

BIRKMAN
NEXT



New Names

New Scales

New Training Methodology

New Reports





**The question is not
what you look at
but what you see.**

- Henry David Thoreau



A New Visual Brand



- The new imagery evokes a **kaleidoscope feel**.
- A scene, situation, or experience that keeps changing and has many different aspects.
- The variations in color reinforces the idea that **all people are a blend of all four colors**.
- This is what makes Birkman amazing, and complicated, all at the same time.



Birkman Components: The New Nine

New Names, New Definitions, New Order, New Icons



Only Nine! What happened to Eleven?



- **Challenge and Freedom** will no longer be included with the other Birkman Components.
- This change reflects the idea that Challenge and Freedom are **attitude-based**, not behavior-based.



ESTEEM



SELF-CONSCIOUSNESS





SELF-CONSCIOUSNESS

Use of sensitivity when communicating with others



ACCPTANCE



SOCIAL ENERGY





SOCIAL ENERGY

Sociability, approachability, and preference
for group and team participation



STRUCTURE



INSISTENCE





INSISTENCE

Approach to details, structure,
follow-through, and routine



ADVANTAGE



INCENTIVES





INCENTIVES

Drive for personal rewards or preference
to share in group rewards



AUTHORITY



ASSERTIVENESS





ASSERTIVENESS

Tendency to speak up and
express opinions openly and forcefully



ACTIVITY



PHYSICAL ENERGY





PHYSICAL ENERGY

Preferred pace for action and
physical expression of energy



EMPATHY



EMOTIONAL ENERGY





EMOTIONAL ENERGY

Openness and comfort with expressing emotion



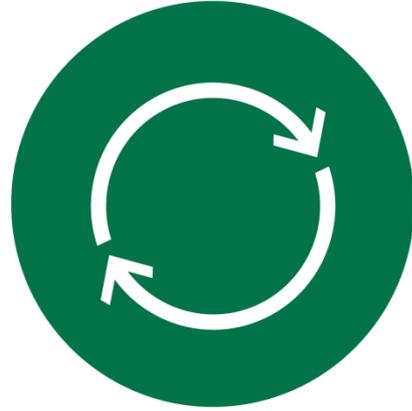


CHANGE



RESTLESSNESS





RESTLESSNESS

Preference to focus attention of
change focus and seek varied activities





THOUGHT

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

New Order of the Birkman Components



1. Social Energy
2. Physical Energy
3. Emotional Energy
4. Self-Consciousness
5. Assertiveness
6. Insistence
7. Incentives
8. Restlessness
9. Thought

Energy Based Components



Social
Energy



Physical
Energy



Emotional
Energy



Sensitivity-Based Components



**Emotional
Energy**



**Self-
Consciousness**

Control-Based Components



Assertiveness



Insistence

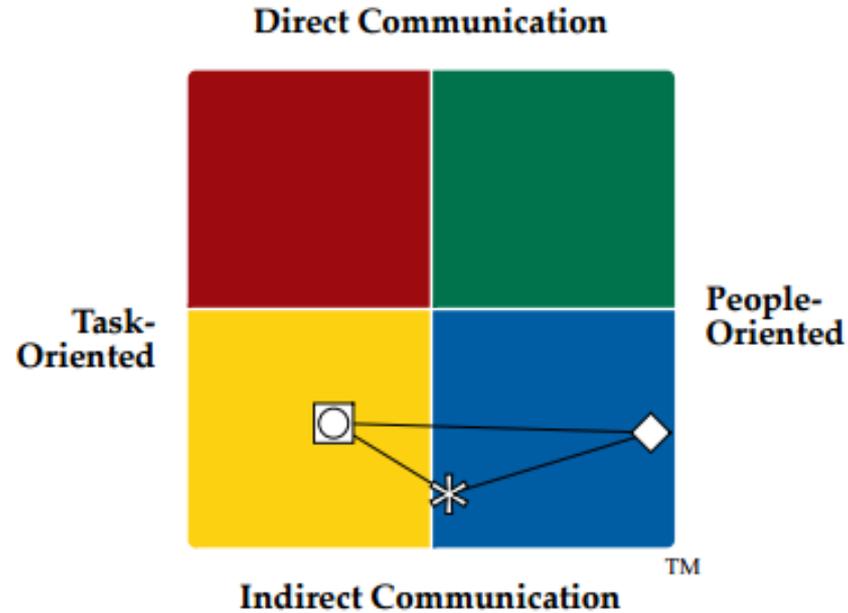




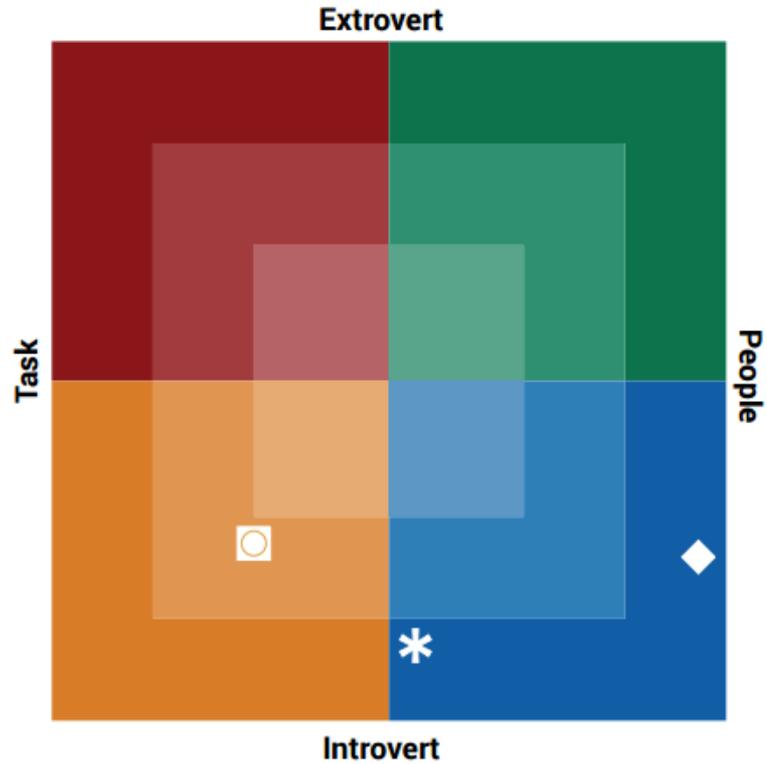
Other Exciting Updates



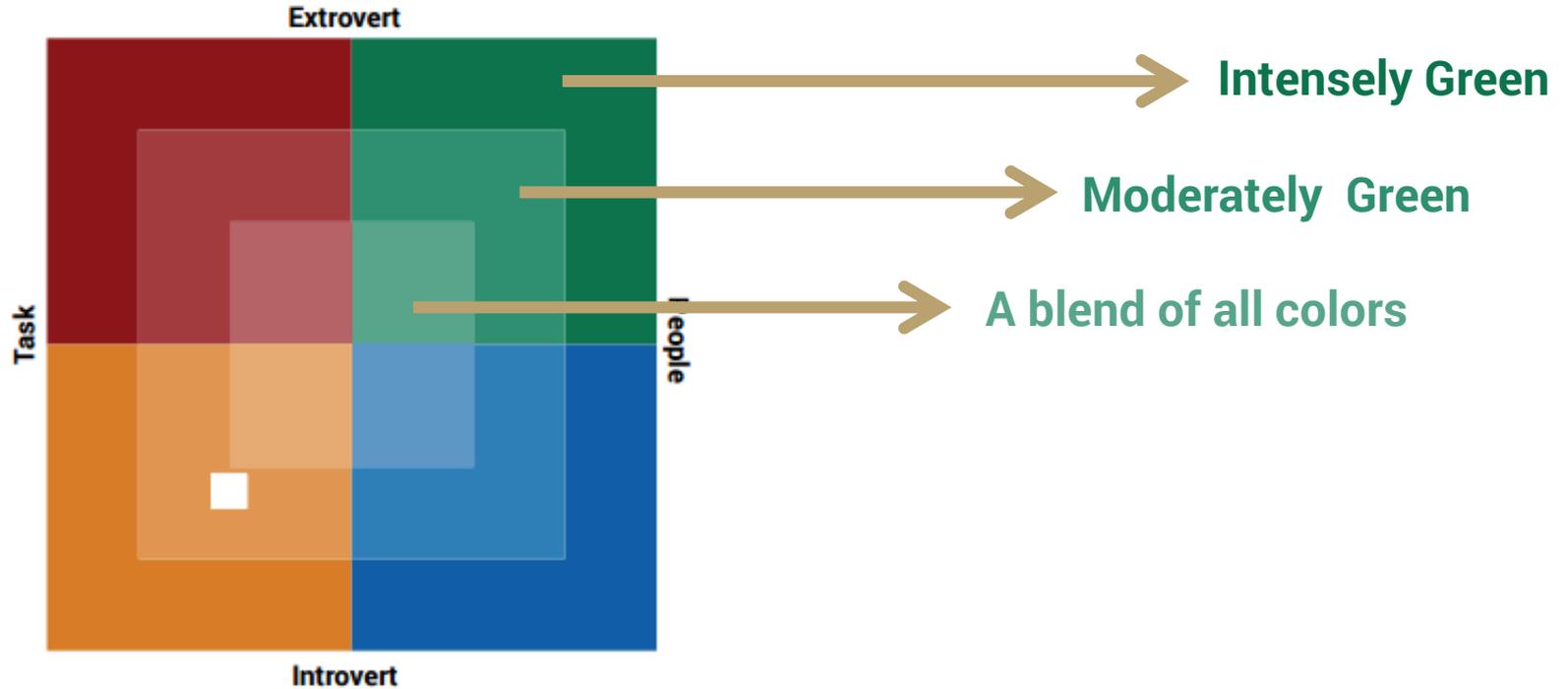
The Life Style Grid



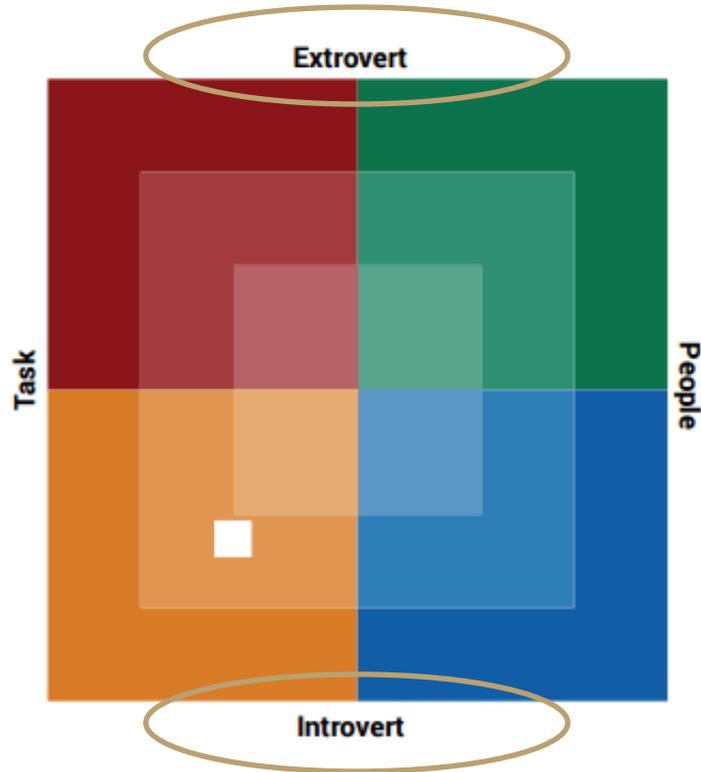
The Birkman Map



Improved Interpretation of the Birkman Map



Improved Interpretation of the Birkman Map



Extrovert vs. Introvert

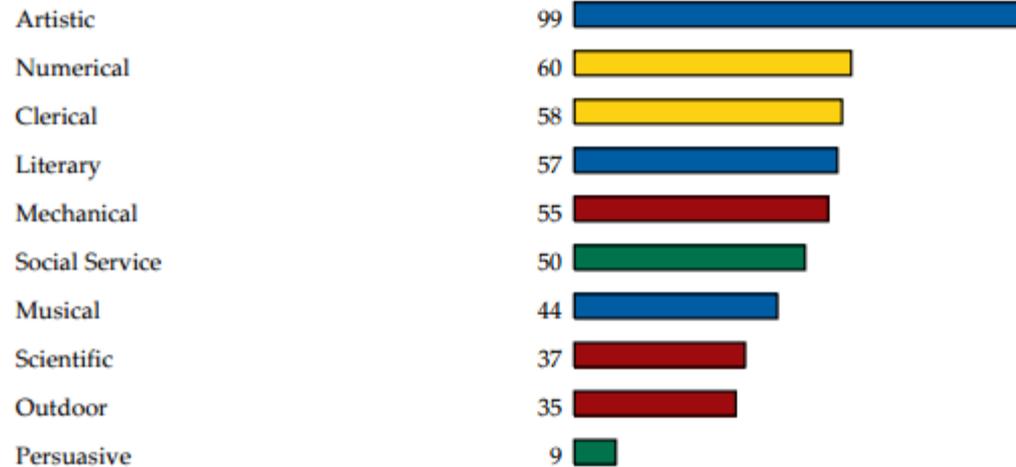


Areas of Interest



Areas of Interest

The numbers listed below indicate percentile rank in broad **occupational areas** and give a *good indication* of the individual's *occupational interest*.



Birkman Interests



 <p>ARTISTIC Creation, appreciation for arts, aesthetics Activities include: Painting, appreciating art, designing</p>	 <p>NUMERICAL Working with numbers and data Activities include: Accounting, investing, analyzing</p>
 <p>ADMINISTRATIVE Systems, order and reliability Activities include: System tracking, record keeping, categorizing</p>	 <p>LITERARY Appreciation for language Activities include: Writing, reading, editing</p>
 <p>TECHNICAL Hands-on work with technology and machinery Activities include: Programming, assembling, using gadgets</p>	 <p>SOCIAL SERVICE Helping, advocating for people Activities include: Teaching, counseling, volunteering</p>
 <p>MUSICAL Playing, singing or listening to music Activities include: Attending concerts, collecting and appreciating music</p>	 <p>SCIENTIFIC Research, analysis, intellectual curiosity Activities include: Investigating, exploring medicine, experimenting</p>
 <p>OUTDOOR Work in an outdoor environment Activities include: Playing outdoor sports, farming, gardening</p>	 <p>PERSUASIVE Persuading, motivating, selling Activities include: Debating, influencing, promoting</p>

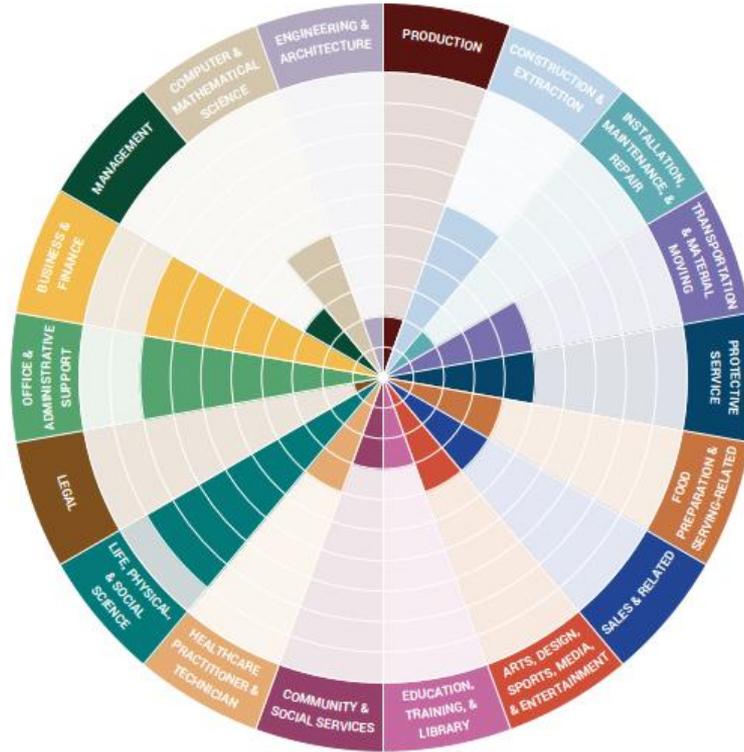
Career Management Report



JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar Most Similar ▶	The Job Titles you most closely matched within each Job Family
Life, Physical, & Social Science 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).	<input type="checkbox"/>	Chemists Biochemists & Biophysicists Microbiologists
Business & Finance 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.	<input type="checkbox"/>	Financial Analysts Financial Managers Employment, Recruitment, & Placement Specialists
Office & Administrative Support 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.	<input type="checkbox"/>	Property Managers Customer Service Representatives Administrative Services Managers
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. 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.	<input type="checkbox"/>	Supervisors Of Construction & Extraction Workers Carpenters Construction Managers
Transportation & Material Moving 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.	<input type="checkbox"/>	Logistics Managers Supervisors Of Vehicle Operators Supervisors Of Freight, Stock, & Material Handlers

Career Exploration Report



Improved and Streamlined Reports





Birkman on Demand →
Birkman Insights



Improvements:

- **Modern** look and feel
- **Removed pronouns** from all the topics and statements
- The topic introduction tells you **where the scores are being generated**.
- New language emphasizes **what might be significant**, not what will be significant.
- Birkman reports and Birkman Insights report will be included in **one platform** where formats can be **combined** or saved into report sets.



YOUR POSSIBLE CHALLENGES

The following statements are generated from your 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.

- Too easily hurt by insensitive remarks
- Tend to undervalue following a planned approach
- Become domineering, even aggressive
- Lose energy, are tempted to find the easy way out
- Can see the worst possibilities, tend toward negative feelings



BIGGEST MISTAKES OTHERS CAN MAKE 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.

- Appearing discourteous or thoughtless with you
- Burdening you with unnecessary rules and procedures
- Being needlessly authoritative, arguing loudly, being verbally aggressive with you
- Failing to give you plenty to do



Differences to Watch + Issues to Watch =
Birkman Comparative Report



BIRKMAN COMPARATIVE REPORT



Most of what we hear is an opinion, not a fact. Most of what we see is a perspective, not an absolute truth. When we accept that in relationships there is no one right way or right answer, we set ourselves up for better relationships - both professionally and personally.

The Birkman Comparative report describes significant similarities and differences between two people using each of the nine Birkman Components. Additionally, the report offers key recommendations to consider when two people work together.

Different Usual styles can make for an interesting dynamic when working together. However, when people's Needs differ significantly, it can present major challenges.

In cases where there is a significant difference between the two people on the Birkman Needs score, the report offers an additional explanation of how each person can understand the opposite approach.

Mostly unseen by others, Birkman Needs speak to our expectation of people and the world around us. When two people's Needs are very different, it creates the perfect environment for disagreements, misunderstandings and potential conflict. This is why it's important to address differences in a proactive way - before they cause problems and become personal.

Please note: Depending on the number of similarities and differences, the number of pages in the report may vary. If the Component scores are in the moderate range for Usual, Needs and Stress, a page will not be generated.



SELF-CONSCIOUSNESS

Key Recommendations



When working with PUBLIC, Public should remember:

- to keep one-on-one discussions brief, forthright, and to the point
- to get to the point rapidly, with a minimum of preliminary courtesies
- that a direct approach is preferable to beating about the bush



When working with Public, PUBLIC should remember:

- to temper directness with a certain sensitivity, particularly if criticism is involved
- to be sure that exchanges are courteous and diplomatic
- that time spent giving individualized attention will prove more effective than being candid or over-abrupt

How Public can understand PUBLIC:

His style is to give primary attention to objectives rather than individuals. As soon as you understand what he means, try to accept it without further elaboration or debate. Don't feel that you'll hurt his feelings if verbal exchanges are brief; that is his preference. Compliments are not particularly necessary to him and he will only accept them if fully deserved. It is important for you to remember when he is brief, it is not meant to be disconcerting to you, but to allow him time to accomplish his objectives.

How PUBLIC can understand Public:

Your directness can upset her - she takes it personally. Allow a little more time in your dealings with her, encourage her to express her concerns openly. It is important for her to have opportunities to explain. Show you appreciate her successes by telling her so. Balance criticism with time for her to justify her thoughts or actions. Try to remember that her diplomacy can be an asset to you in understanding and dealing with sensitivities.

Public - 9/79/79
PUBLIC - 5/19/19



Career Management Report + Career Management Plus =
Career Exploration Report



CAREER EXPLORATION REPORT



You are unique. Your interests and behaviors define who you are and tell you how you are motivated. Imagine the possibilities if you were able to clearly communicate not only your skills, but also your most effective behavior for elevated performance.

The Birkman Career Exploration Report examines your relational characteristics from multiple angles and uses that information to highlight key career areas that will provide you with the greatest potential for success.

The first portion of your report explores five important dimensions of who you are:

Birkman Interests

What you like; activities you prefer

Usual Behavior

How you relate to the world around you; the behavior other people see

Needs

The support you need from others and the environment around you

Stress Behavior

Negative, reactionary behavior when frustrated and your needs are not met

Organizational Focus

The environment that offers the most ideal fit based on how you formulate solutions and what you value within an organization

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. Click on the hyper-linked Job Titles to visit the Department of Labor website where you can explore each Job Title in more detail.

Life, Physical, & Social Science



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).

- Chemists
- Biochemists & Biophysicists
- Microbiologists

Business & Finance



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.

- Financial Analysts
- Financial Managers
- Employment, Recruitment, & Placement Specialists

Office & Administrative Support



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.

- Property Managers
- Customer Service Representatives
- Administrative Services Managers

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. 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.

- Supervisors Of Construction & Extraction Workers
- Carpenters
- Construction Managers

Transportation & Material Moving



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.

- Logistics Managers
- Supervisors Of Vehicle Operators
- Supervisors Of Freight, Stock, & Material Handlers



Introducing Birkman's First Ever Core Report Format

The Birkman **SIGNATURE** Report

Why the Signature Report?



- To **soften** the learning curve post-training
- A **recommended format** of what amount of data is appropriate for a first feedback
- To elegantly walk users through the Birkman data in a **logical way**

Training Shift



- Certification Training in 2017 will be focused on **understanding and debriefing the Signature Report.**
- This approach will **decrease confusion** in getting started and **increase new user confidence.**



BIRKMAN
SIGNATURE
REPORT

THIS REPORT WAS PREPARED FOR
Jane Public (D0010Y)
DATE PRINTED | June 28 2016





WELCOME



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 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

What do you hope to learn from your Birkman Signature Report?

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
- > improves sales and productivity

Page Features

- Background on Birkman
- The Birkman is reliable and valid
- Benefits of the report
- Area to capture purpose of the consultation which be typed in and saved as part of the PDF



WHAT'S IN YOUR BIRKMAN REPORT? 

PAGE 3 WELCOME	PAGE 6 YOUR BIRKMAN MAP
PAGE 12 BIRKMAN INTERESTS	PAGE 14 YOUR BEHAVIORS
PAGE 27 CAREER EXPLORATION	PAGE 30 ACTION PLAN

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Page Features

- Table of Contents allows user to immediately see what information is included in the report.
- Interactive PDF allows users to click and jump to chapters within the PDF.



BIRKMAN COLOR KEY



We take color 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	DOER RED is the color that symbolizes those 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.	GREEN	COMMUNICATOR 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.
YELLOW	ANALYZER YELLOW represents the person who loves 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.	BLUE	THINKER 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. Blues thrive on generating fresh ideas.

Page Features

- High-level introduction to Birkman colors
- Report begins by showing colors as boxes
- As the user walks through the report, the idea that a person fits in one box is quickly dismissed

YOUR BIRKMAN MAP

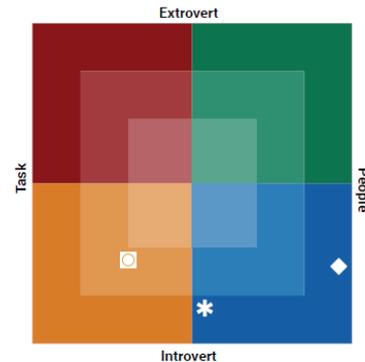
Your Birkman Map® provides an aerial view of who you are and allows you to see how and where you fit into the big picture.

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.



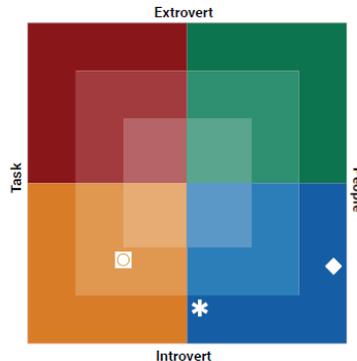


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Page Features

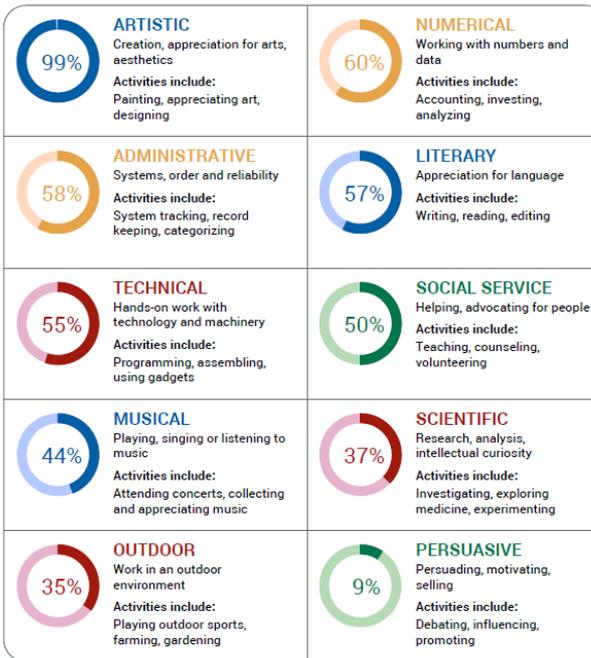
- Birkman Map—where you fall on each dimension in the world of Birkman information
- New image shows bandwidths of intensity within each quadrant
- The Direct/Indirect axis has been changed to Extrovert/Introvert

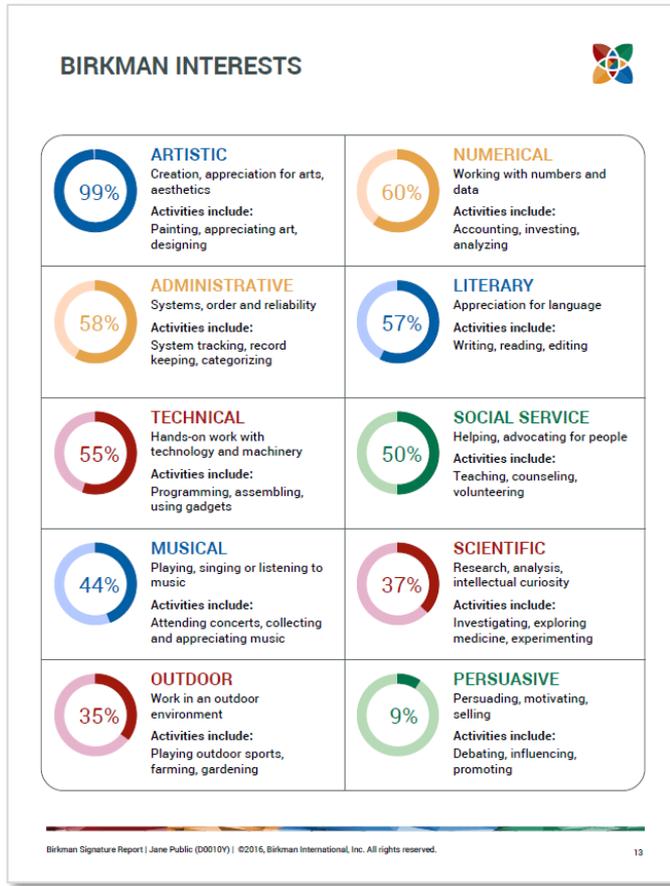
YOUR INTERESTS

This section looks at your interests. High scores indicate activities you enjoy. Low scores indicate areas you would prefer to avoid. Interests do not always translate to skill but do represent important motivators.



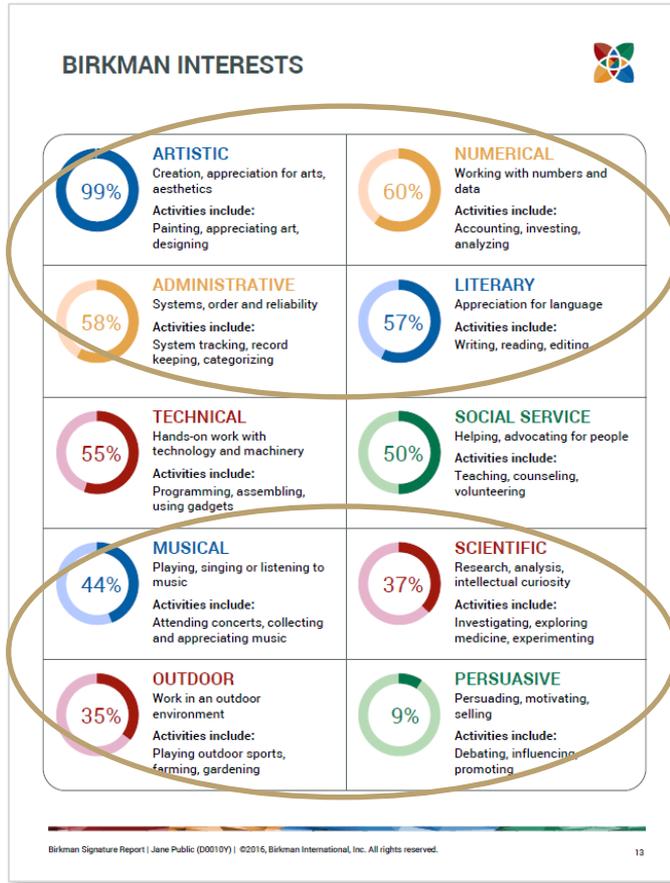
BIRKMAN INTERESTS





Page Features

- Updated data visualization
- **Clerical → Administrative**
- **Mechanical → Technical**
- Definitions have been refined and now include activity examples



High Interest – activities you enjoy

Low Interest – activities you prefer to avoid



YOUR BEHAVIORS

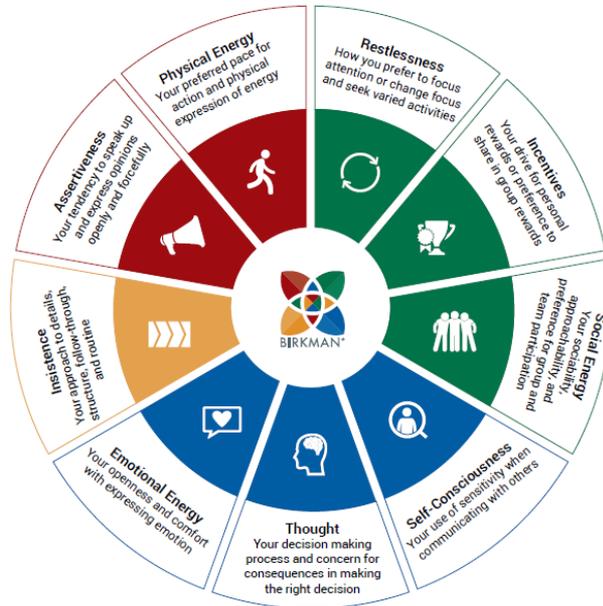
This section takes an in-depth look at how you behave and what makes you tick. This section will also explore how you are likely to react when you find yourself in stressful situations.



BIRKMAN COMPONENTS

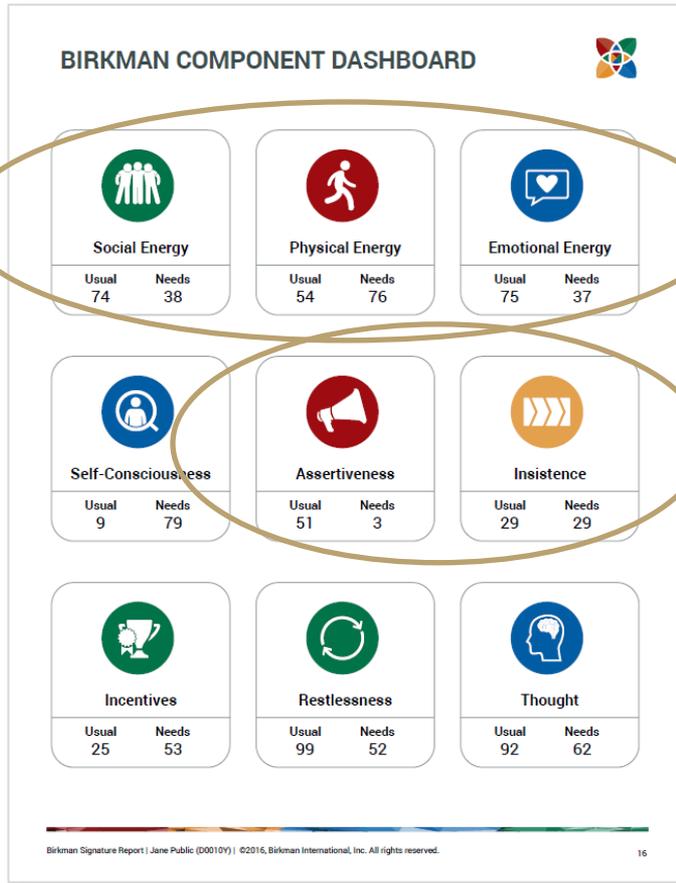


Birkman measures nine components of personality.



Page Features

- Clean visual layout of scores
- Layout allows users to easily identify the important patterns
- Stress scores are not included



Energy-related Components
How and where does your energy go? Social, Physical or Emotional?

Control Components
Do you control through your Assertiveness or through Insistence?



USUAL, NEEDS & STRESS



SOCIAL ENERGY

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

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.

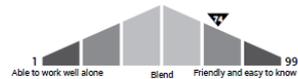
Causes of Stress:

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.

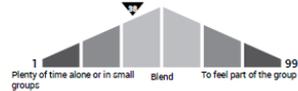
Possible Stress Reactions When Needs Are Not Met:

- withdrawal
- over-eagerness to please the group

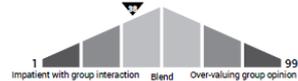
Usual Behavior



Needs



Stress Behavior



USUAL, NEEDS & STRESS



INSISTENCE

You possess a genuine flexibility which allows you to think and plan independently of established system and procedure. A readiness to try out new methods highlights the strength of your self-starting, self-motivating approach.

Usual Behavior:

- acts on own initiative
- enjoys planning
- flexible

Needs:

Similarly, you are at your best in surroundings which minimize the imposition of structure on your activities. Freedom from close control allows maximum use of your strengths.

Causes of Stress:

The asset of flexibility can at times become a liability as well. If important details are overlooked during the planning process, you are prone to experience frustration resulting from last-minute patching and fixing.

Possible Stress Reactions When Needs Are Not Met:

- weakened follow-through
- resistance to routine
- neglect of system and order

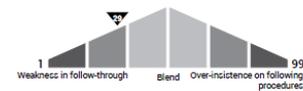
Usual Behavior



Needs



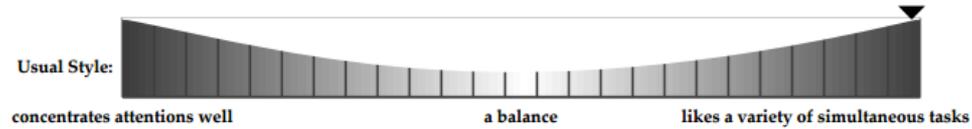
Stress Behavior





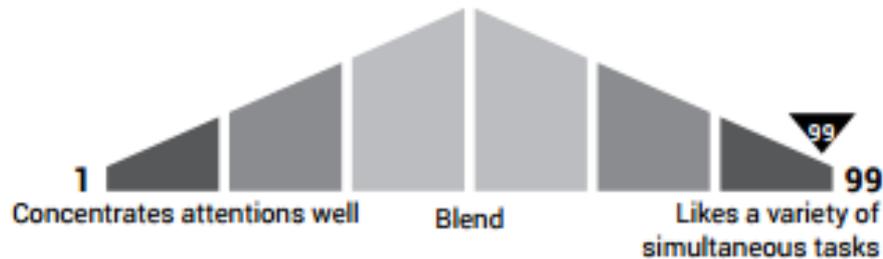
YOUR PERSONAL STRENGTHS AND NEEDS

Dealing with Change (Need for Change)



Current Component Graph

Usual Behavior



New Component Graph



BIRKMAN INSIGHTS



YOUR STRENGTHS

Now let's identify the strengths that make you uniquely you. These strengths were generated based on your Birkman Interest scores and Birkman Component scores. Carefully read each statement and check the ones that are most significant to you.

- You are interested in the visual appeal of products and services, and may well have an artistic ability of your own
- You are straightforward and find it fairly easy to speak your mind, even with superiors
- You meet people easily and relate well to others when they are involved in group activities
- You can think outside the box, and you're not necessarily constrained by "how things ought to be done"
- You have certain abstract, personal values, which you also show in the work you do
- You understand and relate well to others' feelings, and you're aware of the extent to which these can affect performance both positively and negatively
- You like to have plenty of variety in your work, and to have more than one task to do at a time
- You can handle ambiguous situations well, where the best answer may be less obvious or buried in important details

Birkman Insights

Formerly Birkman On Demand

- The **Your Strengths** report summarizes your top strengths based on your Interests and Component scores.



Career Exploration

- One of Birkman's differentiators is that we provide both behavioral and occupation data.
- The Career Exploration Overview allows us to highlight this without overloading the feedback with career information.

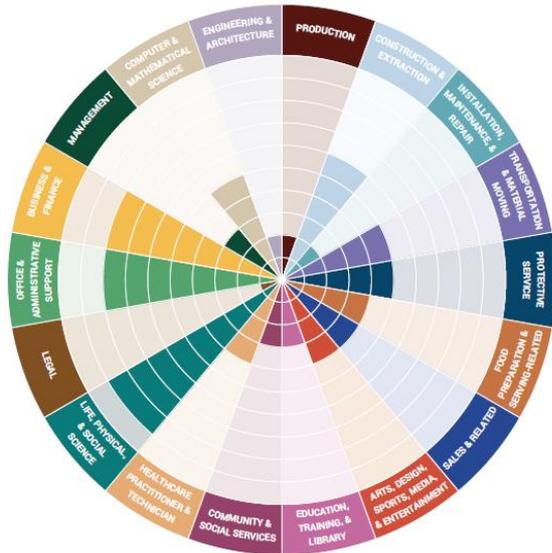
YOUR CAREER EXPLORATION

This section takes the information we have covered thus far and matches your personality profile to career families.

CAREER EXPLORATION OVERVIEW



The Career Exploration Overview is intended to expose you to the in-depth occupational information the Birkman measures. This page displays your strongest career options based upon your scores for Interest, Usual Behavior and Needs. This information will give you a better understanding of yourself and the careers you will be most comfortable.



Why might knowing this be helpful to you?

It depends on your career goals. If you are interested in exploring career fields, now or in the future, your Birkman results provide meaningful data around job families you may wish to consider and explore. They are not designed to be a predictor of success nor limit your exploration. Instead, we hope that you may use this data to formulate a deeper understanding of your ideal environments and the jobs you might enjoy.

CAREER EXPLORATION SUMMARY



This section gives you additional information on the Job Families you most closely match. If you are interested in a more detailed career exploration that includes your match to specific careers, request a copy of your Birkman Career Management Report from your Birkman Consultant.

Your Top 6 Career Areas to Explore

Life, Physical, & Social Science

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).

Business & Finance

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.

Office & Administrative Support

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.

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. 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.

Transportation & Material Moving

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.

Computer & Mathematical Science

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.



YOUR ACTION PLAN

It's time to put your learning into action! This section allows you to document your learning and commit to future goals.

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
<input type="text"/>	<input type="text"/>	<input type="text"/>

What strengths could you build on? What areas could you develop?

Build	Develop
<input type="text"/>	<input type="text"/>

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?	When will you do it by?
<input type="text"/>	<input type="text"/>	<input type="text"/>

How will you hold yourself accountable in continuing to learn and seek feedback?



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