

BIRKMAN

COMPARATIVE

REPORT

THIS REPORT WAS PREPARED FOR:
JANE Q. PUBLIC (G3VMFN)
JOHN Q. PUBLIC (BX6396)
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BIRKMAN COMPARATIVE REPORT



Most of what we hear is an opinion, not a fact. Most of what we see is a perspective, not an absolute truth. When we accept that in relationships there is no one right way or right answer, we set ourselves up for better relationships - both professionally and personally.

The Birkman Comparative report describes significant similarities and differences between two people using each of the nine Birkman Components. Additionally, the report offers key recommendations to consider when two people work together.

Different Usual styles can make for an interesting dynamic when working together. However, when people's Needs differ significantly, it can present major challenges.

In cases where there is a significant difference between the two people on the Birkman Needs score, the report offers an additional explanation of how each person can understand the opposite approach.

Mostly unseen by others, Birkman Needs speak to our expectation of people and the world around us. When two people's Needs are very different, it creates the perfect environment for disagreements, misunderstandings and potential conflict. This is why it's important to address differences in a proactive way - before they cause problems and become personal.

Please note: Depending on the number of similarities and differences, the number of pages in the report may vary. If the Component scores are in the moderate range for Usual, Needs and Stress, a page will not be generated.

BIRKMAN COMPARATIVE REPORT



SOCIAL ENERGY

The Social Energy Component can affect the areas of social enthusiasm, participation in meetings, open lines of communication, comfort in interacting with groups, and spontaneous expression

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- work well alone or in small groups
- relate better to people in one-on-one rather than social situations
- are able to take a stand against popular opinion when it is merited

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- need a certain amount of time alone or in small groups
- respond well to freedom from social demands for at least part of the time
- need time away from groups to help "recharge their batteries"

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- may ignore group dynamics and withdraw from social interaction
- may refuse to participate in group activities, even when such a refusal is inappropriate

JANE Q. PUBLIC - 38/17/17
JOHN Q. PUBLIC - 38/17/17



SOCIAL ENERGY

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to avoid dealing with issues in meetings and other social contexts when it can be avoided
- to talk with JANE Q. PUBLIC face-to-face, or in small groups, where possible
- that an approach based on one-on-one discussion is preferable to dealing with the matter in a group setting

JANE Q. PUBLIC - 38/17/17
JOHN Q. PUBLIC - 38/17/17

BIRKMAN COMPARATIVE REPORT



PHYSICAL ENERGY

The Physical Energy Component can affect the areas of urgency in decision making, balance between thought and action, competitiveness as opposed to long-range results, and patience with planning and pacing

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- generally see direct action as the solution to most problems
- have a high level of physical energy
- tend to get a great deal done

Needs:



There are no consistent similarities or differences in the social expectations of JANE Q. PUBLIC and JOHN Q. PUBLIC

Stress Behavior:



There are no consistent similarities or differences in the less-than-productive behaviors that JANE Q. PUBLIC and JOHN Q. PUBLIC exhibit when their expectations are not realized

JANE Q. PUBLIC - 76/41/41
JOHN Q. PUBLIC - 76/41/41



PHYSICAL ENERGY

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to offer them a balance of scheduled tasks and a more relaxed environment that permits reflection prior to action
- to avoid over-scheduling, or significant periods of time with nothing to do
- that neither JANE Q. PUBLIC nor JOHN Q. PUBLIC expect, or want, an intense schedule, or an excessively reflective environment

JANE Q. PUBLIC - 76/41/41
JOHN Q. PUBLIC - 76/41/41

BIRKMAN COMPARATIVE REPORT



EMOTIONAL ENERGY

The Emotional Energy Component can affect the areas of practicality of ideas vs. thought and creative ideas, and control vs. expressions of enthusiasm

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- see the subjective side of issues
- understand how emotions can color people's outlook
- are comfortable talking about feelings

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- do best with more subjective support
- prefer to have their emotions taken into account
- need opportunities to talk about how they feel

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- can become upset, perhaps even downhearted
- may allow emotions to determine actions to an inappropriate extent

JANE Q. PUBLIC - 64/64/64
JOHN Q. PUBLIC - 64/64/64



EMOTIONAL ENERGY

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to be sure to allow time for the airing of more subjective issues during discussions
- to encourage discussion of emotional aspects of problems
- that permitting them to talk about how they feel is preferable to over-emphasizing "the facts"

JANE Q. PUBLIC - 64/64/64
JOHN Q. PUBLIC - 64/64/64

BIRKMAN COMPARATIVE REPORT



SELF-CONSCIOUSNESS

The Self-Consciousness Component can affect the areas of managing performance problems and performance reviews, awareness of feeling and special needs of others, using candor as an interpersonal tool, and dealing with sensitive or tough business issues

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- tend to be direct and frank with one another and with other people
- keep one-to-one discussions brief and to the point
- are usually untroubled by self-conscious feelings

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- prefer that others be candid and forthright with them
- respond best to frankness and openness in others
- respond to praise or favorable attention only when it is genuine

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- may become too terse and direct
- can upset people with their forthrightness in one-on-one discussions without realizing it

JANE Q. PUBLIC - 21/14/14
JOHN Q. PUBLIC - 21/14/14

BIRKMAN COMPARATIVE REPORT



SELF-CONSCIOUSNESS

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to focus on the issues at hand, and keep more "supportive" statements to a minimum
- to get to the point rapidly, with a minimum of preliminary courtesies
- that a direct approach to them is preferable to beating about the bush

JANE Q. PUBLIC - 21/14/14
JOHN Q. PUBLIC - 21/14/14



ASSERTIVENESS

The Assertiveness Component can affect the areas of cooperation, conflict management, use of authority, listening skills, openness to others' ideas, and emphasis in delegation

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- tend to be assertive when directing others
- appear as natural authority figures
- find it easy to tell other people what to do

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- need to know exactly who is the dominant authority figure
- respond well to direct orders from those whose authority they respect
- prefer authoritative but fair superiors

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- may become domineering and aggressive
- can "take over" in the absence of formally delegated authority

JANE Q. PUBLIC - 81/72/72
JOHN Q. PUBLIC - 87/75/75

BIRKMAN COMPARATIVE REPORT



ASSERTIVENESS

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- that it is important for them both to know exactly who is "in charge"
- to be fairly assertive when giving orders
- that a strongly directive approach is to be preferred to trying to be pleasant and agreeable

JANE Q. PUBLIC - 81/72/72
JOHN Q. PUBLIC - 87/75/75

BIRKMAN COMPARATIVE REPORT



INSISTENCE

The Insistence Component can affect the areas of managing meetings effectively, clarity of delegation, project management/time management, and sustaining systems and procedures

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- prefer to follow procedures and policies
- are good at working the plan
- set about things methodically and in an orderly manner

Needs:



There are no consistent similarities or differences in the social expectations of JANE Q. PUBLIC and JOHN Q. PUBLIC

Stress Behavior:



There are no consistent similarities or differences in the less-than-productive behaviors that JANE Q. PUBLIC and JOHN Q. PUBLIC exhibit when their expectations are not realized

JANE Q. PUBLIC - 76/42/42
JOHN Q. PUBLIC - 76/42/42



INSISTENCE

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to offer a balance of structured guidance and general guidelines
- to avoid both unnecessary rules and vagueness about procedures
- that neither JANE Q. PUBLIC nor JOHN Q. PUBLIC expect, or want strict, rules-based boundaries, or no formal structure at all

JANE Q. PUBLIC - 76/42/42
JOHN Q. PUBLIC - 76/42/42

BIRKMAN COMPARATIVE REPORT



INCENTIVES

The Incentives Component can affect the areas of winning materialistic rewards, winning intangible rewards, risk-taking in the workplace, security in the workplace, comfort with bargaining for self, comfort with negotiating for equitable results

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- are competitive and like to win
- enjoy bargaining, selling, and trading
- seek tangible rewards in proportion to their contribution

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- respond best to an environment that emphasizes service over earnings
- need to feel their work is useful as well as profitable
- are motivated by ideals and intangible benefits

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- may become distrustful of others
- can be viewed as too self-protective

JANE Q. PUBLIC - 71/34/75
JOHN Q. PUBLIC - 71/34/75



INCENTIVES

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to focus where possible on intangible benefits and general rewards
- to stress team rather than personalized incentives
- that discussion based on general benefits is preferable to emphasizing personal financial incentives

JANE Q. PUBLIC - 71/34/75
JOHN Q. PUBLIC - 71/34/75



RESTLESSNESS

The Restlessness Component can affect the areas of comfort in shifting business priorities, patience with interruptions, and flexibility in accepting externally imposed change

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- like to work on several things at the same time
- consistently change daily routines
- can easily move attention from task to task

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- prefer to have notice of intended changes
- respond well to an environment that encourages concentration
- need a minimum of unexpected disturbances

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- may be distracted too easily
- can be unrealistic in their expectations of rapid results

JANE Q. PUBLIC - 90/6/75
JOHN Q. PUBLIC - 90/6/75



RESTLESSNESS

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- that when personal work habits may be affected, it is better to involve them in discussions rather than to impose it unilaterally
- to keep unnecessary process changes to a minimum and give them plenty of warning when physical routines or behavioral change is necessary
- to permit concentration on the task at hand, without interruption

JANE Q. PUBLIC - 90/6/75
JOHN Q. PUBLIC - 90/6/75

BIRKMAN COMPARATIVE REPORT



THOUGHT

The Thought Component can affect the areas of decision timeliness, degree of comfort with risk, and consistency in positions taken

Working With One Another and With Others

Usual Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar strengths and assets. They:

- are thoughtful
- can see subtleties in many situations
- are more tolerant of ambiguity

Needs:



JANE Q. PUBLIC and JOHN Q. PUBLIC have similar expectations. They:

- need time to make decisions, particularly difficult ones
- respond well to ambiguous situations where options may be vague
- prefer not to be pressured for a fast decision

Stress Behavior:



JANE Q. PUBLIC and JOHN Q. PUBLIC behave similarly when their expectations are not met. They:

- can worry needlessly over even small decisions
- may delay making a decision until overtaken by events

JANE Q. PUBLIC - 62/62/62
JOHN Q. PUBLIC - 62/62/62



THOUGHT

Key Recommendations



When working with JANE Q. PUBLIC and JOHN Q. PUBLIC, other people should remember:

- to give them plenty of time for decisions, particularly if they are difficult or complex
- to offer plenty of alternatives, rather than yes-or-no decision-making situations
- that time spent helping them evaluate options is preferable to attempting to force a fast resolution

JANE Q. PUBLIC - 62/62/62
JOHN Q. PUBLIC - 62/62/62