

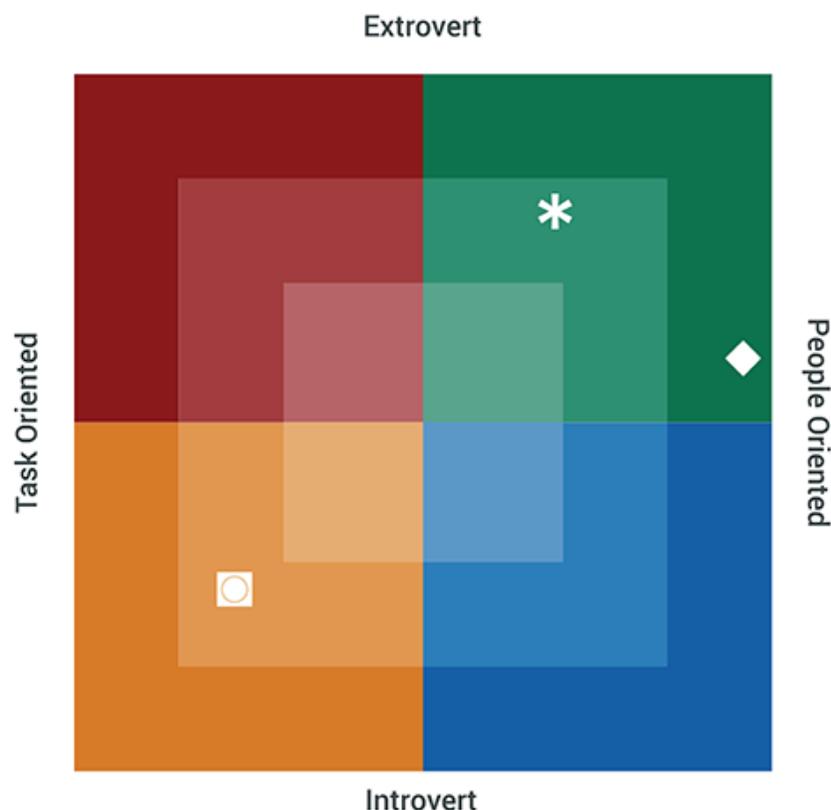
Now that we've reviewed all the concepts from Signature Certification let's talk about ways to **open up your first team activity**. When introducing new ideas to a group, it's often helpful to have complimentary **training or visuals** to make the information **memorable**.

In your first team activity, start with a conversation about the team and their individual reports. Begin by explaining the Birkman Map, Birkman Colors, and Birkman Symbols, then transition to discussing how these concepts are reflected in each person's scores. After the group feels confident in understanding their reports, you can incorporate an activity that compares an individual's scores to that of the team.

Below is an engaging team activity using the [Birkman Floor Map](#) or a [Birkman Cones Set](#) to help your team **connect to their scores, develop a deeper understanding of Birkman concepts, and increase their awareness of their teammates**.

Team Activity: The Birkman Map

To begin your activity, start by reviewing the Birkman Map with the team. The map below is an example summary of the team's collective Interests, Usual Behavior, Needs, and Stress Behavior.



The Birkman Map consists of two axes, Extrovert/Introvert and Task/People, which create four color-coded quadrants. Each color quadrant correlates with certain personality traits:

- **Red** quadrant (Doers) tend to be extroverted and task-oriented
- **Green** quadrant (Communicators) tend to be extroverted and people-oriented
- **Blue** quadrant (Thinkers) tend to be introverted and people-oriented
- **Yellow** quadrant (Analyzers) tend to be introverted and task-oriented

Use the Birkman Floor Map or Birkman Cones to form a life-sized version of the Birkman Map in your meeting space or outside. Have respondents stand in the position of each of their respective symbols as you talk about Interests, Usual Behavior, and Needs on an individual level. This orientation can help respondents visualize how they relate to their peers on the Birkman Map. As you transition from Interests to Usual Behavior to Needs, encourage respondents to notice how their relationship with their peers changes. After noting where each person's symbols fall, you can then discuss the location of the team's symbols. As your team examines each symbol, make sure to encourage an open dialogue. We have provided some discussion questions, which are listed below.

Discussion Questions



Interests

- What are the top Interests for each team member? Why do they enjoy these activities?
- Which projects or assignments best motivate each team member? Least motivates?
- How are Interests represented on this team? Do team members have very similar Interests or a wide variety of Interests?
- How will their Interests impact motivation and success?



Usual Behavior

- What is the typical Usual Behavior for each team member? How is each individual most productive?
- What are the unique strengths each member can bring to the team? How are these strengths valued and utilized by the other team members?
- Are there any potential blind spots or gaps on the team's Group Map that they should be aware of? Do they have a wide variety of strengths, or do most members share the same strengths?

☐ Needs and Stress Behavior

- Have each member share their Needs with the team.
 - Are the Needs being met by the team? By the organization or company? As a team, discuss how you can help meet each team member's Needs. Why may this be difficult?
 - Have each member share their Stress Behaviors with the team. How do you act when you become unproductive?
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Birkman Floor Map

Whether you are hosting a team session indoors or outdoors, the Birkman Floor Map is a great way to **spice up your group activity sessions**.



Select the map size that works best with your conversation space, with sizes ranging from 6'x6' to 10'x10'. Foldable and easy to transport, this item displays the colors and axes of the Birkman Map, providing an interactive visual during your conversations.

Visit the [Birkman Store](#) to purchase the Birkman [Floor Map](#) and explore other unique aids to make an impact at your next group activity session.