



Birkman Enterprise FAQs for Clients

Purpose:

Refer to the frequently asked questions to learn more about Birkman Enterprise.

Topics:

- [Birkman Enterprise](#)
- [MyBirkman](#)
- [Pricing & Contracts](#)
- [The Birkman Method Certification](#)
- [Account Set-up and Maintenance](#)
- [Privacy](#)

Need help?

- For technical assistance with BirkmanDirect or MyBirkman - support@birkman.com
- For implementation questions – support@birkman.com
- For strategy and sales assistance – sales@birkman.com

Birkman Enterprise

Question	Answer
What is Birkman Enterprise?	Birkman Enterprise is an organization-wide solution rooted in Birkman's proven science that is powered by digital technology and development experiences.
What does Birkman Enterprise include?	<ul style="list-style-type: none"> • The Birkman Method Questionnaire for all participants (based on size of the organization) • MyBirkman platform access available for all participants • Development resources and workshops: <ul style="list-style-type: none"> ○ Microlearning and self-paced courses ○ On-the-job activities for managers and employees ○ Birkman Reports to use for coaching • The Birkman Method Certification for select HR/OD leaders (based on size of the organization) • Dedicated Birkman Implementation Specialist and Account Manager support • BEST: Birkman Enterprise Success Toolkit with an Admin Guide and Communication plan and templates to help you implement it across the organization.
What does Birkman Enterprise solve for?	<ul style="list-style-type: none"> • Improves communication: helps teams understand their communication styles and how to bridge the gaps between these styles so they can stay aligned and connected.

	<ul style="list-style-type: none"> • Enhances collaboration within teams, individuals and across departments and provides awareness of how different perspectives must come together to shape the robust innovation that fosters diversity of thought and edges out competitors. • Elevates productivity: identifies what every employee needs from their work environment to be their best, most productive self • Ignites employee engagement: sparks consistent, meaningful conversations at all levels of the organization to keep employees motivated and connected. • Reduces turnover: equips employees to own their personality, pave their career path, and stay where you need them - building your business
<p>What are some examples of the Development Activities in Birkman Enterprise?</p>	<p>Located on Mybirkman.com > Action page you will find activities and resources to help you use Birkman in the moment. These include:</p> <ul style="list-style-type: none"> • <i>Let's Talk Birkman</i> - table topics to use with colleagues • <i>Maximize Meetings</i> using Birkman micro-learning course • <i>Birkman Conversation Booster</i> micro-learning course • <i>Addressing Needs in High-Stakes Conversation</i> micro-learning course • Personal development tools individuals can use in the moment including: <i>Building Productive Habits, Team Dynamics Worksheets, Respecting Needs and Communication Roadblocks</i> • Manager Resources such as <i>Team Map Conversation Starters and Manager Tips sheets</i>
<p>What support is provided to my organization after we purchase Birkman Enterprise?</p>	<ul style="list-style-type: none"> • A Dedicated implementation specialist and account manager will support you and guide you on the best practices of a successful implementation for the first 90-days. • Our Customer Success team will provide support after implementation and your dedicated Account Manager will meet with you periodically for strategic planning. • You will receive access to Birkman Enterprise Launch Resources in Birkman's LearnUpon Learning Management System. This includes: <ul style="list-style-type: none"> ○ BEST: Birkman Enterprise Success Toolkit with an Administration Guide and Communication plan and templates to help you implement it across your organization. ○ Birkman Enterprise Catalog ○ Workshop Materials • You may also purchase Birkman Enterprise with Managed Services to assist you with the administrative tasks of implementing Birkman Enterprise.

<p>Our OD/HR/Training team is very busy, what are the benefits of Birkman Enterprise for our staff?</p>	<p>When you invest in Birkman Enterprise the benefits to OD/HR include:</p> <ul style="list-style-type: none"> • Using one assessment for all assessment needs • Immediately activating Birkman at scale using MyBirkman • Cost savings by offering Questionnaires to all employees for one price • Providing people leaders in your organization a tool to use in their teams and while giving feedback without the need for you to develop the materials • Increasing your career impact and professional development by getting certified in the Birkman Method • Providing self-serve on-demand learning resources • Facilitating additional training and workshops/resources that you don't have to take the time to design/create • Creating transformation that improves your organization's business objectives and the bottom line
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MyBirkman

Question	Answer
<p>What is MyBirkman?</p>	<p>A digital platform available to organizations that subscribe to the Birkman Enterprise solution that provides employees easy access to their Birkman data, their colleagues data and development experiences and insights through their phone, tablet or computer.</p>
<p>Can I see my past Daily Insights in MyBirkman?</p>	<p>Yes. Click on the Insights tab in MyBirkman to see your last 7 insights.</p>
<p>How do I compare two other people in MyBirkman?</p>	<p>In MyBirkman you can compare yourself to someone else and view the SuperQ score. You can also create Teams with as many people as you'd like to compare including yourself. However, an employee cannot compare 2 other people without including themselves. A Birkman Certified Professional can generate Comparative reports in BirkmanDirect to compare 2 or more people as well.</p>
<p>What is the SuperQ?</p>	<p>The SuperQ is a high-level score available on the MyBirkman platform. Overall, the SuperQ measures how differently two people see the world. The goal of the SuperQ is to spark curiosity, which leads to conversation and, ultimately, deeper connection. A SuperQ can be derived for each person an individual is connected to within the MyBirkman platform. Certified Birkman Professionals can learn more here.</p>
<p>What Birkman data does MyBirkman use?</p>	<p>MyBirkman uses all the data from the results of the questionnaire to generate your Birkman Map and Interests</p>

	sections. Daily Insights uses data from Birkman Components.
Where are the additional resources included in Birkman Enterprise?	All employees can access valuable tip sheets, micro-learning and self-paced activities in the Action Page of MyBirkman. Birkman Certified Professionals will access additional resources in Birkman's Learning Management System, LearnUpon .
Some people at our company go by a different name at work, can they change their name in MyBirkman?	Yes, users can set their name when creating a profile or edit it later.

Pricing & Contracts

Question	Answer
What is the Birkman Enterprise price?	Please contact sales@birkman.com to learn more about Birkman Enterprise.
What are the basic contract terms for Birkman Enterprise?	<ul style="list-style-type: none"> • Birkman Enterprise is sold as a 3-year subscription • The price is based on the number of employees at the time of the purchase. • The Account Manager will review the size of the organization annually and will adjust the price if the size of the organization changes +/- 10%. • Client is billed annually or monthly.
Does Birkman Enterprise charge an annual maintenance fee?	Customers who purchase Birkman Enterprise for their entire organization will not have an annual maintenance fee. Customers who continue to purchase questionnaires per consumption will continue to be billed an annual maintenance fee.



The Birkman Method Certification

Question	Answer
How many people in my organization can get certified in Birkman?	There is no limit to the number of people who can be certified in an organization. Based on the size of your organization, you will be able to maintain a certain number of Birkman Certified Professionals as part of your subscription. Additional certifications can be purchased separately. Reach out to sales@birkman.com for a proposal to review details.
What is involved in the certification process?	By completing The Birkman Method Certification, you will acquire the essential expertise to effectively apply Birkman in coaching individuals and teams at your organization, enabling them to reach their maximum performance capabilities. The certification program is a comprehensive curriculum that includes a: <ul style="list-style-type: none">• four-hour interactive eLearning preparation course that includes interactive activities, videos, and audio• three-day workshop During the workshop, you will build a playbook of experiences by engaging in dynamic group activities, participating in table discussions, analyzing case studies, and delving into real-life examples pertaining to each scale in the Birkman Signature Report. The workshop will revolve around the Signature Report, serving as the central focus for discussions, as well as the basis for interpreting and evaluating scenarios and cases presented in the classroom setting, and will include practice on how to use new digital resources to aid in virtual conversations with clients.
When are the certification courses offered?	Certifications are offered monthly either in-person in Houston or virtually. Please note that travel to Houston for the certification is not included in the Birkman Enterprise subscription. Check the schedule here .



Account Set-up and Maintenance

Question	Answer
If our organization does not have the time or resources to manage the administration of Birkman Enterprise, can Birkman assist us?	Yes. Birkman Enterprise can be purchased with Managed Services which includes Birkman completing the following tasks in BirkmanDirect: <ul style="list-style-type: none">• Authorize Questionnaires• Generate Reports and emails to individual or manager• Send out invitations to MyBirkman• Resend and revoke invitations• Update email address and names of respondents• Disable MyBirkman users
If an organization wants separate MyBirkman access for different departments/teams/divisions within their company, how is this managed?	There are two options: <ol style="list-style-type: none">1. Individuals can set up “Teams” manually within the MyBirkman platform for quick access to those they want to view.2. Organizations can ask to have multiple BirkmanDirect accounts set up however individuals cannot be in more than one account.
When employees leave an organization, can they be removed from MyBirkman?	Yes. The person in your organization managing users in BirkmanDirect can manage user access to MyBirkman.
Who has access to send out Q's and print traditional reports?	The BCPs will have access to perform these operations in BDirect.

Privacy

Question	Answer
I have a privacy question, who can help me?	Email privacy@birkman.com .
Can my company require that each employee share their Birkman info in MyBirkman?	No. Birkman must give people the option to share due to our privacy standards. However, over 85% of participants select to share.