

A CUSTOM **BIRKMAN** REPORT SET

THIS REPORT WAS PREPARED FOR:
PARMINDER SINGH (G6BBMJ)
DATE PRINTED | October 14 2022



BIRKMAN

BASICS

REPORT

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WHAT'S IN YOUR BIRKMAN REPORT?

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WELCOME

This section provides background information on The Birkman Method® and outlines the purpose and benefits of your Basics Report.



Background

The Birkman Method is a powerful tool that identifies your strengths, behaviors, motivations, and interests.

The Birkman Method is reliable.

This means that the results of the assessment remain relatively stable over time.

The Birkman Method is valid.

This means that statistical studies have been conducted to ensure that the assessment measures what is intended.

Purpose

When you have finished reviewing your report you will know more about yourself, what makes you unique, and how this impacts you and those with whom you interact. Being empowered by this information will help you in virtually all parts of your life.

Specific benefits include:

- Learning what interests you at work and at home
- Discovering what behaviors others notice about you
- Articulating your unique strengths and opportunities
- Exploring your career interests with scientifically-backed data

For over **70 years**, The Birkman Method® has been helping people reach further with our unique yet scientific approach to behavioral & occupational assessments. Used by millions of people and the **world's best companies** to:

- > develop leaders
- > improve teamwork
- > explore careers
- > select talent
- > increase sales and productivity

What do you hope to learn from your Birkman Basics Report?



BIRKMAN COLOR KEY

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We take these four colors seriously at Birkman. Our use of color becomes shorthand for understanding fundamental differences between people. Below is a breakdown of the significance of each Birkman color.

RED

DOER

RED is the Birkman color for people who prefer to make quick decisions and get results. Reds are direct and action-oriented and give full attention to the task at hand. Reds enjoy building, working with their hands, organizing people and projects, solving practical problems, and producing an end product they can see and feel. Reds are objective, energetic, commanding and enjoy team competition. Reds get results through action.

GREEN

COMMUNICATOR

GREEN is the Birkman color for people with a strong desire to communicate and work with people. Every time you see a Green, they are selling, persuading, promoting, motivating, counseling, teaching or working with people to get results. Greens who believe in a product, service or idea can communicate about it with ease and a natural confidence. If you want someone to win friends and influence people, a Green is your person for the job.

YELLOW

ANALYZER

YELLOW is the Birkman color for people who love working with processes, details, definitions and rules. yellows enjoy doing careful and detailed calculations, scheduling, recordkeeping, and establishing systematic procedures. They are usually comfortable with numbers, place a high priority on being fair, and are cautious and thorough in analysis. yellows are task-oriented and often prefer indirect communication methods including forms, rules and regulations. If you need to get organized, find a yellow.

BLUE

THINKER

BLUE is the Birkman color for the concept and idea person. Blues love innovation, being creative and long-term planning. They enjoy abstract thinking and discovering new ways to solve problems. Blues thrive on generating fresh ideas and coming up with the most viable solutions for the problem at hand. Blues tend to be introspective, and while they love originality and innovation, they may need to be around other creative individuals to trigger the spark.

YOUR BIRKMAN MAP

Your Birkman Map® provides an aerial view of who you are and allows you to see how and where you fit into the big picture.



BIRKMAN MAP

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The Symbols on your Birkman Map identify who you are on two key dimensions. The placement of the symbol within a color quadrant represents the degree to which you display similarities to that color quadrant. The left and the right sides of the map (horizontal axis) represent your preference for dealing with tasks or people. The top and the bottom (vertical axis) represent whether you are more extroverted or introverted in your style.



INTERESTS - The Asterisk represents what you like to do and where you gravitate in terms of activities you enjoy.



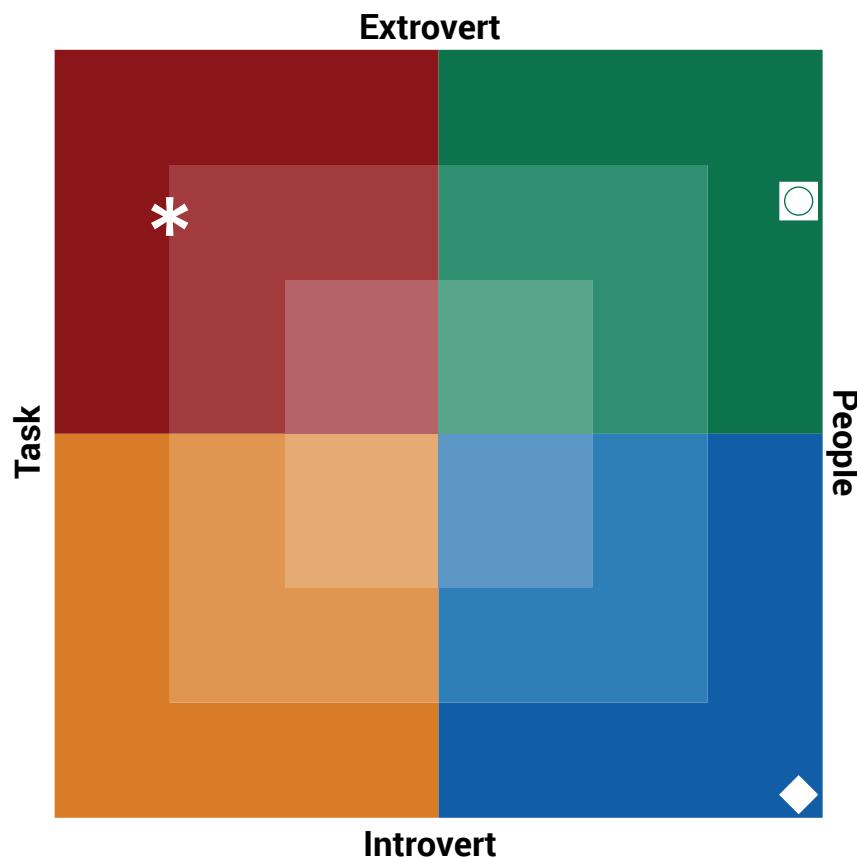
USUAL BEHAVIOR - The Diamond represents how you usually behave. These are your strengths, and they compose your best, most productive style. This is how other people see you. Usual Behavior is how you act when your Needs have been met.



NEEDS - The Circle represents how you need to be or expect to be treated by other people and your environment. Needs often remain hidden or invisible to others.



STRESS BEHAVIOR - The Square represents your frustrated behavior. This is your reactive, unproductive style. Stress Behavior is how you act when your Needs have not been met for an extended period of time. You may see some of the challenges you face arise here.





EXPLANATION OF YOUR INTERESTS (THE ASTERISK) *

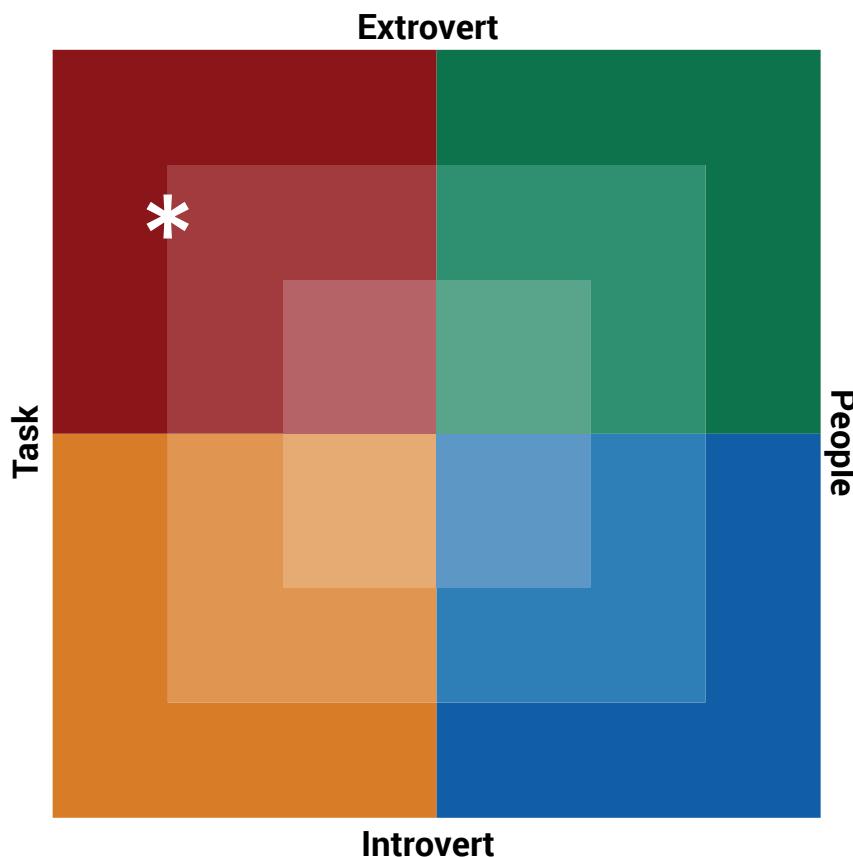
The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the RED quadrant. You probably enjoy activities with a very practical emphasis.

Interests in the RED quadrant include:

- implementing
- seeing a finished product
- solving practical problems
- working through people
- organizing

Your Asterisk shows that you like to:

- solve practical problems
- get things done
- organize activities
- build or make things
- be directly involved





EXPLANATION OF YOUR USUAL BEHAVIOR (THE DIAMOND)

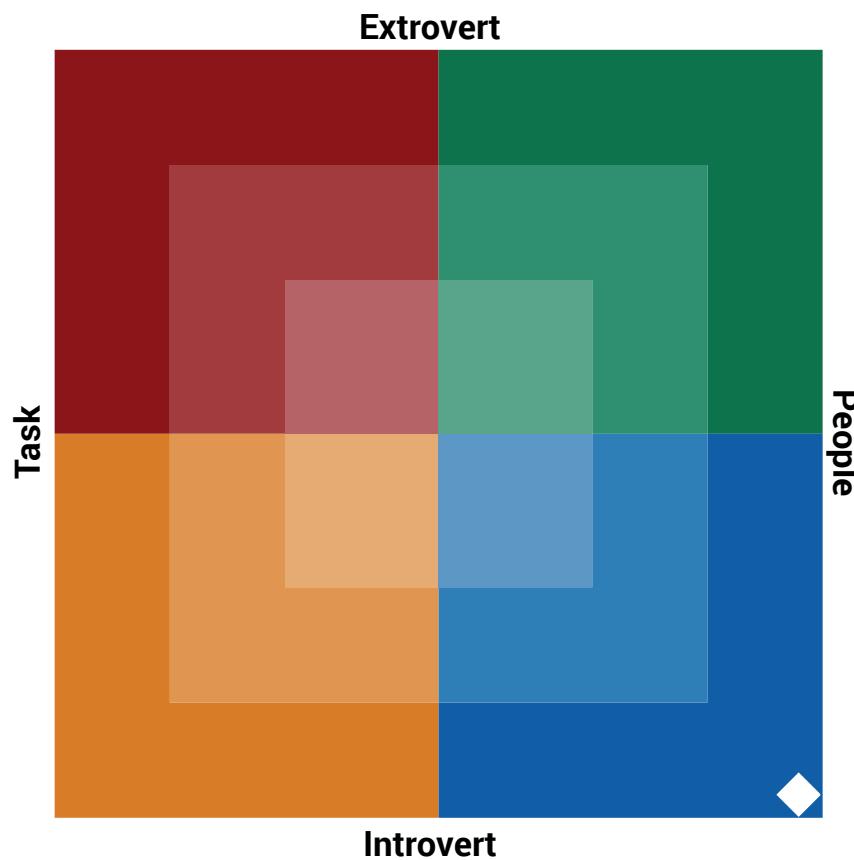
The productive way you set about your tasks is described by the Diamond. Your Diamond is in the BLUE quadrant. When you are working effectively, you tend to be reflective and creative.

Usual Behaviors in the BLUE quadrant include being:

- insightful
- selectively sociable
- thoughtful
- reflective
- optimistic

Your Diamond shows that you are usually:

- insightful
- optimistic
- thoughtful
- selectively sociable
- reflective





EXPLANATION OF YOUR NEEDS (THE CIRCLE)

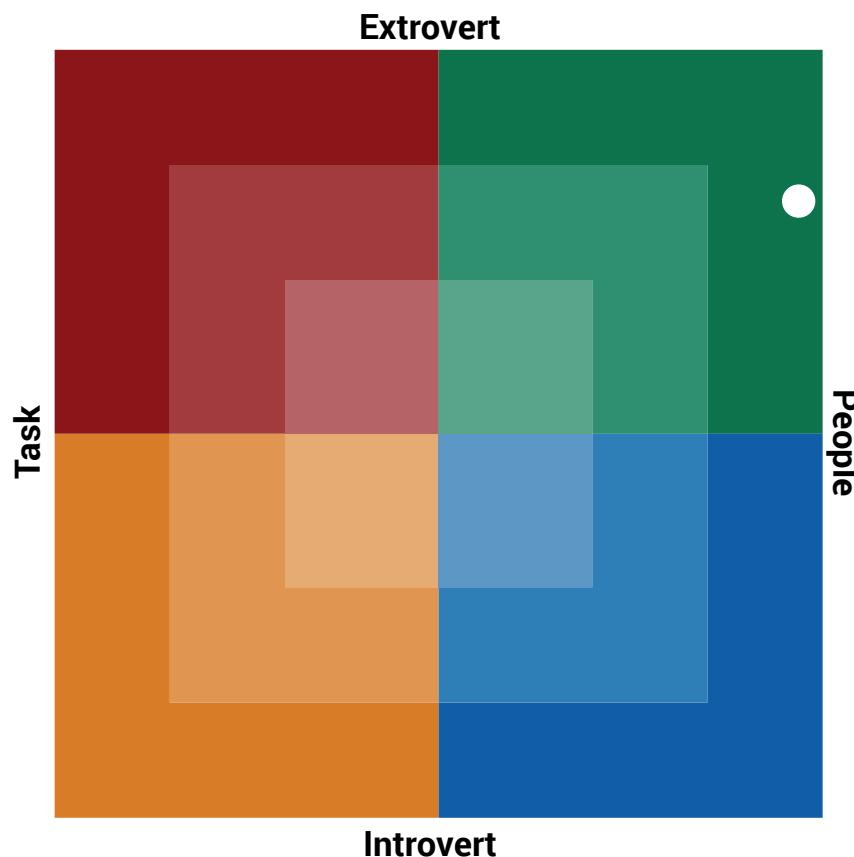
The support you need to develop your Usual Behavior is described by the Circle. Your Circle is in the GREEN quadrant. To be most effective, you respond best to people who are assertive and enthusiastic.

Those with Needs in the GREEN quadrant want others to:

- encourage competition
- be assertive
- allow flexibility
- introduce novelty and variety

Your Circle shows you are most comfortable when people around you:

- let you know who's in charge
- give you personalized incentives
- keep unnecessary rules to a minimum
- give you varied tasks
- are openly enthusiastic





EXPLANATION OF YOUR STRESS BEHAVIOR (THE SQUARE)

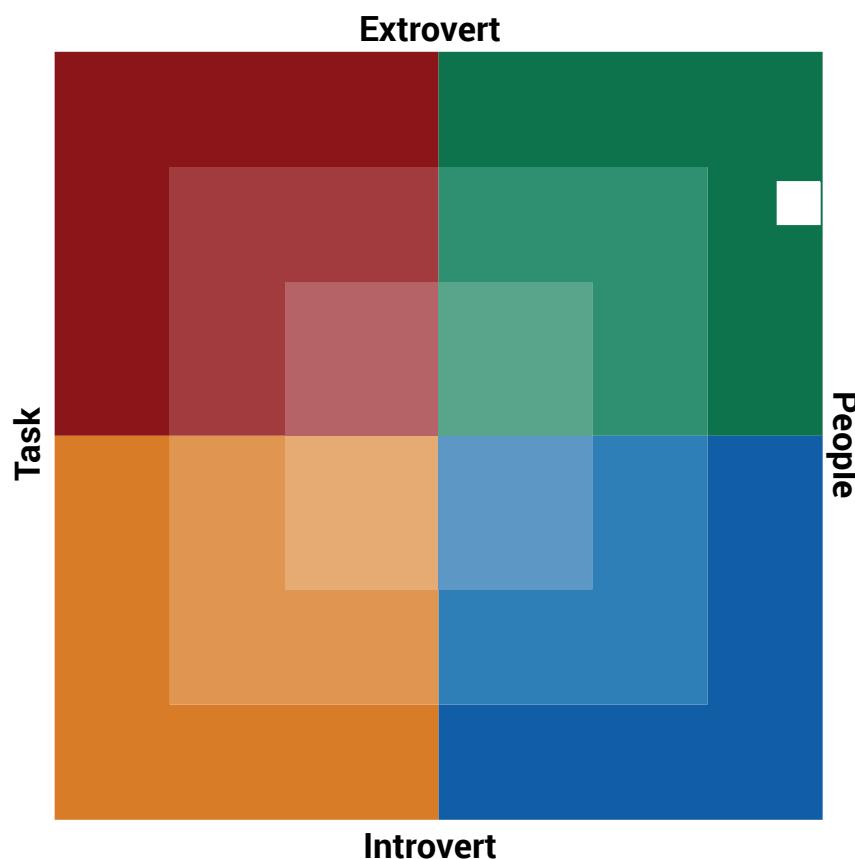
Your Stress Behavior is described by the Square. Your Square is in the GREEN quadrant. When people don't deal with you the way your needs suggest, you may become domineering and resist necessary rules.

Those with Stress Behaviors in the GREEN quadrant:

- are easily distracted
- distrust others
- become domineering
- fail to follow the plan

Your Square shows that under stress you may become:

- dominating
- self-protective
- easily distracted
- disorganized
- argumentative



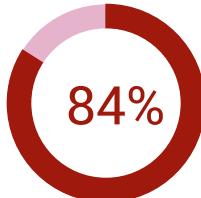
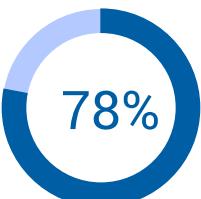
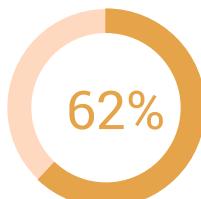
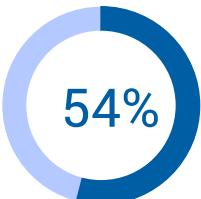
YOUR INTERESTS

This section looks at your interests. High scores indicate activities you enjoy. Low scores indicate areas you would prefer to avoid. Interests do not always translate to skill but do represent important motivators.

BIRKMAN INTERESTS

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 <p>OUTDOOR Work in an outdoor environment Activities include: Being outdoors, farming, gardening</p>	 <p>TECHNICAL Hands-on work with technology and machinery Activities include: Programming, assembling, using gadgets</p>
 <p>ARTISTIC Creation, appreciation for arts, aesthetics Activities include: Painting, appreciating art, designing</p>	 <p>ADMINISTRATIVE Systems, order and reliability Activities include: System tracking, record keeping, categorizing</p>
 <p>MUSICAL Playing, singing or listening to music Activities include: Attending concerts, collecting and appreciating music</p>	 <p>LITERARY Appreciation for language Activities include: Writing, reading, editing</p>
 <p>SCIENTIFIC Research, analysis, intellectual curiosity Activities include: Investigating, exploring medicine, experimenting</p>	 <p>SOCIAL SERVICE Helping, advocating for people Activities include: Teaching, counseling, volunteering</p>
 <p>NUMERICAL Working with numbers and data Activities include: Accounting, investing, analyzing</p>	 <p>PERSUASIVE Persuading, motivating, selling Activities include: Debating, influencing, promoting</p>

YOUR STRENGTHS

This section goes beyond the Birkman colors and takes a more in-depth look at the strengths that make you uniquely you.



YOUR STRENGTHS

These strengths were generated based on your responses to the Birkman questionnaire. Carefully read each statement and check the ones that are most significant to you.

- You like getting things done, including dealing with hands-on problems or situations
- You enjoy being outdoors and doing tasks that are associated with being outdoors or away from the office
- You are interested in the visual appeal of products and services, and may well have an artistic ability of your own
- You are sensitive and insightful in one-on-one relationships
- You are able to withstand group pressure and follow the less "popular" path when necessary
- You are structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
- You are reflective, and like to make the most efficient use of your energies and the energies of those you work with
- You understand and relate well to others' feelings, and you are aware of the extent to which these can affect performance both positively and negatively
- You like to have plenty of variety in your work, and to have more than one task to do at a time
- You can handle ambiguous situations well, where the best answer may be less obvious or buried in important details

YOUR CAREER EXPLORATION

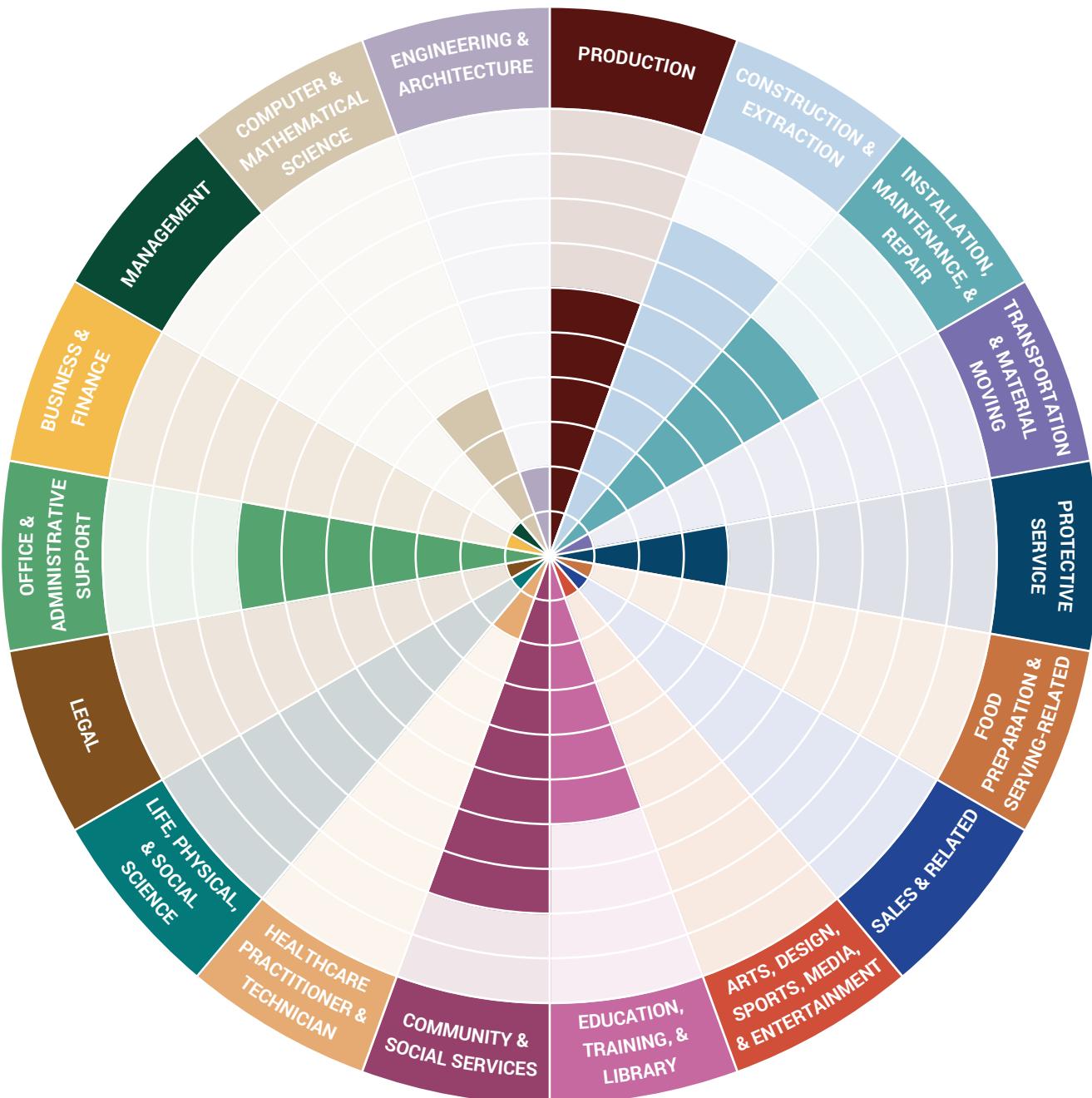
This section takes the information we have covered thus far and matches your personality profile to career families.



CAREER EXPLORATION OVERVIEW

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The Career Exploration Overview is intended to expose you to the in-depth occupational information the Birkman measures. This page displays your strongest career options based upon your scores for Interests, Usual Behavior and Needs. This information will give you a better understanding of yourself and the careers in which you will be most comfortable.



Why might knowing this be helpful to you?

It depends on your career goals. If you are interested in exploring career fields, now or in the future, your Birkman results provide meaningful data around job families you may wish to consider and explore. They are not designed to be a predictor of success nor limit your exploration. Instead, we hope that you may use this data to formulate a deeper understanding of your ideal environments and the jobs you might enjoy.



CAREER EXPLORATION OVERVIEW

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This section gives you additional information on the Job Families you most closely match. If you are interested in a more detailed career exploration that includes your match to specific careers, **you may request a copy of your Career Exploration Report from your Birkman Consultant or from Birkman directly.**

Your Top 6 Career Areas to Explore

Construction & Extraction

Performing hands-on work functions related to the building of structures or the removal of materials from natural settings for use in construction or other applications. Duties may include bricklaying, carpentry, masonry, roofing, plumbing, inspecting integrity of structures according to building codes, mining, drilling, and disposal of construction by-products, using specialized tools and equipment.

Community & Social Services

Counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or communities. Duties may include helping individuals maximize their mental and emotional well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance.

Office & Administrative Support

Providing clerical support within an organization. Duties may include preparing statements, tracking accounts, record keeping, bill collecting, making phone calls, scheduling appointments, entering data, providing customer service, ordering and tracking inventory, handling monetary transactions, among other administrative support tasks.

Installation, Maintenance, & Repair

Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment. Duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.

Production

Producing, creating, and/or manufacturing a variety of products (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment. Duties may include baking pastries, binding books, cutting, shaping, and assembling furniture, assembling electronics, shaping molten glass, fabricating jewelry, welding metal components, among other specific production tasks.

Education, Training, & Library

Teaching/training individuals or groups of people academic, social, or other formative skills using various techniques/methods. Duties may include instructing children, adolescents, adults, individuals with special needs, or other specific samples within a formal or informal setting, creating instructional materials and educational content, and providing necessary learning resources.

YOUR ACTION PLAN

It's time to put your learning into action! This section allows you to document your learning and commit to future goals.



YOUR ACTION PLAN

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TIP: You can type in the fields and save this PDF.

After reviewing this profile, what key points or insights did you gain about yourself or others? What might be the most relevant or valuable to you at this time?

What commitments, lessons learned, or areas for further exploration might you have?

Key Insights	Relevant Actions	Dates

What strengths could you build on? What areas could you develop?

Build	Develop

Who would benefit from knowing this information? What content could be most beneficial to share? Do you have a timeline to share these insights?

Who will you share this with?	What will you share?	By when will you do it?

How will you hold yourself accountable in continuing to learn and seek feedback?
