



Birkman Component Norms

All nine **Needs** have a nominal mean of **50**, and the **Usual** means change according to the component:

Physical Energy	75 / 50
Social Energy	75 / 50
Insistence	75 / 50
Self-Consciousness	25 / 50
Assertiveness	45 / 50
Incentives	25 / 50
Emotional Energy	25 / 50
Restlessness	45 / 50
Thought	25 / 50