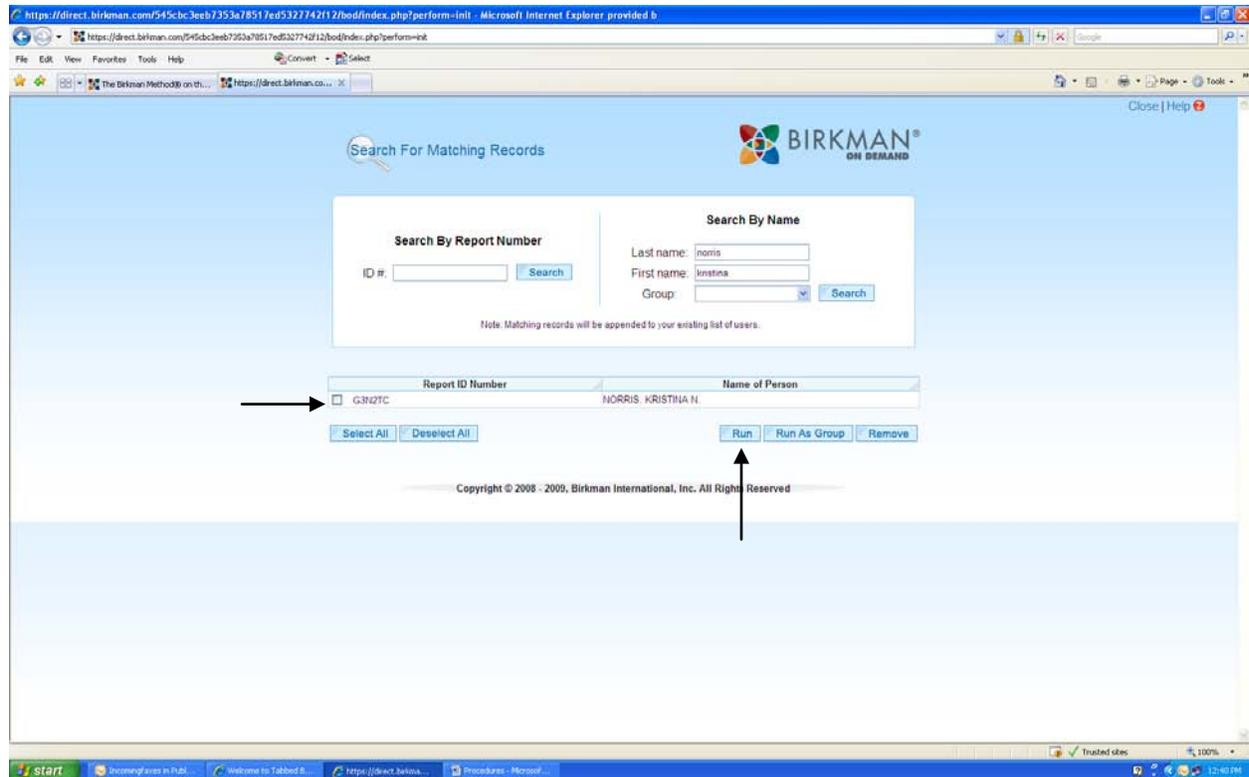


Pulling BOD (Birkman On Demand)/Dynamas Reports

- Click On Demand in the Management Center in the Top Left Hand Corner
- Type in the Birkman ID if you have it or the name of the person
 - You can also leave all areas blank and just press Search (everyone will come up)



- Click the box next to the name (see arrow)
- Click Run
- Click the topics you would like to run the report on under Report List
- They will appear in the box to it under Report Details
- Click Action Menu to Print and/or Email the Report
- **See next page for screen shot**

https://direct.birkman.com/545cb3eeb7353a78517ed532774212/bod/index.php?perform=init - Microsoft Internet Explorer provided b

https://direct.birkman.com/545cb3eeb7353a78517ed532774212/bod/index.php?perform=init

File Edit View Favorites Tools Help Convert Select

Home | Search | Close | Help

Individual Summary

NORRIS, KRISTINA H. 63N2TC

Report List

- Managing and Leading
 - How to manage her
 - Her management style
 - Her leadership style
 - How she seeks to influence others
 - How she handles other people
- Communicating
 - How to talk to her
 - Biggest mistakes you can make with her
 - What kind of team player is she?
 - Her possible ineffective tactics in meetings
- Motivating
 - How she incentivizes others
 - How to incentivize her
 - Motivating for best performance
- Career
 - Career Focus
 - Your job search
 - How she approaches job interviews

Options

- Create a Workbook: Birkman Default
- Separate Workbook for Each Person
- Include Group Summary
- Show Multiple Topics Per Page

Report Details

How to manage her

- Be direct and straightforward
- Be careful not to exclude her from group activities
- Offer her the support of a definite plan to follow
- A low-key use of authority works best with her
- Incentivize her using generalized and more abstract rewards
- Make sure she has plenty to do
- Offer challenging assignments: be aware of her tendency to blame herself for failures
- Don't make her talk about her feelings unless it is absolutely necessary
- Offer her opportunities for quick decisions and a minimum of ambiguity

Her management style

- Manages by delegation rather than by example

Her leadership style

- An unselfconscious leader, direct and to the point, who prefers you to be back with her
- Most effective as a leader when working to a definite plan which has strong organizational support
- Generally low-key leadership style based on consensus rather than the

ACTION MENU

- Save / Print
- Email

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