, & Repairers
<p>Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment. Duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.</p>		
Production		<ul style="list-style-type: none"> • Power, Gas, Chemical, & Waste Plant/System Operators • Industrial Production Managers • Supervisors Of Production & Operating Workers
<p>Producing, creating, and/or manufacturing a variety of products (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment. Duties may include baking pastries, binding books, cutting, shaping, and assembling furniture, assembling electronics, shaping molten glass, fabricating jewelry, welding metal components, among other specific production tasks.</p>		

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JOB FAMILIES / JOB TITLES

Engineering & Architecture		<ul style="list-style-type: none"> • Engineering Managers • Petroleum Engineers • Computer Hardware Engineers • Mechanical Engineering Technicians • Electrical Engineers
<p>Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing of physical systems and processes. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/structures, or other physical entities.</p>		<ul style="list-style-type: none"> • Medical & Health Services Managers • Physicians • Medical Technologists & Technicians
Healthcare Practitioner & Technician		
<p>Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. Duties may include assessing patient health, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical support staff. Most of these occupations require a graduate education.</p>		<ul style="list-style-type: none"> • Supervisors Of Retail Sales Workers • Marketing Managers • Supervisors Of Non-Retail Sales Workers
Sales & Related		<ul style="list-style-type: none"> • Public Relations & Communication Managers • Public Relations Specialists • Graphic Designers
<p>Selling goods or services to a wide range of customers across various industries. Duties 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.</p>		<ul style="list-style-type: none"> • Paralegals & Legal Assistants • Litigation Lawyers (Win-Lose Outcomes) • Corporate Lawyers (Consensual Outcomes)
Arts, Design, Sports, Media, & Entertainment		
<p>Creating and/or expressing ideas or demonstrating talents through various media for entertainment, 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, radio announcing, competing in sporting events, news reporting, among other specific functions within the media.</p>		
Legal		
<p>Researching, litigating, and documenting matters relating to the law, specializing in litigation, arbitration, transcription, investigation, or negotiation of legal issues. Duties may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.</p>		

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JOB FAMILIES / JOB TITLES

Education, Training, & Library		<ul style="list-style-type: none"> • Education Administrators (Postsecondary) • Secondary School Teachers (Except Special Education) • Education Administrators (Elementary & Secondary)
<p>Teaching/training individuals or groups of people academic, social, or other formative skills using various techniques/methods. Duties may include instructing 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.</p>		
Business & Finance		<ul style="list-style-type: none"> • General & Operations Managers • Employment, Recruitment, & Placement Specialists • Training & Development Managers • Human Resources Managers • Financial Analysts
<p>Analyzing and evaluating business/financial information for the purposes of documenting, making recommendations and/or ensuring adherence to business protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general business trends, or assessing risk/liability, to streamline the operations of an organization.</p>		
Office & Administrative Support		<ul style="list-style-type: none"> • Property Managers • Supervisors Of Office & Administrative Support Workers • Customer Service Representatives
<p>Providing clerical support within an organization. Duties may include preparing statements, tracking accounts, record keeping, bill collecting, making phone calls, scheduling appointments, entering data, providing customer service, ordering and tracking inventory, handling monetary transactions, among other administrative support tasks.</p>		
Protective Service		<ul style="list-style-type: none"> • Security, Police, & Fire Fighting Enforcement Managers • Supervisors Of Police, Fire Fighting, & Correctional Officers • Police & Sheriff Patrol Officers
<p>Serving and protecting the best interests of the community, environment, and/or individuals, adhering to federal, state, and local laws. Duties 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.</p>		
Food Preparation & Serving-Related		<ul style="list-style-type: none"> • Food Service Managers • Supervisors Of Food Preparation & Serving Workers • Chefs & Head Cooks
<p>Preparing and cooking foods and/or serving patrons in dining establishments or other settings. Duties may include checking food quality, mixing drinks/ingredients, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.</p>		

CAREER EXPLORATION REPORT



JOB FAMILIES / JOB TITLES

Computer & Mathematical Science		<ul style="list-style-type: none"> • Computer & Information Systems Managers • Data Warehousing & Mining Analysts • Operations Research Analysts & Statisticians
<p>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.</p>		
Life, Physical, & Social Science		<ul style="list-style-type: none"> • Biological & Agricultural Technicians • Natural Sciences Managers • Microbiologists
<p>Applying scientific knowledge and expertise to specific life, physical, or social science domains. Duties may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to industry and other fields (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).</p>		
Transportation & Material Moving		<ul style="list-style-type: none"> • Supervisors Of Vehicle Operators • Pilots • Supervisors Of Freight, Stock, & Material Handlers
<p>Piloting, driving, operating, or navigating transport vehicles or material moving machinery (e.g., aircraft, automobiles, water vessels, construction cranes, locomotives, tractors). Duties 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.</p>		



SOME BASIC INFORMATION ABOUT YOU

The following statements are generated from your Birkman Map 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.

- You combine a liking for practical tasks with an interest in persuading or teaching other people. You are interested in both products and services, in both what is being "sold" and the people who are "buying."
- You combine insight into the thinking of other individuals with a certain degree of authority. Personal interaction with others, socially or one-on-one, is characteristic of your usual behavior, with an emphasis on your own feelings and the feelings of other people
- You're most comfortable in surroundings which encourage focus on the task at hand, which are structured and predictable to some extent, and where other people are not domineering



THE EFFECT OF INTERESTS ON YOUR WORK

The following statements are generated from your Birkman Interests 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 have an above-average affinity for numbers. Work in the area of computers or financial services and products would be worth exploring
- You have above-average interest in promoting ideas, products, or services
- You have an unusual combination of promotional interest and an affinity for numbers. You might be effective in pre-sales or post-sales work, selling financial products or services, or positions which involve some accounting work with selling activities
- You are likely to respond well to positions which involve helping people
- You are more interested in work which helps other people than might be suspected from the rest of your interests
- You are more attuned to working with numbers than people who share your general interests
- You are not likely to be interested in positions which involve reading or writing



YOUR LEARNING STYLE

The following statements are generated from your Birkman Interests 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 enjoy projects which involve directly influencing the thinking of other people
- You relate well to topics or projects that deal with people, particularly social issues or matters
- You are likely to grasp numerical concepts quickly
- You like to be dealt with in a straightforward manner in one-on-one dealings with your tutor
- You prefer to be instructed in a small-group setting, or even alone where that is possible
- You do best when you can see your instructor as a natural authority figure
- You are fundamentally more concentrative than may sometimes be realized: you need opportunities to focus your attention for best performance