

Product Comparison of High-Performing Teams and The Birkman Signature Report



A Solution-First Birkman Product:

High-Performing Teams: *Building the Foundation* is a Birkman solution-first product that sits alongside the Birkman Signature Suite. Solution-first products lead with an application and are geared toward a specific outcome, using Birkman as a tool to drive the end goal.

	High-Performing Teams <i>Solution-first product</i>	Signature Report <i>Data-first product</i>
Goal	To build the foundation for a high-performing team	To increase self-awareness
Application	Teams	Multiple options for applying
Implementation	Turnkey curriculum focused on building team Purpose, Clarity, and Psychological Safety to increase team effectiveness.	Birkman Certified Professional creates learnings and applications through versatility of report.
Use of Birkman	Birkman information is geared towards giving prescriptive tips to drive specific actions and outcomes.	Birkman data is interpreted for greater understanding of self.
Data	Individual and Team: <ul style="list-style-type: none"> • Top 3 Usual Behaviors • Top 3 Needs • Your Motivational Focus • 10 Interests 	Individual: <ul style="list-style-type: none"> • Birkman Map <ul style="list-style-type: none"> ○ Interests ○ Usual Behavior ○ Needs ○ Stress Behavior • 9 Birkman Components <ul style="list-style-type: none"> ○ Usual Behavior ○ Needs ○ Stress Behavior • 10 Interests • Career Data <ul style="list-style-type: none"> ○ Job Families ○ Job Titles
Certification	No certification required for workshop facilitator	Birkman Signature Certification required to conduct Birkman feedback
Participant Involvement	~ 8-hour group workshop	~ 1-2-hour Birkman conversation
Assessment	The Birkman Method questionnaire	The Birkman Method questionnaire