



BIRKMAN INTERESTS / BIRKMAN MAP COORDINATES

	Interests										Map Coordinates		
	Pe	SS	Sc	Te	Ou	Nu	Ad	Ar	Li	Mu	✳	◇	□
PUBLIC, J	76	82	37	66	35	74	42	62	24	44	69, 80	96, 59	23, 26
BILLINGS, C	63	47	21	38	65	45	24	80	98	87	86, 75	54, 20	41, 79
BROWN, B	62	50	24	50	89	5	11	68	92	69	70, 49	88, 84	64, 80
DEMBY, J	16	28	99	68	30	52	40	57	75	87	31, 25	7, 49	15, 58
DAVIS, D	84	92	37	33	62	5	42	46	78	75	92, 83	24, 66	51, 26
COOPER, C	44	71	24	72	15	82	80	78	39	26	29, 24	82, 84	85, 61
CHALMERS, R	88	60	21	24	70	10	30	69	98	67	90, 60	23, 5	79, 87
DEMAGGIO, J	16	28	99	68	30	52	40	57	75	87	31, 25	7, 49	15, 58
Averages	56	57	45	52	50	41	39	65	72	68	62, 53	48, 52	47, 59



BIRKMAN COMPONENTS

	Social Energy	Physical Energy	Emotional Energy	Self-consciousness	Assertiveness	Insistence	Incentives	Restlessness	Thought
PUBLIC, J	38/17	76/41	64/64	21/14	87/75	76/42	71/34+	90/ 6+	62/62
BILLINGS, C	99/61	82/49	69/59	8/19	14/14	30/15	3/41	18/ 7	2/12
BROWN, B	99/92	66/41	51/51	14/62	96/81	92/55	25/79	90/52	48/32+
DEMBY, J	98/98	97/73	20/33	1/ 8	49/49+	99/71	10/19	18/ 7	2/12
DAVIS, D	99/ 9	97/66	10/92	1/94	10/51	42/16	16/62	17/17	32/74
COOPER, C	92/62	76/41	51/64	21/94	96/81	85/29	16/86	96/68	32/92
CHALMERS, R	20/20	97/20	46/78	1/57	14/94	79/20	3/99	2/32	90/51
DEMAGGIO, J	98/98	97/73	20/33	1/ 8	49/49+	99/71	10/19	18/ 7	2/12
Averages	80/57	86/51	41/59	9/45	52/62	75/40	19/55	44/25+	34/43



ORGANIZATIONAL FOCUS

	B	G	R	Y	BuF		EnA		OAS		HPT		Edu		Pro		IMR		TMM		PrS		HeS		FFF	
	Man	CMS	SaR	ADS	CSS	Leg	LPS	FPS	CoE	PCS	BGC															
PUBLIC, J	7	7	7	6	9	5	2	6	6	5	6	6	8	5	6	8	2	8	3	2	9	4	2	5	3	3
BILLINGS, C	6	8	1	1	4	7	1	1	9	2	5	6	8	7	5	3	2	1	5	2	1	6	3	3	1	1
BROWN, B	3	4	1	1	8	2	1	1	7	1	7	2	5	4	2	2	3	1	5	1	3	7	4	2	1	9
DEMBY, J	3	5	5	5	3	2	10	7	7	8	9	5	5	7	5	2	10	4	4	2	4	4	3	5	1	2
DAVIS, D	7	5	1	1	5	4	3	1	7	4	9	6	8	9	1	3	5	3	2	5	5	3	2	1	1	3
COOPER, C	5	6	8	8	4	7	9	9	5	8	6	1	5	5	1	6	4	5	4	2	7	8	2	1	2	1
CHALMERS, R	4	7	2	2	7	3	1	1	9	2	10	4	7	9	2	1	3	1	2	3	1	8	2	1	1	4
DEMAGGIO, J	3	5	5	5	3	2	10	7	7	8	9	5	5	7	5	2	10	4	4	2	4	4	3	5	1	2
Averages	5	6	4	4	5	4	5	4	7	5	8	4	6	6	3	3	5	3	4	2	4	5	2	3	1	3



WORK STYLES

	KS	DI	DE	WM	SD	CA	SA	SR	PC	GL	CN
PUBLIC, J	7	3	4	1	5	8	3	2	10	8	7
BILLINGS, C	5	3	9	9	9	6	9	8	8	2	5
BROWN, B	6	3	9	1	9	7	7	3	10	1	6
DEMBY, J	2	10	3	6	6	5	9	8	1	6	4
DAVIS, D	9	2	4	9	10	7	8	7	7	3	3
COOPER, C	7	7	2	2	8	5	8	5	8	10	3
CHALMERS, R	8	2	6	8	8	3	4	6	2	5	8
DEMAGGIO, J	2	10	3	6	6	5	9	8	1	6	4
Averages	6	5	5	5	8	6	7	6	6	5	5

COMPRINT



COMPRINT AVERAGE LOG

BX6396	6481027	JOHN Q.	PUBLIC
D000XZ	6481TWK	CINDY	BILLINGS
D000Z3	8995001	BETSY	BROWN
D000YN	6481TWK	JACK	DEMBY
D000Z2	8995001	DAN	DAVIS
D000Z1	8995001	CHRIS	COOPER
D000Y2	6481TWK	RONALD	CHALMERS
D000ZJ	6481TST	JOHN	DEMAGGIO



ORGANIZATIONAL FOCUS DICTIONARY

Organizational Profile	Organizational Profile Definition
Blue (B) - Planning	Organizations that are people oriented and utilize indirect communication. These organizations focus on planning, innovating, creating; includes artistic, educational, social service, counseling, human relations/training, creative communication and healing organizations. (Planners)
Green (G) - Communicating	Organizations that are people-oriented and utilize direct communication; involves persuading, promoting, directing or motivating; includes direct promotion, consultative promotion, advocacy organizations. (Communicators)
Red (R) - Expediting	Organizations that are task-oriented, utilize direct communication and involve solving practical problems; includes crafts/technical, fire and security, engineering/technology, science organizations. (Expeditors)
Yellow (Y) - Administrating	Organizations that are task-oriented and utilize indirect communication; includes general administrative, numerical administrative, administrative leadership, finance and accounting organizations. (Administrators)

Job Family	Job Family Definition
Management (Man)	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).
Business & Finance (BuF)	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.
Computer & Mathematical Science (CMS)	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.
Engineering & Architecture (EnA)	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.



Sales & Related (SaR)	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.
Office & Administrative Support (OAS)	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.
Arts, Design, Sports, Media, & Entertainment (ADS)	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.
Healthcare Practitioner & Technician (HPT)	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.
Community & Social Services (CSS)	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.
Education, Training, & Library (Edu)	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.
Legal (Leg)	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.
Production (Pro)	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.
Life, Physical, & Social Science (LPS)	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>Installation, Maintenance, & Repair (IMR)</p>	<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>
<p>Food Preparation & Serving-Related (FPS)</p>	<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>
<p>Transportation & Material Moving (TMM)</p>	<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>
<p>Construction & Extraction (CoE)</p>	<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>
<p>Protective Service (PrS)</p>	<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>
<p>Personal Care & Service (PCS)</p>	<p>Providing personal assistance, care, and services to individuals in various contexts. Duties may include attending to children, caring for the elderly or disabled, coordinating tourist travel, ensuring safety and comfort to travelers, providing cosmetic services, coordinating recreational activities for residential facilities, as well as other personal care and service tasks.</p>
<p>Healthcare Support (HeS)</p>	<p>Providing support functions in the healthcare field. Duties may include assisting physicians with patient care and treatment, rehabilitation, record keeping, transcription, and other routine medical functions.</p>
<p>Building/Grounds Cleaning & Maintenance (BGC)</p>	<p>Cleaning and maintaining hotels, hospitals, offices, and other establishments, as well as landscapes. Duties may include groundskeeping, planting trees, watering plants, housekeeping, washing windows, vacuuming, exterminating pests, among other cleaning and maintenance tasks.</p>
<p>Farming, Fishing, & Forestry (FFF)</p>	<p>Performing various outdoor activities related to agriculture, horticulture, aquaculture, and/or forestry. Duties may include attending to live farm, ranch, or aquacultural animals, planting, cultivating, and harvesting crops, hunting and trapping wild animals, developing, maintaining, or protecting forested areas and woodlands, and/or cutting, sorting, and grading trees for multiple uses.</p>