

This Report Prepared For  
**JOHN Q. PUBLIC**  
23 October 2007



# Your Leadership Grip Report

Prepared For:

**BX6396 JOHN Q. PUBLIC**

**23 October 2007**

## Your **Leadership Grip Summary**

*(page 32 of your notebook)*

### **Spiritual Gifts**

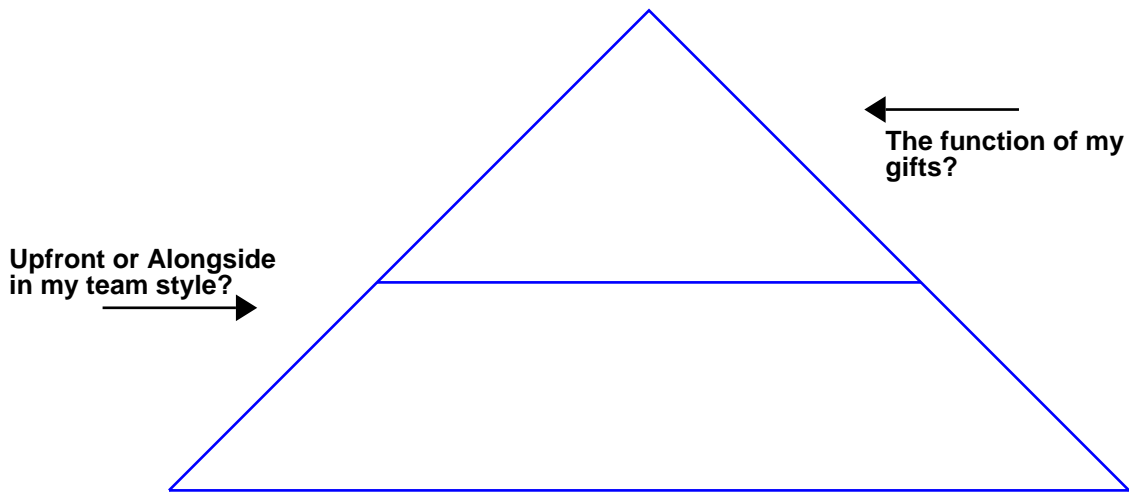
*(workbook page 16)*

Gift #1 \_\_\_\_\_

Gift #2 \_\_\_\_\_

Gift #3 \_\_\_\_\_

Gift #4 \_\_\_\_\_



Upfront or Alongside  
in my team style?

The function of my  
gifts?

### **Team Styles**

*(pages 24-25)*

Primary \_\_\_\_\_

Secondary \_\_\_\_\_

Lowest \_\_\_\_\_

### **Primary Leadership Functions**

*(pages 30-31)*

Primary \_\_\_\_\_

Secondary \_\_\_\_\_

Lowest \_\_\_\_\_

### **NEED AREAS**





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### The Birkman® Foursome ... a part of *Your Leadership Grip*

*"I praise you because I am fearfully and wonderfully made." Psalm 139:14*

The Psalmist knew something very important: God designed him - and each one of us - to be just who He wanted us to be. He prepared your baseline personality to be just right in the scheme of life. Let's look at who that is, at who you are, through the Birkman Foursome set of reports. Here is an introductory overview of each of the four pieces of your personal puzzle, each followed with a separate report for you to gain deeper understanding of who you are. Start putting these pieces together!

**Life Style Grid®.** This simple four-color grid reveals much about who you are. It reveals what interests you in life, the goals and interests that drive you. It portrays how you usually act in work and relational situations, often with effective results. The Grid also shows how you respond when under stress. But the Birkman Life Style Grid offers another foundational piece to who you are: your underlying needs. These are internal motivations that must be understood and met for you to stay free of stressful behavior.

**Organizational Focus.** The Organizational Focus graph plays off the Life Style Grid, providing insights for how you approach work or ministry situations. In reality, you bring all four colors of the Grid into play, which is why all four of the lines are presented in varying lengths. Yet each of us bring particular strengths to the job or position we fulfill. The longer lines reveal a great deal as to how you solve problems and how you work toward goals. These are foundational to who you are.

**Areas of Interest.** When it comes to your plans and goals, though, there are certain areas where you have a particularly strong interest. Related to the asterisk on the Life Style Grid, there are certain areas of work and life where you want to spend a lot of time, whether it is in work or leisure time. Of course there are other areas where you have little if any interest whatsoever. That is just who you are! Take a look at what really interests you.

**Intellectual Styles.** You also have patterns in what you do and in how you think. It will not surprise you to note that each of us has priorities as to which we enjoy more: being with people or working with details. In addition, each of us has certain patterns in how we think about or plan things. You may look primarily at the big picture in solving problems while others prefer going through the problem piece by piece, line by line, in a very ordered fashion. When it comes to ideas, some just like to think about it while others want to make those ideas happen. Put all these little pieces together in a very simple way and consider this intellectual, thoughtful part of who you are.

Once we grasp these foundations, we can better understand how God's Holy Spirit has supernaturally added dynamic spiritual gifts, as you will see in ***Your Leadership Grip***.





# Your Leadership Grip Report

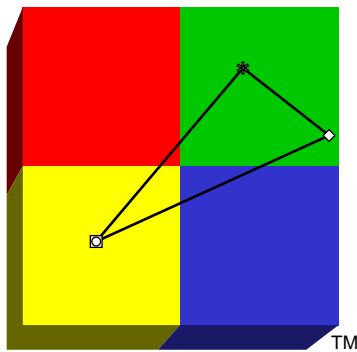
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## The Birkman® Foursome

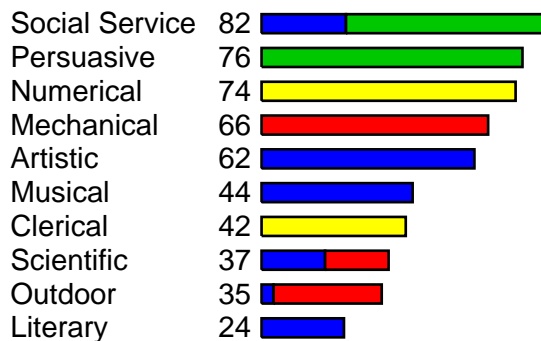
### Life Style Grid®



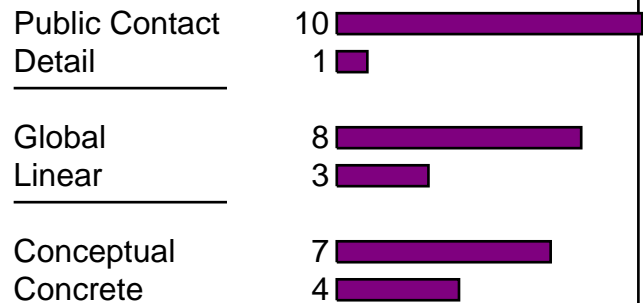
### Organizational Focus



### Areas of Interest



### Intellectual Styles





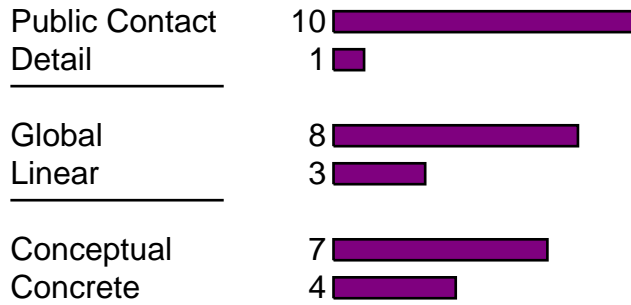
## Your Leadership Grip Report

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### Intellectual Styles



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**PUBLIC CONTACT:** Preference for activities involving social contact and organizational interaction.

**DETAIL:** Concern for the procedural and detailed aspects of work.

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**GLOBAL:** Problem solving that involves a relational and holistic process. Activities need not follow a set sequential pattern.

**LINEAR:** Preference for activities and tasks that lend themselves to logical, sequential analysis and intervention. Extra urgency in problem solving or crisis intervention.

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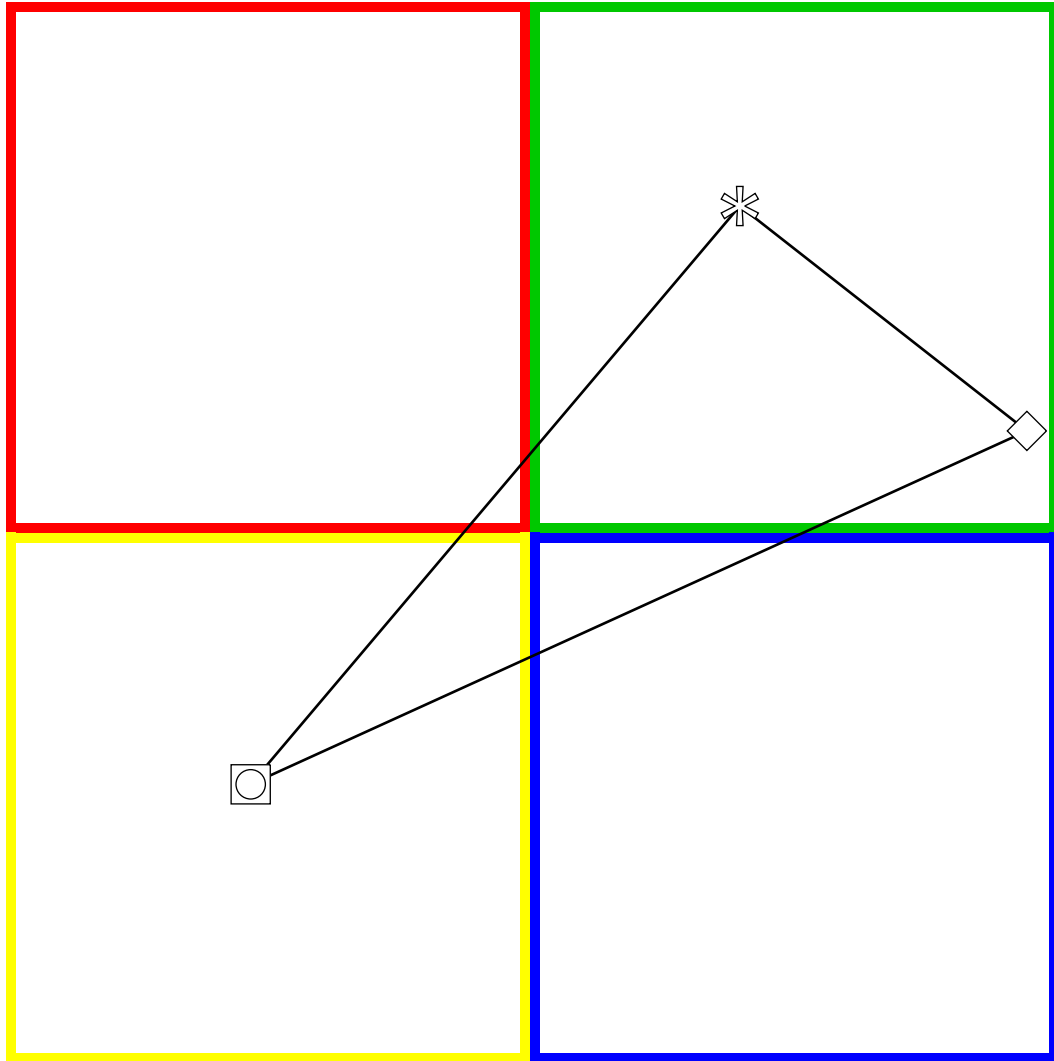
**CONCEPTUAL:** Synthesizing abstract information, utilizing experience, intuition and knowledge to find fresh and imaginative solutions.

**CONCRETE:** Analytical, factual approach to problem solving. Emphasis on concrete, immediate, visible results.



# LIFE STYLE GRID®

for  
BX6396 JOHN Q. PUBLIC



TM

This is your **Life Style Grid Report**. It tells you the kinds of activities you're **interested** in, your **usual** style, your **needs**, and what is likely to happen to you under **stress**. In addition, it shows how you compare with other people in these areas. Use this information to help you **reach your personal and work goals**, **increase your productivity** and **build greater team effectiveness**.

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## Page 1: Interests

The Asterisk is used to describe the activities people prefer. Activities towards the top of the Grid emphasize direct involvement (with a task or with people). Activities towards the left of the Grid emphasize the task rather than the people who do the task.



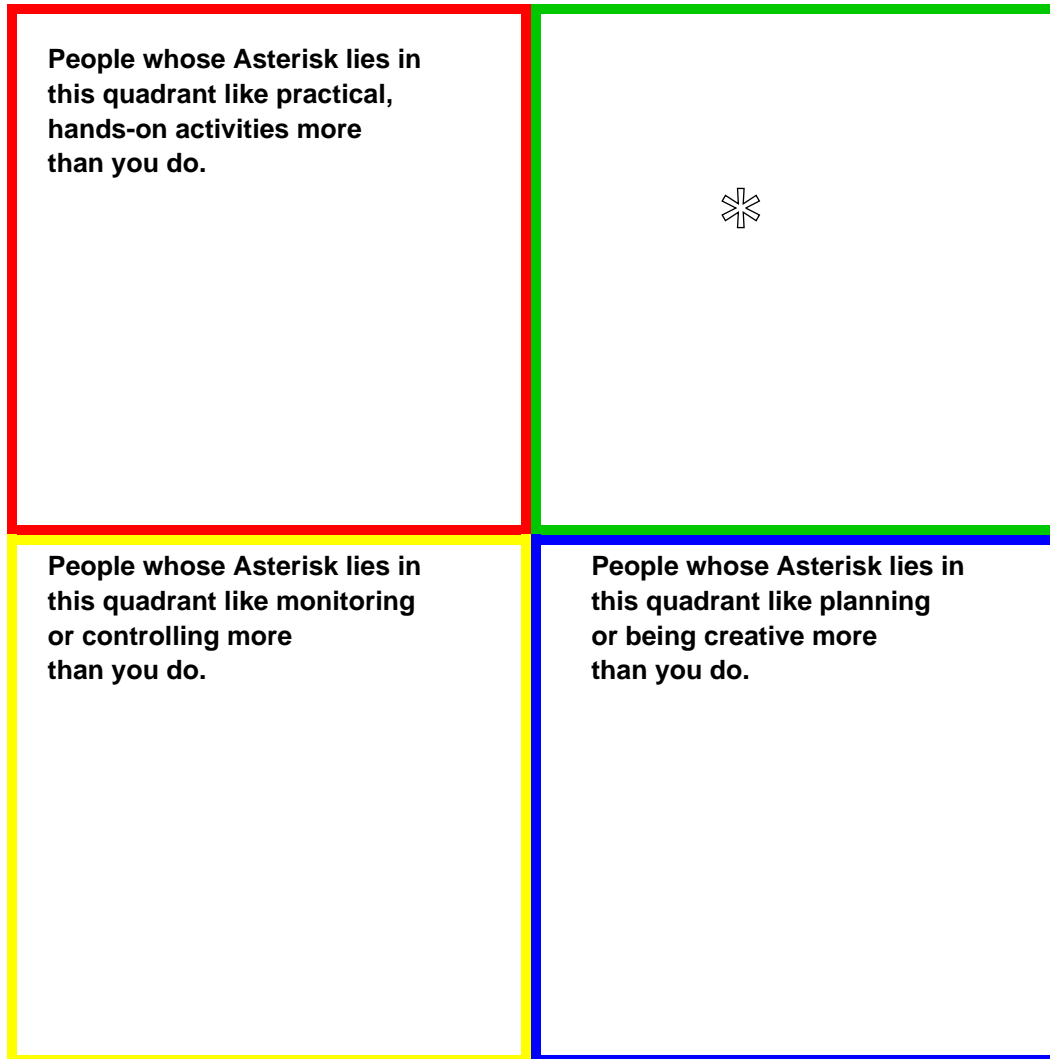
TM

Activities towards the bottom of the Grid emphasize indirect involvement (with a task or with people). Activities towards the right of the Grid emphasize people rather than the tasks that people do.

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## Page 2: Your Interests

The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the GREEN quadrant. You probably enjoy very people-centered activities.



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**Your GREEN Asterisk shows that you like to:**

**sell or promote  
direct people  
motivate people  
build agreement between people  
persuade, counsel or teach**

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## Page 3: Usual Styles

The Diamond is used to describe people's Usual Styles. Diamonds towards the top of the Grid describe more outgoing, forceful styles. Diamonds towards the left of the Grid describe more objective and detached styles.



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Diamonds towards the bottom of the Grid describe lower-key styles. Diamonds towards the right of the Grid describe more subjective styles.

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## Page 4: Your Usual Style

The productive way you set about your tasks is described by the Diamond. Your Diamond is in the GREEN quadrant, but it also lies fairly close to the Blue quadrant. When you are working effectively, you are generally persuasive and insightful.



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**Your GREEN Diamond shows that you are usually:  
responsive and independent  
flexible and enthusiastic**

**You also tend to be:  
selectively sociable  
thoughtful  
optimistic**

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## Page 5: Needs

The Circle describes the kind of support or motivation you need to show your Usual Style. People with the Circle towards the top of the Grid respond best to those who are forceful and outgoing. People with the Circle towards the left of the Grid need for others to be detached and objective.

<p><b>People with the Circle in this quadrant need for others to:</b></p> <ul style="list-style-type: none"><li><b>encourage group interaction</b></li><li><b>offer clear-cut situations</b></li><li><b>give plenty to do</b></li><li><b>be direct and logical</b></li></ul>	<p><b>People with the Circle in this quadrant need for others to:</b></p> <ul style="list-style-type: none"><li><b>encourage competition</b></li><li><b>be assertive</b></li><li><b>allow flexibility</b></li><li><b>introduce novelty and variety</b></li></ul>
<p><b>People with the Circle in this quadrant need for others to:</b></p> <ul style="list-style-type: none"><li><b>encourage an organized approach</b></li><li><b>permit concentration on tasks</b></li><li><b>offer an environment of trust</b></li><li><b>be consistent</b></li></ul>	<p><b>People with the Circle in this quadrant need for others to:</b></p> <ul style="list-style-type: none"><li><b>offer individual support</b></li><li><b>encourage expression of feelings</b></li><li><b>allow time for reflection</b></li><li><b>give time for difficult decisions</b></li></ul>

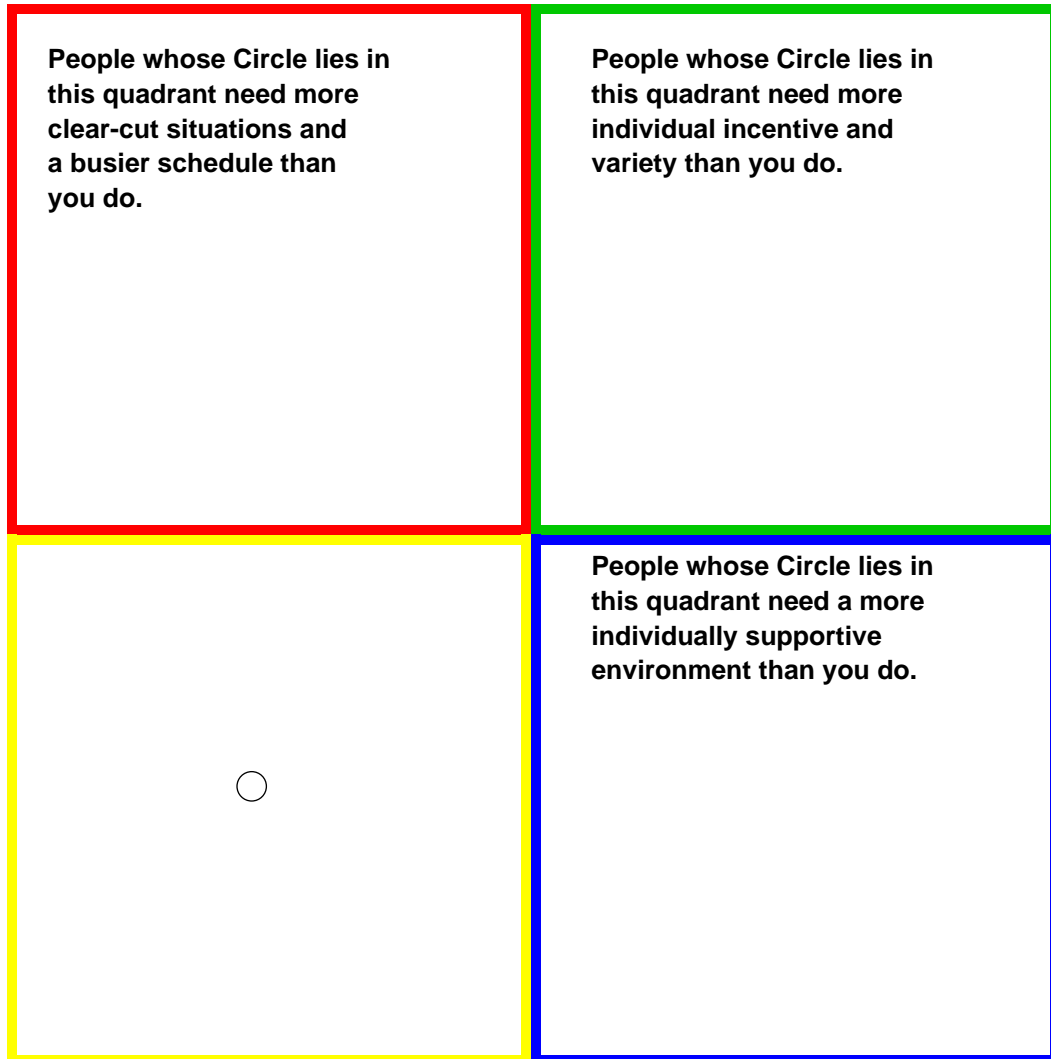
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People with the Circle towards the bottom of the Grid need for others to be low-key in approach. People with the Circle towards the right of the Grid respond well to an environment which encourages a subjective approach.

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## Page 6: Your Needs

The support you need to develop your Usual Style is described by the Circle. Your Circle is in the YELLOW quadrant. To be most effective, you respond best to people who are orderly and consistent.



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**Your YELLOW Circle shows that you are most comfortable when people around you:**  
**tell you the rules**  
**don't interrupt you unnecessarily**  
**are democratic rather than assertive**  
**encourage trust and fairness**  
**invite your input**

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## Page 7: Stress Behavior

The Square describes your Stress Behavior -- your behavior when your needs are not met. People with the Square towards the top of the Grid may become too forceful and outspoken under stress. People with the Square towards the left of the Grid may become detached and analytical under stress.



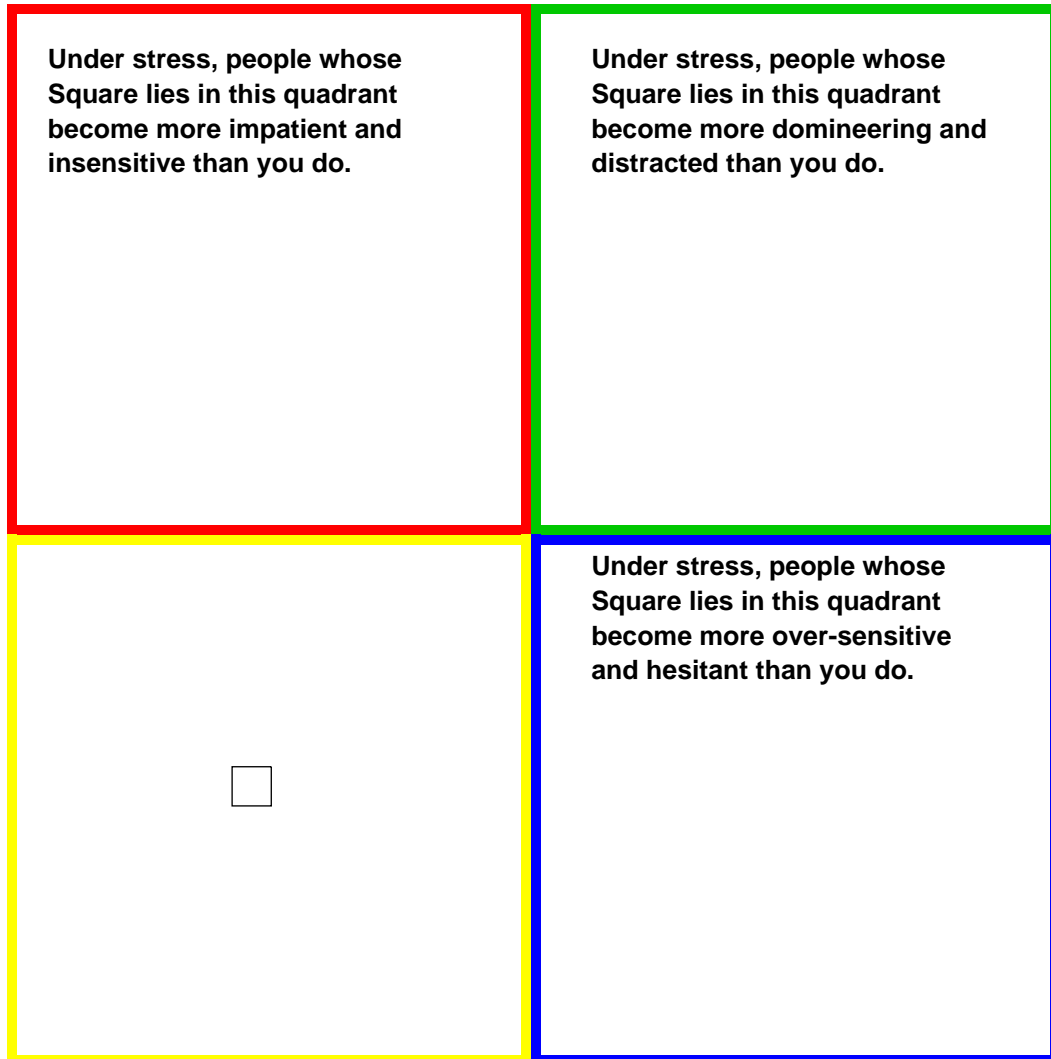
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People with the Square towards the bottom of the Grid may become withdrawn under stress. People with the Square towards the right of the Grid may become subjective under stress.

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## Page 8: Your Stress Behavior

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



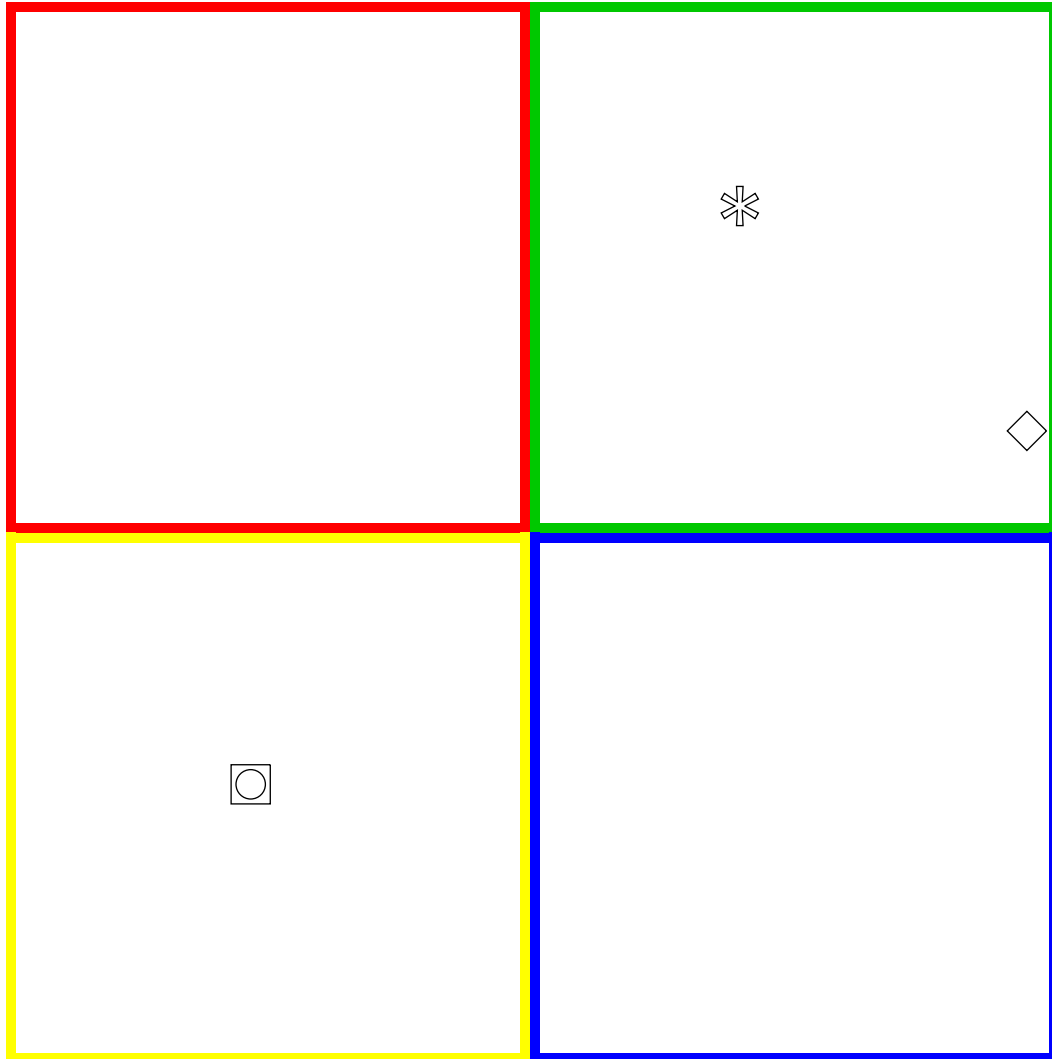
TM

**Your YELLOW Square shows that your stress behavior may include your being:**  
**over-controlling**  
**resistive to change**  
**conforming**  
**quietly resistive**  
**rigid**

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## Page 9: Your Life Style Grid

This page provides a summary of the information presented in the preceding pages. The characteristics of your Asterisk, Diamond, Circle and Square are described below.



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**(Green):** You enjoy very people-centered activities which involve presenting ideas and influencing the thinking of others.



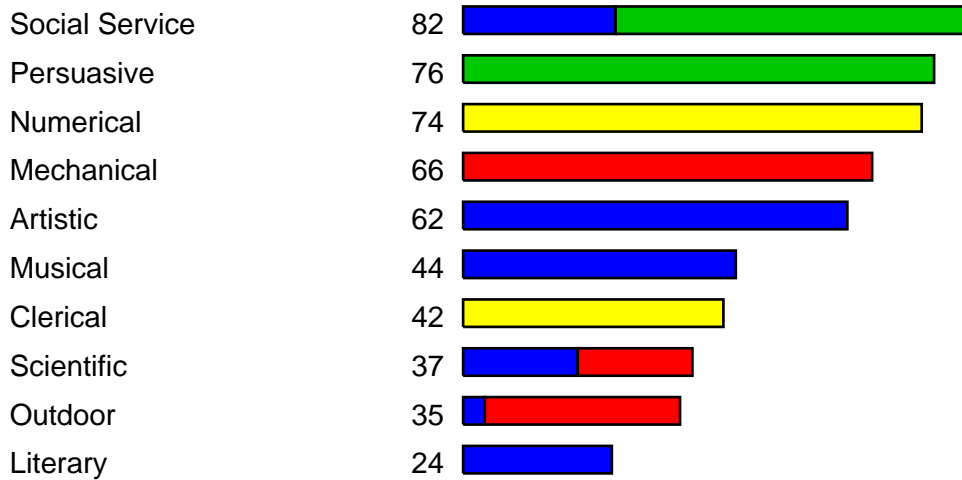
**(Green):** When you are working effectively, you tend to be persuasive and insightful.



**(Yellow):** To be most effective, you generally respond best to people who are orderly and consistent. Under stress, you may become resistive to change and inflexible.

### Areas of Interest

The numbers listed below indicate percentile rank in broad occupational areas and give a good indication of the individual's occupational interest.



## Dictionary for the Areas of Interest

### **Persuasive**

Persuasive interactions with others. Motivating others to accept ideas, actions or opinions through means of persuasion, reasoning or argument.

### **Numerical**

Combining numbers analytically and factually to arrive at practical, quantitative conclusions. Utilizing numbers in business bookkeeping, accounting and tax procedures.

### **Social Service**

Organized assistance and services to support and advance social conditions of the individual and community through social programs, agencies and organized religious involvement.

### **Clerical**

Being involved in administrative positions including recording, data processing, numeric detail and personnel functions that require predictable results and specific controls.

### **Scientific**

Involvement in professions or avocations that assist others through research. Occupations in health services, technology and medical paraprofessionals, nutritional or pharmaceutical services involving scientific interests.

### **Artistic**

Creating imaginative works of aesthetic value, expressing ideas artistically. Working or performing in the visual arts.

### **Mechanical**

Hands-on work with a broad range of technical responsibilities from power-driven machine operations to high tech electronics. Interests may include design, maintenance, operation or repair of motors and machinery, power-driven or automated.

### **Literary**

Creative interest in writing and in sophisticated language skills. Indicates appreciation for abstract ideas conveyed in various mediums and materials.

### **Outdoor**

Hands-on work in an outdoor or natural environment. These activities can include physical or mental exertion outside of office confines. Some individuals score high because of environmental concerns.

### **Musical**

Involvement with music in its many forms. Interests may include melodies, compositions, attending concerts, supporting the musical arts, or simply appreciating music. Professional musicians would be expected to have a high degree of this interest.

**Organizational Focus Overview  
(Fundamental Organizational Approach)**

The Organizational Focus Overview refers to your fundamental approach to any work situation. Each color represents a function needed by every organization : Design/Strategy, Sales/Marketing, Operations/Technology and Admin/Fiscal. Notice that you show some of all four functions.

**ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC**

Similarity to others in this job arena:	Intensity	Intensity
Red - Operations/Technology Yellow - Admin/Fiscal Green - Sales/Marketing Blue - Design/Strategy		

**Fundamental Organizational Approach (by color):**

**Red - Operations/Technology**

- Focuses on Operations and Production
- Values Tactical, Short-Term Goals
- Takes Action on Objectives
- Communicates Candidly
- Produces Tangible Products
- Makes Decisions Quickly
- Practical and "Hands On"

**Green - Sales/Marketing**

- Focuses on Sales and Marketing Efforts
- Influences and Motivates People
- Seeks Recognition
- Supports and Manages Change
- Actively Communicates with Others
- Acts Independently
- Outgoing and Enthusiastic

**Yellow - Admin/Fiscal**

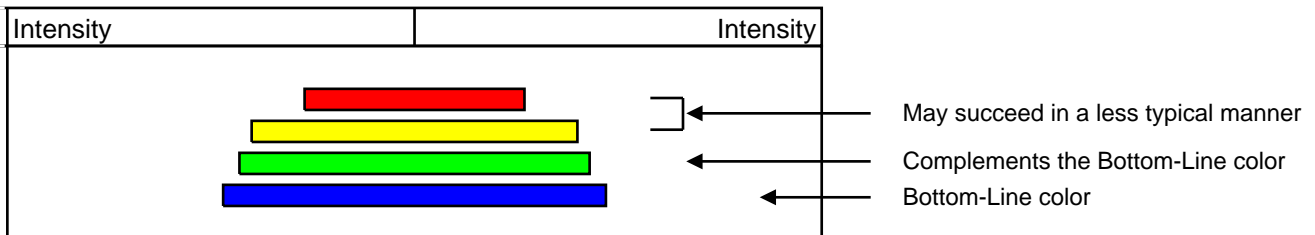
- Focuses on Organizational Process/Systems
- Values Accuracy and Detail
- Analyzes Data Thoroughly
- Cooperative When Working with Others
- Uses Plan When Acting on Objectives
- Appreciates Stability in Environment
- Cautious and Consistent

**Blue - Design/Strategy**

- Focuses on Strategy and Innovation
- Generates Ideas and Concepts
- Values the Welfare of People
- Operates with Idealistic Outlook
- Engages in Research and Development
- Provides Vision
- Sensitive and Creative

Because individuals and organizations are unique and complex, The Birkman Method<sup>®</sup> goes beyond uni- color descriptions and it graphs these Organizational Focus colors in a way that reflects this complexity. Not only do bars vary by *color*, they vary by *position* and *length*, as well.

The **Bottom-Line color** is the longest of the four bars and exerts the strongest influence on our organizational/occupational vision, work priorities and actions. The longer the bar, the more we are likely to resonate with the characteristics of that represented color. Our problem-solving approach will also be influenced by those characteristics.



The **second** longest bar is our supporting color. In combination with our longest bar, it adds greater breadth and depth to our bottom-line color.

The remaining two bars are often shorter than the others, and for most people will represent an organizational orientation in which they may succeed in a less typical manner.