

Common Patterns for Birkman Organizational Focus Bars

Pattern A: All Longer Bars

This means that some of the individual's interests and/or behaviors are quite similar to the typical worker who is satisfied with a set of work tasks (i.e., work function) from all four work environments. This pattern means the individual will not necessarily be more satisfied in any particular work environment, but may feel comfortable in them all; and thus, be more inclined to choose his or her occupation or career based on other factors besides work environment fit.

Pattern B: All Shorter Bars

Some of the individual's interests and/or behaviors are not similar to the typical worker who is satisfied with a set of work tasks (i.e., work function) from all four work environments. This pattern does NOT mean the individual will not be satisfied in any work environments; rather, he/she enjoys a mixture of tasks across conventional work environment types and, potentially, will be more likely to create his/her own distinct work environment for his/her chosen profession.

Pattern C: Varied Length of Bars

With varied length bars, some of the individual's interests and/or behaviors are quite similar to the typical worker who is satisfied with a set of work tasks (i.e., work function) from one or more work environments and varied in similarity to the typical worker in other work environments. This pattern means the individual is likely to be more satisfied in certain work environments; and thus, be more inclined to choose a career based on his/her fit to the work environment of a particular occupation.

Pattern D: Equal Length of Bars

This means that some of the individual's interests and/or behaviors are similar to the same extent to the typical worker who is satisfied with a set of work tasks (i.e., work function) from all four work environments. This pattern does not mean the individual will necessarily be more satisfied in any particular work environment; and thus, may be more inclined to choose his or her occupation or career based on other factors besides work environment.