High–Performing Teams: Data Exploration

Focused Information, Focused on Results

High-Performing Teams: Building the Foundation is a Birkman solution-first product geared toward creating a solid foundation for team growth and success. This workshop uses Birkman data as a tool to drive specific outcomes and foster rich discussion around individual and team performance.

In order to generate these application-based discussions, participants are presented with targeted pieces of Birkman data that provide the right amount of information to increase self-awareness and act on their learnings. With a goal of turning awareness into action, participants given the most helpful and relevant elements of The Birkman Method within this transformative workshop.
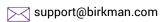
Core Elements of The Birkman Method

Usual Behavior, Interests, and Needs are the three personality dimensions that are the focus of this workshop. Participants receive bite-sized pieces of information related to each. Participants receive simple interpretations of their Birkman information, as well as questions to reflect on and helpful tips.
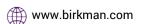
Below are three sample pages which show how aspects of the individual and team data are presented throughout the workbook. Each participants' custom individual and team Birkman information is integrated throughout a series of reflection questions and activities.
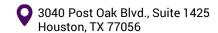
High-Performing Teams: Usual Behavior

Usual Behavior

Your Usual Behaviors reveal your natural style and how you likely approach tasks and manage relationships. This is what you perceive as your productive style and the behaviors that others may notice about you most.

Targeted Focus on the Top Three

Of the 18 behaviors described by Birkman, this workshop provides a targeted focus on three of the Usual Behaviors for each individual and the team as a whole. While everyone has nine Usual Behaviors, one related to each Birkman Component, participants receive their three most pronounced behaviors and the team receives the three most common and intense among the group.

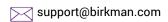Below are the 18 Usual Behaviors described in the High-Performing Teams workshop:

Social	Independent	Practical	Expressive	Active	Paced
Straightforward	Sensitive	Assertive	Suggesting	Insistent	Flexible
Collaborative	Competitive	Focused	Responsive	Decisive	Reflective

Strengths & Overused Strengths

In this workshop, Usual Behavior is interpreted through the lens of strengths and overused strengths. This means every Usual Behavior can be both productive and unproductive. Therefore, participants must think about different situations and contexts to determine when a certain behavior is working productively as a strength, or unproductively as an overused strength. This drives greater reflection and discussion among individuals to explore when their natural style works well, and when they may need to intentionally shift their approach.

On the right you can see an example of how an individual would explore their Usual Behavior, Independent. First, they would examine how their Independent style acts as a strength for them in the workplace. Then, they would think of the signs that this behavior is becoming unproductive, and how to create more effective outcomes in these times.

INDEPENDENT — How this behavior is a strength for me:
- You tend to rely on your own decisions and act independently of others.
- You operate autonomously and have a selectively social style.
- You communicate one-on-one and listen in group situations.

INDEPENDENT — Signs I may be overusing this behavior:

At times, does your Independent style cause you to appear impatient with group interaction? What happens when you are too independent?

INDEPENDENT — Plan for Alternative Action:
- Take time to talk with your team and other colleagues
- Intentionally schedule and engage in meetings and group discussions
- Seek opportunities to work with and share ideas with others

High-Performing Teams: Interests

Interests

Your Interests identify activities you enjoy as well as the environments you like to work in. Interests influence what projects and functions each team member will likely prioritize and gravitate toward most.

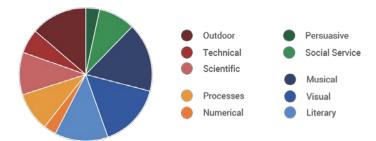**Targeted Focus on the Top Three**

Of the 18 Needs described by Birkman, this workshop provides a targeted focus on the top three Needs for the individual and team.

- Individuals receive their three most significant Needs.
- The team receives its three most common Needs.

Below are the 10 Birkman Interests grouped by the four organizational functions:

Implementing	Communicating	Analyzing	Ideating
Outdoor	Persuasive	Numerical	Literary
Scientific	Social Service	Processes	Musical
Technical			Visual

Your Motivational Focus

Outdoor, Technical, Scientific, Processes, Numerical, Persuasive, Social Service, Musical, Visual, Literary
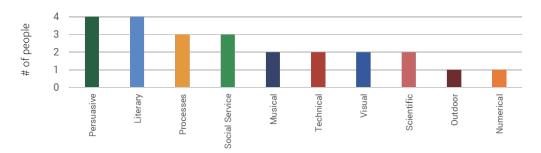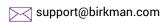
Individuals receive their Interest percentile scores as well as a data visualization of their Motivational Focus. Your Motivational Focus, shown left, displays a holistic view of one's relative level of motivation for each Birkman Interest. This graphic provides a quick and informative image of the lens through which someone sees different interest areas in the workplace.

Team Top Motivators

Your Team's Top Motivators chart reveals how many members of the team have a high Interest in each area. This chart allows teams to see the areas where they are likely most engaged, and those they may need to prioritize more intentionally.

High-Performing Teams: Needs

Needs

Needs reveal the environments where you feel most comfortable and how you expect others to behave. They give insight into what you need to be most productive.

Targeted Focus on the Top Three

Of the 18 Needs described by Birkman, this workshop provides a targeted focus on the top three Needs for the individual and team.

- Individuals receive their three most significant Needs.
- The team receives its three most common Needs.

Below are the 18 Needs described in the High-Performing Teams workshop:

Social Inclusion	Time Alone	Practical Solutions	An Outlet For Emotions	Things To Do	Downtime
A Straightforward Approach	A Sensitive Approach	Directive Authority	Democratic Authority	A Definite Plan	A Flexible Plan
A Collaborative Environment	A Competitive Environment	Few Interruptions	Alternating Tasks	Quick Decisions	Time To Process

Uncovering and Communicating Needs

When exploring Needs, participants are given a scenario that asks them what happens when they are faced with a situation that is opposite from their expectations. By framing the Needs with this context, participants can more easily and quickly connect with the interactions and environments where they do feel most comfortable.

A DEFINITE PLAN	Communicating my Needs:
Do you ever become overwhelmed when others are too flexible and disorganized? That may be because you expect to have a definite plan. You may find that: • You need defined rules, systems, and procedures. • You expect thorough instructions and for others to stick to the plan.	_____ _____ _____ _____ _____