



Birkman First Look® or "BFL"
Career Management Report
G2MJ5B SUSAN FEREBEE
02 November 2005

Birkman First Look®

BFL Report

The Birkman First Look Report is designed to help you understand more about yourself and the careers that hold the greatest potential for your success. The Birkman First Look Report is an *overview* of the career information generated from The Birkman Method®, an integrated behavioral, motivational, and occupational assessment backed by over 50 years of research and application.

See yourself, your work, and your opportunities in a whole new way. The BFL Report will help you understand your strengths, motivational needs, and stress behaviors. It will help you understand how you lead, manage and work with others. This information will assist you in aligning your daily activities with the interests, talents, and motivations that make you uniquely YOU.

Be in charge of your career direction and success. The BFL Report helps to identify the occupational groups and ideal work environments that are a good fit for you. This information will allow you to more carefully examine the career options and work environments that hold the greatest potential for your personal and professional success.

Equipped with this knowledge you can create a powerful resumé, craft an effective 30- or 90-second marketing commercial, and develop useful interview and negotiation strategies. The BFL Report is a tool to help find a career where you can derive greater fulfillment and be more effective.



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Birkman First Look®
Understanding Your Birkman First Look Report

Your **Birkman First Look Report** identifies multiple dimensions that allow you to be successful in finding a career that is right for you. The report consists of three sections that highlight your behavioral strengths (key behaviors that make you effective), your interests, and show you the careers with which you most closely align.

LIFE STYLE GRID®

The Life Style Grid gives you information about your general interests and behavioral style. This information is used to understand the general areas you will be attracted to in a career and also identify how you work best with and around others. The Life Style Grid also allows you to understand your needs so that you are able to communicate to others how you are best motivated. If your needs are not met, stress behavior results, possibly resulting in negative consequences.

AREAS OF INTEREST

Once you have an understanding about your relational characteristics, the report targets more specifically your areas of interest. Interests are important factors in the enjoyment of your job and career. If forced to do activities or tasks that do not align with interests, motivation is difficult to maintain.

JOB STRENGTHSSM

The Job Strengths Report allows you to see how closely you match others in specific career areas. This information is used to help identify and target organizations that most closely align to you, ensuring the greatest potential for success.

A Note About Colors

Colors are used throughout the Birkman First Look Report. Colors are used to help simplify complex information by reducing it to broad categories sharing similar characteristics. Colors are used to describe the world, not limit it by creating isolated labels. It is not uncommon to find that you have a different color associated with each element of your report. This reflects how the individual is complex and cannot be completely defined by a single label.

Discover Your True Colors

Your Life Style Grid® Report

Birkman's Life Style Grid uses four color codes and four important symbols to reveal:

- ✱ Your interests and the kinds of activities you usually prefer (your **Asterisk**)

- ◇ Your usual style - how you behave in normal conditions, your most effective style (your **Diamond**)

- Your needs - the support or motivation you need from others or from your environment to be effective (your **Circle**)

- How you react under stress. How your usual style changes when your needs aren't met (your **Square**)

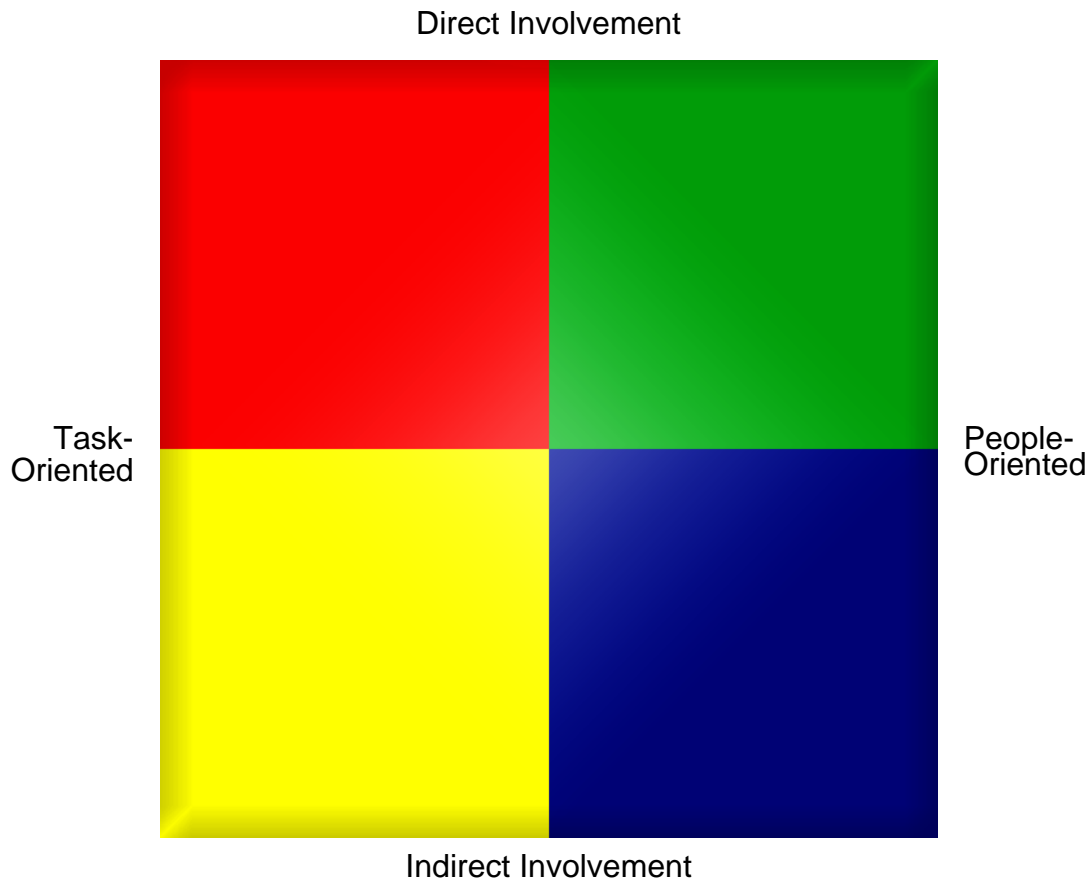


Pay attention to how closely your symbols are to the lines dividing the color quadrants. For example, when your Asterisk is close to the line, you may have interests from colors on either side of the line. When your Circle is close to the line, you may share needs with both colors, and so on. The closer your symbols are to the center of the Grid, the more likely you are to be influenced by the characteristics of the other quadrants.

Visualize Your Overall Behavior

Your Life Style Grid® Report

The Life Style Grid is a visual, graphic representation of your results, based on a model of how people behave in general. The Life Style Grid Report can help you:

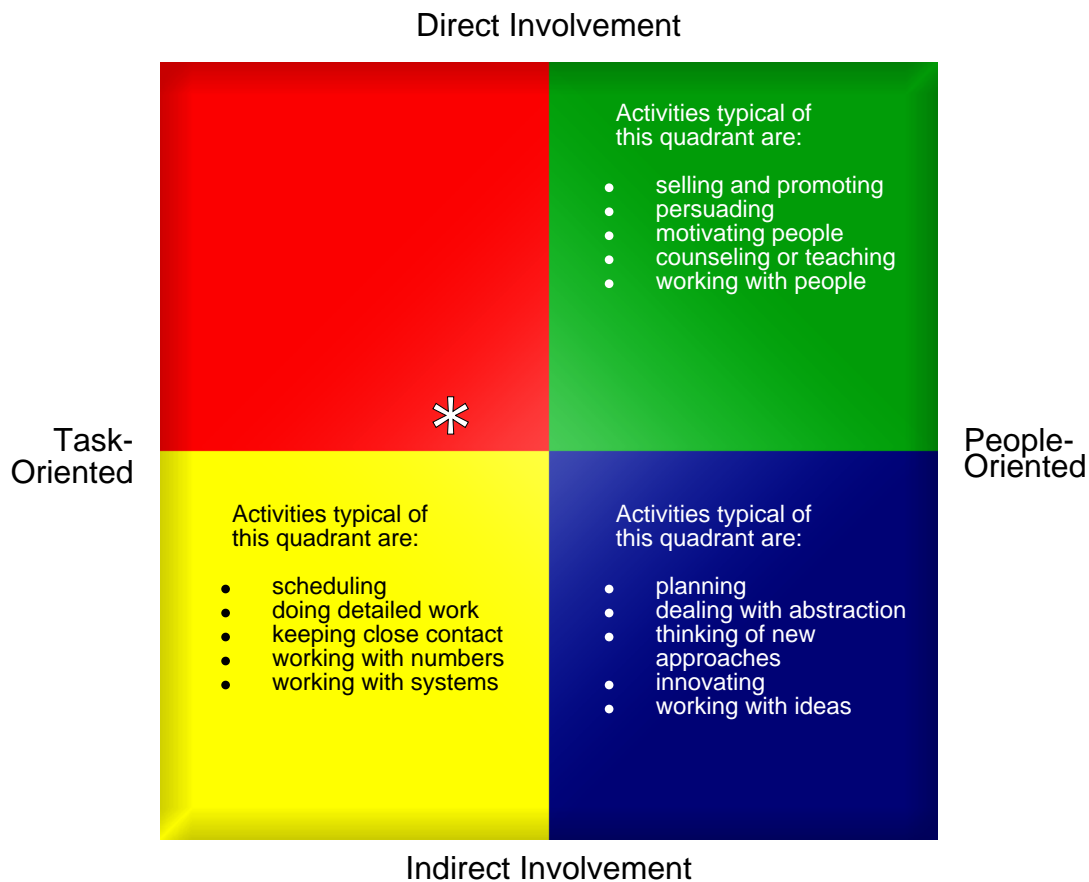


- **Clarify your communication style:** Are you a Direct Communicator, represented by the top two quadrants of the Grid, or an Indirect Communicator, represented by the bottom two quadrants?
- **Reveal your focus:** Are you Task-Oriented, represented by the left two quadrants, or People-Oriented, represented by the right two quadrants?
- **Discover how your unique strengths move you toward a distinct personal style:** Are you a Planner (**Blue** quadrant), Communicator (**Green** quadrant), Expediter (**Red** quadrant), or Administrator (**Yellow** quadrant)?

Your Life Style Grid® Report

Explanation of the Asterisk Symbol (Your Interests)

The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the **RED** quadrant, but it is fairly close to middle of the Grid. While you probably like practical activities, you may well combine these with an interest in activities associated with all quadrants of the Grid.



Typical **RED** activities include:

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

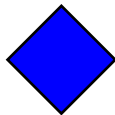
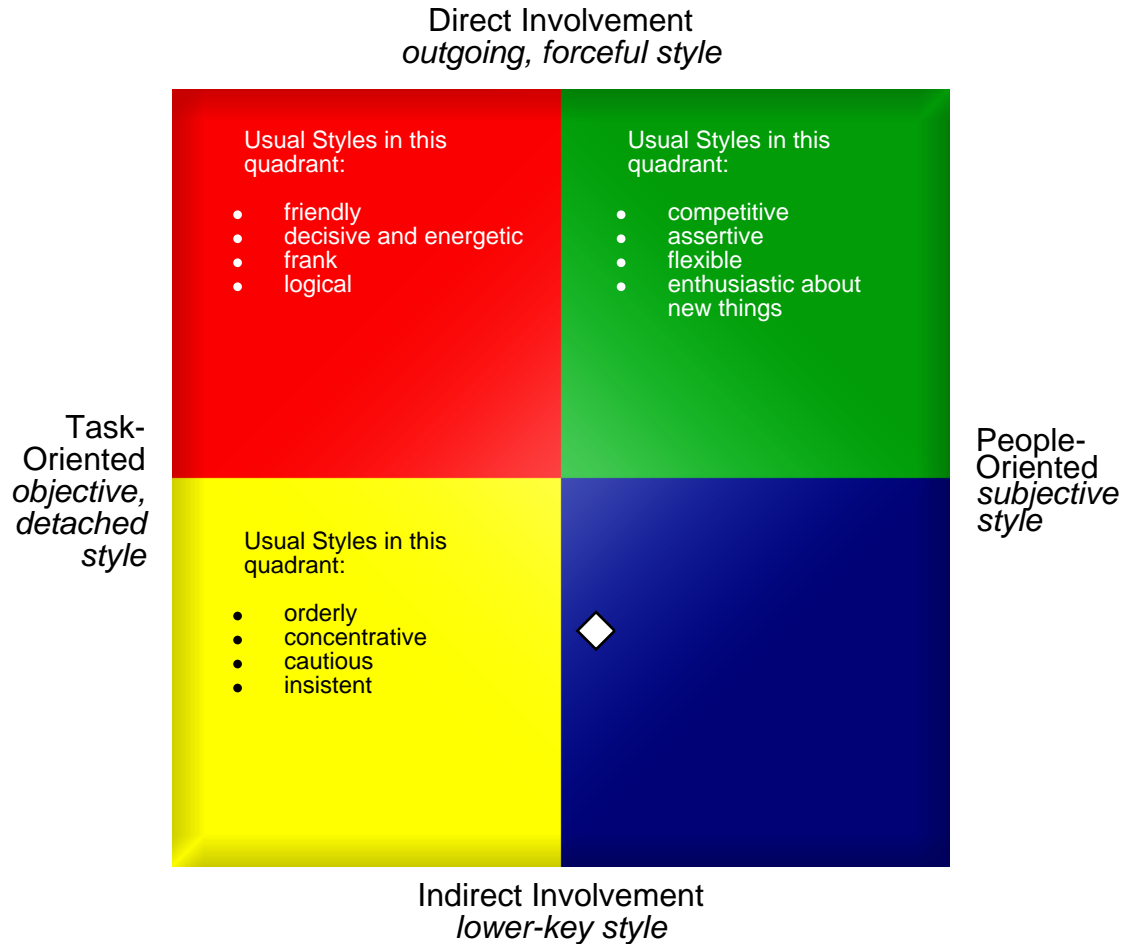
Your **RED** Asterisk shows that you like to:

- focus on practical matters
- have a variety of interests
- spend time working in different areas
- have opportunities to work in areas of secondary interest
- get things done

Your Life Style Grid® Report

Explanation of the Diamond Symbol (Your Usual Style)

The productive way you set about your tasks is described by the Diamond. Your Diamond is in the **BLUE** quadrant, but it is also fairly close to the Yellow quadrant. When you are working effectively, you tend to be reflective and systematic.



Typical **BLUE** styles include being:

- insightful
- selectively sociable
- thoughtful
- reflective
- optimistic

Your **BLUE** Diamond shows that you are generally:

- selectively sociable and thoughtful
- optimistic and creative

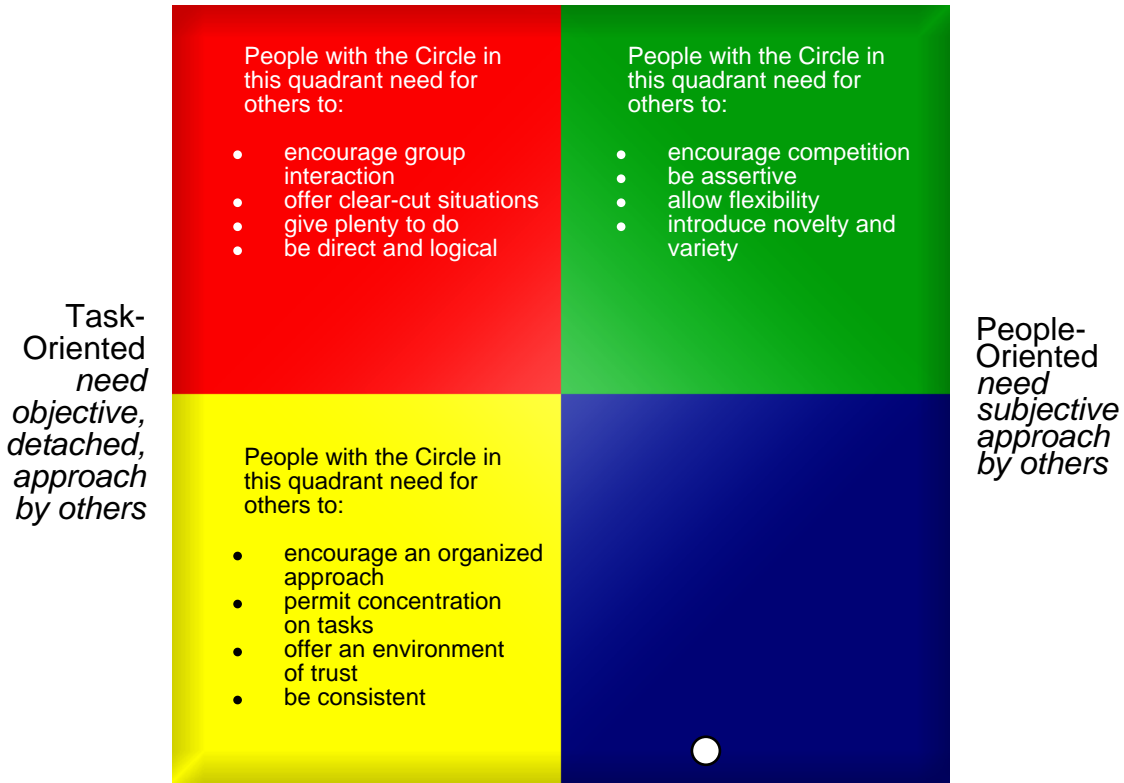
You also tend to be:

- concentrative
- organized
- a team player

Your Life Style Grid® Report
Explanation of the Circle Symbol (Your Needs)

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

Direct Involvement
*need outgoing, forceful
 approach by others*



Indirect Involvement
*need lower-key
 approach by others*



Typically, people with the Circle in the **BLUE** quadrant need for others to:

- offer individual support
- encourage expression of feelings
- allow time for reflection
- give time for difficult decisions

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

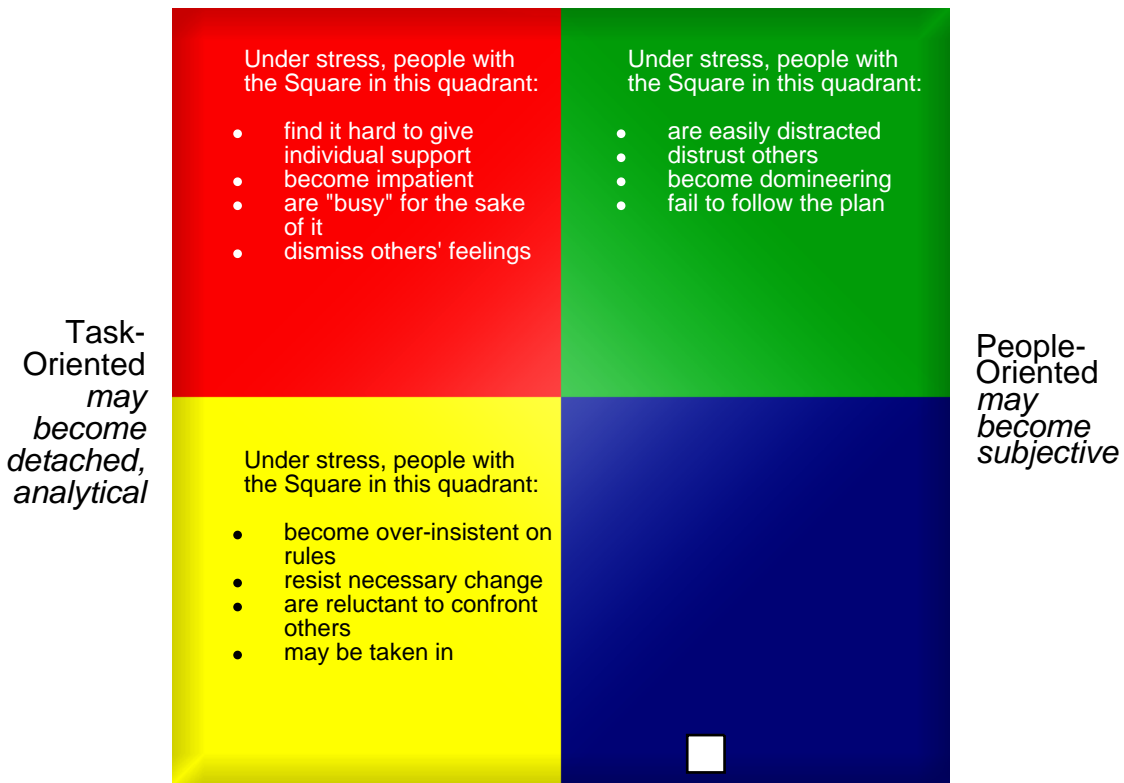
- show they appreciate you
- are interested in feelings as well as logic
- give you time for complex decisions
- give you time alone or with one or two others
- don't over-schedule you

Your Life Style Grid® Report

Explanation of the Square Symbol (Your Stress Behavior)

Your Stress Behavior is described by the Square. Your Square is in the **BLUE** quadrant. When people don't deal with you the way your Square suggests, you are likely to become self-critical and hesitant.

Direct Involvement
may become too forceful, outspoken



Indirect Involvement
may become withdrawn



Under stress, people with the Square in the **BLUE** quadrant:

- ignore social convention
- become indecisive
- find it hard to act
- see the worst possibilities

Your **BLUE** Square shows that your stress behavior may include your being:

- withdrawing
- fatigued
- indecisive
- pessimistic
- overly sensitive to criticism

Your Areas of Interest

Some of Your Most Important Needs

Here you'll find types of work you'd love, the hobbies that would captivate you, the activities or interests that bring real pleasure and fulfillment. The **Areas of Interest Report** shows to what degree you share common interests with most others in various occupations. The area where there is a high correspondence indicates areas that offer either work you'd be likely to enjoy, or activities you'd particularly appreciate.

Interest doesn't relate to talent or skill. You could, for example, really enjoy and value music without being a musician, or have a deep interest in science even without personal capabilities in the field. When your interest in any area is high, it can become a strong motivator. Fulfilling your interests is a key to both a successful career and a satisfying lifestyle.

The colored bars featured in several report formats, including the Areas of Interest Report, indicate various individual styles or composites of styles described through The Birkman Method®:

-  **Red** - Expediter
-  **Green** - Communicator
-  **Blue** - Planner
-  **Yellow** - Administrator

Your Areas of Interest Report



Definition



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.



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.



Numerical

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



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.



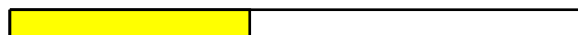
Artistic

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



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.




Clerical

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

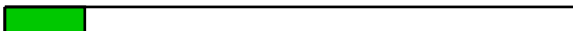


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Your Areas of Interest Report


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.


Persuasive

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

Your Job StrengthsSM

Choosing and Pursuing the Ideal Career

The Birkman Job Strengths Report gives you information to help you select and enjoy the job that suits you best. The Birkman Job Strengths Report is also your introduction to the ideal career environment - the information that will let you make informed decisions about what type of work environment is most suited to your strengths and motivational needs.

Think of the value of going to work each day saying to yourself, "I *want* to," not "I *have* to." It's about having the right job in the right place. For many people achieving that perfect fit isn't a simple process. The Birkman Job Strengths Report is designed to help show you the way.

Your Birkman Job Strengths Report is divided into three sections:



- **General Groups** - a general, four-color approach to determine your Ideal Work Environment
- **Job Families** - a comparison of your profile against various career groups to help you choose a career best aligned and suited to your interests and natural strengths
- **Career Narrative** - an easy-to-read narrative report summarizing your ideal environment, managerial style, and career strengths areas



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Job StrengthsSM General Groups
A Graphic, Four-Color Portrait of YOUR Ideal Work Environment

Color-coding is an effective way for you to know yourself, recognize your individual potential and maximize your talents. Each color used in the **Job Strengths Report** corresponds with a major element found within every organization. Each element is based on a profile that has been created by examining individuals in those similar roles that have demonstrated success. Your own scores and job strengths are determined by comparing you to those profiles to identify the environments that offer the greatest potential of success.

Planning - Blue	
Communicating - Green	
Expediting - Red	
Administrating - Yellow	

Looking at your own color bars, use the longest bars to help target the organizational environments that have the best potential fit for you.

You may find that your bars are not long. This indicates that you may not have matched any certain profile to a significant degree. You will find that if you have this pattern, you may more easily identify with different groups and may often have the flexibility to fit into a greater variety of environments.





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Job StrengthsSM General Groups



Definition



Blue - Planning

Planners are people-oriented and utilize indirect communication - planning, innovating, creating. Artistic, educational, social service, counseling, employee relations / training, creative communication and medical careers. Blues are Planners- to whom ideas matter.



Yellow - Administrating

Administrators are task-oriented and utilize indirect communication. General administrative, numerical administrative, administrative professionals, banking/finance, accounting careers. Administrators make things work.



Red - Expediting

Expeditors are task-oriented, utilize direct communication and prefer solving practical problems. Crafts / technical, enforcement, security, petrochemical, engineering / technology, science careers. Reds are Expeditors - and get things done.



Green - Communicating

Communicators are people-oriented and utilize direct communication - selling, promoting, directing or motivating. Direct sales, consultative sales, legal careers. Greens are Communicators - prefer influencing others.



Your Ideal Work Environment

The following **Ideal Work Environment** report displays a graphic four-color portrait of your ideal work environment.

The data contained under each of the color bars shows the general characteristics that you are likely to encounter from others within that type of environment. It does not tell you how you will operate in that environment; your Life Style Grid® provides information on your own unique style and interests.

Based on the length of the bar and if you choose to go into a work environment that corresponds, you may encounter many other people with these types of characteristics. You can then use your own Life Style Grid to understand how your own style and interests will be a strength to that particular environment.

Example:

If an individual has a long Red General Groups bar, the Red bar will be one of the first columns within the Ideal Work Environment Report. Underneath the bar will be wording describing tangible interests and behavior that is action-oriented and energetic, needs that indicate a preference for logic and clarity, and stress that is busy and unresponsive.

You may have behavior that appears to be contradictory to these descriptions as seen in your Life Style Grid, such as a Blue Usual Style. The behaviors listed on the Ideal Work Environment are describing the types of behavior that will likely be seen in others within that Red Environment. Your own style and contributions will be based on your own unique self as evidenced in the Life Style Grid.

Your Ideal Work Environment

BLUE

--Planners--



Job Activities Preferred

- planning
- dealing with abstraction
- thinking of new approaches
- innovating
- working with ideas

Style

- insightful
- selectively sociable
- thoughtful
- reflective
- optimistic

Support Preferred

- individual support
- expression of feelings
- time for reflection
- time for difficult decisions

When Not Aligned

- ignore social convention
- become indecisive
- find it hard to act
- see the worst possibilities

YELLOW

--Administrators--



Job Activities Preferred

- scheduling
- doing detailed work
- keeping close contact
- working with numbers
- working with systems

Style

- orderly
- concentrative
- cautious
- insistent

Support Preferred

- an organized approach
- concentration on tasks
- environment of trust
- consistency

When Not Aligned

- become over-insistent on policies, rules
- resist necessary change
- reluctant to confront others
- may be taken in

Your Ideal Work Environment

RED

--Expeditors--



Job Activities Preferred

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

Style

- friendly
- decisive and energetic
- frank
- logical

Support Preferred

- group interaction
- clear-cut situations
- plenty to do
- logic, directness

When Not Aligned

- prefer not having to give emotional support
- become impatient
- stay "busy" for the sake of it
- dismiss others' feelings

GREEN

--Communicators--



Job Activities Preferred

- selling and promoting
- persuading
- motivating people
- counseling or teaching
- working with people

Style

- competitive
- assertive
- flexible
- enthusiastic about new things

Support Preferred

- competition
- self assertion
- flexibility
- novelty and variety

When Not Aligned

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

Job StrengthsSM Job Families

A Unique Context for Career Decisions

The **Job Families Report** is effective in helping you identify careers best suited to your interests and natural strengths by showing you how similar you are to successful people in those related fields. The length of your bars will indicate the degree of similarity.

Use the career groups as a general guide and not a definitive, or exhaustive, list of occupational fields. With the help of your career consultant, this information can be used to explore specific careers and jobs best suited for you.

Special management scores (**purple**) are added to career families associated with each of the four primary colors. The purple color is not associated with common behavioral attributes and interests as the other four colors. The management scores reflect a similarity to others in managerial roles that incorporate attributes of all four of the other colors.

The management scores consist of:

Knowledge Specialist

Characterized by providing contributions and leadership utilizing personal expertise and knowledge to find solutions. Leads by example. Profile created from professionals and managers who lead technical, educational, and other specializations.

Directive Management

Characterized by personal, direct involvement in problem solving, controlling and implementing. Leads from the front and exercises strong authority. Profile created from managers and executives in action-driven organizations such as construction and distribution.

Delegative Management

Characterized by utilizing plans and strategies to manage people and tasks. Arranges resources and assists subordinates and teams in dealing with resource and implementation issues. Profile created from managers and executives in plan-driven organizations such as those found in the service industry.



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Job Families / Job Titles

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
<p>Knowledge Specialist</p> <p>Utilizing personal expertise and knowledge for problem solving. Lead by example. Include professionals and managers who lead professional, educational, and other specialty functions.</p>			<ul style="list-style-type: none"> Public School Counselors Psychologists Career Counselors Employee Relations Professionals College Professors Ministers/Priest/Clergy Ministry Managers Physicians Lawyers/Litigation Specialties Nursing Managers
<p>Administrative Professionals</p> <p>Administering and monitoring administrative systems or procedures; includes benefits administration, internal auditors, credit administration.</p>			<ul style="list-style-type: none"> Benefits Administration Internal Auditors Credit Administration
<p>Educational Careers</p> <p>Teaching at educational levels; include primary and secondary teachers, religious school teachers, college professors, school counselors, university administrators.</p>			<ul style="list-style-type: none"> Public Primary School Teachers Religious School Teachers Public Secondary School Teachers College Professors Public School Counselors University Administrator 1 University Administrator 2
<p>Social Service/Counseling</p> <p>Advising and assisting others with personal problems; include ministers, theologians, therapists/counselors, social workers, sociologists, psychologists.</p>			<ul style="list-style-type: none"> Ministers/Priest/Clergy Theologians Therapists/Counselors Social Workers Sociologists Psychologists
<p>Medical Professions</p> <p>Specializing in the medical field; include nutritionists, pharmacists, nurses, public health administrators, clinical scientists, physicians.</p>			<ul style="list-style-type: none"> Nutritionists Pharmacists Nurses 1 Nurses 2 Public Health Administrators Clinical Scientists Physicians
<p>Artistic Careers</p> <p>(continued next page)</p>			<ul style="list-style-type: none"> Visual Arts Literary/Editorial Positions

For additional information regarding any of the above job titles, please refer to your local government's labor department website.





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Job Families / Job Titles

Similarity to others in this job	◀ Least Similar Most Similar ▶	This family includes (but is not limited to) the following jobs:
-----------------------------------------	----------------------------------------------	-------------------------------------------------------------------------

Artistic Careers



(continued)

Artistic expression; include visual arts, literary/editorial positions, performing artists, architecture, clothing/jewelry, cosmetic sales, art sales, travel agents.

- Performing Artist/Acting
- Architecture
- Art Sales
- Travel Agents

Employee Relations/Training



Advising and assisting with career development and personnel issues, using creativity to identify and solve problems; include career counselors, employee assistance positions, organizational development professionals, HR training, employee relations, personnel operations, customer service, entertainment marketing, marketing and advertising, industrial relations, lobbying, public relations, legal administrators, legal assistants.

- Career Counselors
- Employee Assistance Positions
- Organizational Development Prof.
- HR Training
- Employee Relations Professionals
- Customer Services
- Entertainment Marketing
- Marketing and Advertising
- Industrial Relations
- Public Relations
- Lobbying
- Legal Administrators
- Legal Assistants
- Consultants to Lawyers
- Personnel Professionals

Science



Expertise in various scientific areas; include environmentalists, environmental specialists, biologists, geologists, chemists, physicists, nuclear scientists, mathematicians.

- Environmentalists
- Environmental Specialists
- Biologists
- Geologists
- Chemists
- Physicists
- Nuclear Scientists

Information Technology



Expertise in traditional computer applications; includes computer operators, computer programmers, systems analysts.

- Computer Operators
- User Assistance
- Computer Programmers
- Computer Systems Analysts
- Computer Systems Engineers
- Technical Trainers

Engineering



(continued next page)

Expertise in engineering or science applications; includes geophysicists, engineers, agriculture, medical technicians, medical equipment technicians.

- Medical Technicians
- Medical Equipment Technicians
- Geophysicists
- Petroleum Engineers 1
- Petroleum Engineers 2
- Oil & Gas Production Engineers
- Civil Engineers
- Electrical Engineers

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Job Families / Job Titles

Similarity to others in this job	◀ Least Similar Most Similar ▶	This family includes (but is not limited to) the following jobs:
-----------------------------------------	----------------------------------------------	-------------------------------------------------------------------------

Engineering
 (continued)



- Chemical Engineers
- Mechanical Engineers
- Industrial Engineers
- Research Engineers
- Agriculture 1
- Agriculture 2

Banking & Finance



Phases of the banking industry; include banking operations, tellers, financial analysts, loan officers, financial officers.

- Banking Operations
- Bank Tellers
- Financial Analysts
- Loan Officers
- Bank Financial Officers

Accounting



Analyzing, auditing and reporting financial information; include general accounting, general auditing, controllers.

- General Accounting
- Tax Accounting
- General Auditing
- Controllers

General Administrative



General administrative duties; include receptionists, general office clerks, communication clerks, secretaries, administrative assistants.

- Receptionists
- General Office Clerk
- Communications Clerk
- Secretaries
- Administrative Assistants

Petrochemical



Petroleum industry; include oil field operations, oil field drilling, chemical plant maintenance, chemical plant operators, chemical plant technicians.

- Oil Field Operations
- Oil Field Drilling Work
- Chemical Plant Maintenance
- Chemical Plant Operators
- Chemical Plant Technicians

Crafts/Technical

(continued next page)

Skilled and semi-skilled workers in construction/ manufacturing/ engineering industries; include semi-skilled positions, maintenance work, electricians, carpenters, machinists, manufacturing foremen, heavy equipment operators, service work operations, stationary engineers, mechanics, utility field work, electronics technicians, and similar positions.



- Semi-Skilled Construction
- Semi-Skilled Operations
- Semi-Skilled Manufacturing
- Maintenance Work, Operations
- Electricians
- Carpenters
- Machinists
- Manufacturing Foremen
- Heavy Equipment Operators
- Service Work Operations
- Stationary Engineers
- Mechanics

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Crafts/Technical Utility Field Work
 Electronics Technicians
 Drafting
 Printing
 Quality Assurance
 Safety Technicians
 Technical Trainers

(continued)

Enforcement/Security Enlisted Military
 Firefighters & Paramedics
 Police

Public service involving a degree of danger and adventure; include enlisted military, firefighters, paramedics and police.

Consultative Intangible Sales Stocks and Bonds Sales
 Medical Services Sales
 Bank Marketing

Marketing and/or sales of intangible products or services; include stocks and bonds sales, medical services sales, bank marketing.

Numerical Administrative Data Entry Clerks
 Bookkeepers
 Accounting/Billing Customer Service

Data entry or bookkeeping functions; include data entry clerks, bookkeepers, accounting/billing customer service.

Direct Intangible Sales Casualty Insurance Sales
 Life Insurance Sales
 Health Insurance Sales
 Real Estate Sales
 Telecommunications Sales

Selling intangible products directly to the consumer; include casualty insurance sales, life insurance sales, health insurance sales, real estate sales.

Direct Tangible Sales Clothing/Jewelry/Cosmetic Sales
 Merchandise Sales
 Retail Sales
 Appliance Sales
 Furniture Sales
 Auto Sales

Selling tangible products directly to the consumer; include merchandise sales, retail sales, appliance sales, furniture sales, auto sales, purchasing agents/buyers.

Consultative Tangible Sales Sales Engineers
 Oil and Gas Sales
 Pharmaceutical Sales

(continued next page)

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Similarity to others in this job	◀ Least Similar Most Similar ▶	This family includes (but is not limited to) the following jobs:
-----------------------------------------	----------------------------------------------	-------------------------------------------------------------------------

Consultative Tangible Sales

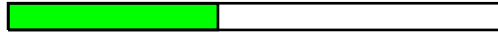


- Medical Equipment Sales
- Software Sales
- Purchasing Agent/Buyer

(continued)

Marketing and/or sales of tangible products or services; include sales engineers, oil and gas sales, pharmaceutical sales, medical equipment sales, software sales.

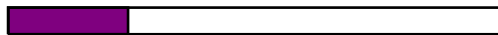
Legal



- Lawyers/Litigation Specialties
- Lawyers/Business Specialties

Legal specialties; include lawyers specializing in litigation and business issues.

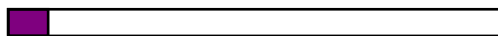
Directive Management



- Operations Managers
- Manufacturing Managers
- Construction Managers
- Petrochemical Plant Managers
- Telecommunications Managers
- Utility Company Managers
- Military Officers
- Police Department Managers
- Grocery Store Managers
- Information Center Managers

Managing and leading through professional expertise and force of personality. Include personal involvement in problem solving, direction and implementation; leads from the front and exercises strong authority. Include managers and executives in action-driven organizations such as construction, engineering, exploration, utilities.

Delegative Management



- Property Managers
- Hotel, Club & Restaurant Managers 1
- Hotel, Club & Restaurant Managers 2
- Tangible Sales Managers
- Intangible Sales Managers
- Insurance Sales Managers
- Bank Managers
- Controllers
- Public School Administrators
- Nursing Home Administrators

Managing, leading and accomplishing goals through others by utilizing plans and strategies; arrange resources and assist subordinates and teams in dealing with resource and implementation issues. Include managers and executives in plan-driven organizations.

For additional information regarding any of the above job titles, please refer to your local government's labor department website.





**Birkman First Look® or "BFL"
Career Management Report
G2MJ5B SUSAN FEREBEE
02 November 2005**

Your Birkman Career Summary
Your Career Guide

Career decisions have more positive impact when you identify your natural strengths and match those to your interests. Making this match allows you to find careers that you will enjoy and environments that will meet your motivational needs. The following information is a summarization of your preceding reports.

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CAREER ORIENTATION - *your innate predisposition*

Feelings, concepts and people oriented. Prefers supportive functions. Focuses on strategic planning, innovating and creating.

MANAGEMENT STYLES - *your preferred way to manage*

Prefers to contribute and lead by utilizing personal expertise and knowledge for problem solving. Leading by example.

JOB STRENGTHS - *your strategic potential for the job*

YELLOW

- * managing, monitoring or establishing various administrative systems or procedures
- * financial and accounting analysis; implementing or designing fiscal controls; working with money as a system in and of itself
- * analyzing, auditing and reporting financial information; designing or implementing fiscal controls
- * general procedural, record-keeping duties following carefully defined office systems and procedures
- * data entry or bookkeeping functions

BLUE

- * formal classroom teaching at various educational levels
- * supporting and helping others, nurturing, counseling, advising
- * specialties in the medical field
- * artistic expressions involving abstract, innovative, intuitive, imaginative thinking
- * formal training and self-improvement activities; advising and assisting with skill development and performance issues

RED

- * various functions dealing with scientific issues, reasoning things through experimentally and mathematically
- * traditional complex computer applications
- * technical, engineering functions
- * various phases of operations and maintenance industries
- * skilled and semi-skilled tasks in construction/ manufacturing/ engineering industries
- * security and enforcement oriented public service careers involving a degree of danger and adventure





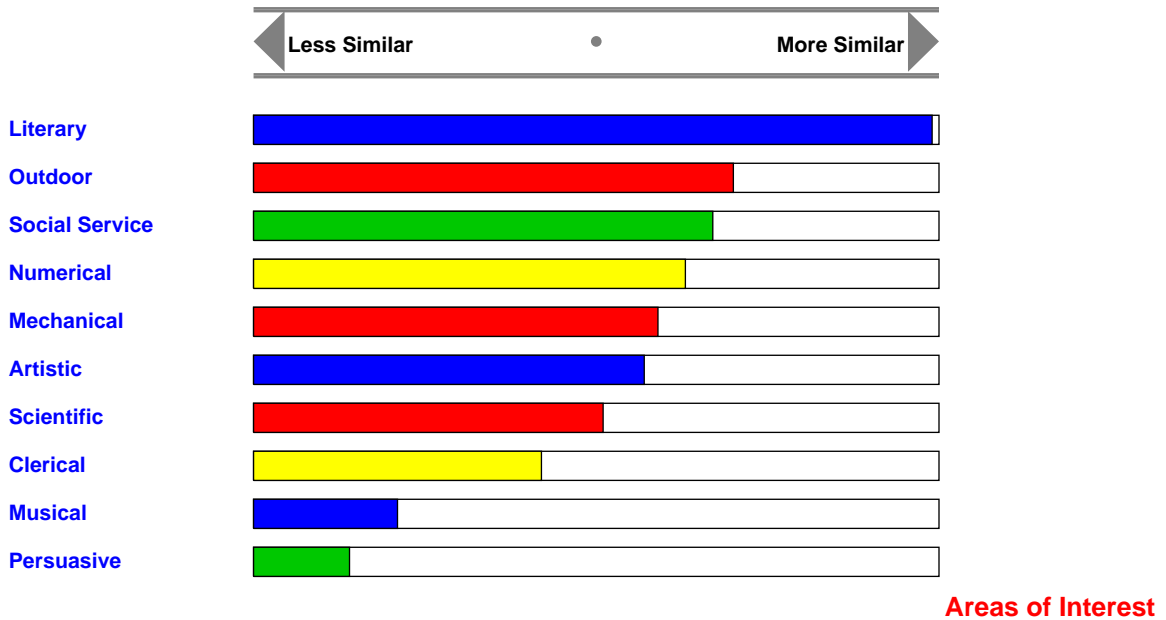
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GREEN

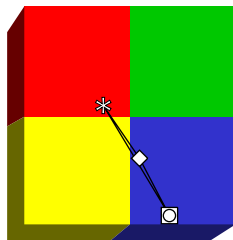
* marketing and/or advisory selling of intangible products or services



Look for positions that have responsibilities with these characteristics



Behavioral attributes to highlight during interview and support needed from others



- Your Interests
- Your Usual Style
- Your Needs/Your Stress Behavior

Focus your search on organizations that are aligned with your job strengths

