

July 14, 2020

## UPDATES TO THE COACHING PAGE

We have recently updated one of our most popular report formats - the Coaching Page. Our customers let us know that including the Component names after each statement in the **SUGGESTIONS** section of the report could sometimes be confusing or slow down the conversation when reviewing this report.

We heard you! Now you can choose from two printing options when generating this report:

- Do <u>not</u> show the Birkman Component names in the **SUGGESTIONS** section. Please make note that **this is the new default behavior** for the Coaching Page.
- <u>Show</u> the Birkman Component names at the end of each statement in the **SUGGESTIONS** section (the only way the report generated prior to this update).

See below for screenshots of the Coaching Page report options in BirkmanDirect and sample reports with and without the Component names. Please contact our <u>Support team</u> if you have questions.

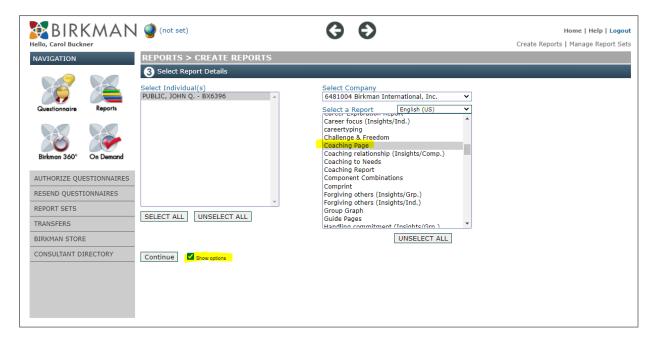
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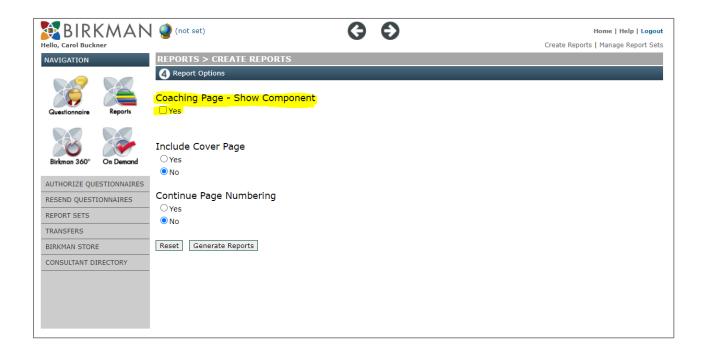
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COACHING PAGE
JOHN Q. PUBLIC
In working with others, he is straightforward; he is primarily independent, and given to a few close, personal relationships.
When giving or accepting direction, he is self-assertive. He enjoys debate and active, participative discussion.
As to <i>competitiveness and stamina</i> , he is competitive and bottom line oriented; he prefers warm, genuine relationships; he feels defeated and dejected when relationships go awry. He is very strong-willed, demanding, sometimes unconsciously oppositional.
When organizing or planning, he questions everything. He won't blindly follow instructions unless the wisdom of doing so is obvious; he must maintain a sense of personal freedom. Cautious and thoughtful but usually comfortable with making decisions. He needs more time and information for important decisions.
SUGGESTIONS FOR COACHING JOHN Q. PUBLIC
Capitalize on his willingness to play devil's advocate.
Address the positive sides of issues.
Keep communications direct and impersonal. Be as straightforward as possible when giving praise, almost matter-of-fact.
* Keep debates controlled and positive.
* Provide a balance of team and individual goals.
* Freely explain the reasoning in making changes.
Lead with a balance of thoughtfulness and decisiveness but be sure he has time to think about important decisions.
* Particularly significant; may impact other areas
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COACHING PAGE
JOHN Q. PUBLIC
In working with others, he is straightforward; he is primarily independent, and given to a few close, personal relationships.
When giving or accepting direction, he is self-assertive. He enjoys debate and active, participative discussion.
As to <i>competitiveness and stamina</i> , he is competitive and bottom line oriented; he prefers warm, genuine relationships; he feels defeated and dejected when relationships go awry. He is very strong-willed, demanding, sometimes unconsciously oppositional.
When organizing or planning, he questions everything. He won't blindly follow instructions unless the wisdom of doing so is obvious; he must maintain a sense of personal freedom. Cautious and thoughtful but usually comfortable with making decisions. He needs more time and information for important decisions.
SUGGESTIONS FOR COACHING JOHN Q. PUBLIC
Capitalize on his willingness to play devil's advocate. Social Energy
Address the positive sides of issues. Emotional Energy
Keep communications direct and impersonal. Be as straightforward as possible when giving praise, almost matter-of-fact. Self-consciousness
* Keep debates controlled and positive. Assertiveness
* Provide a balance of team and individual goals. Incentives
* Freely explain the reasoning in making changes. Restlessness
Lead with a balance of thoughtfulness and decisiveness but be sure he has time to think about important decisions. Thought
* Particularly significant; may impact other areas Birkman Report J JOHN Q. PUBLIC (8X5398)   @2019, Birkman International, Inc. All rights reserved. 1

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