

# Birkman Preview Report



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This Report Was Prepared For  
**JOHN Q. PUBLIC**

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JOHN Q. PUBLIC  
The Elkind Group

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## WELCOME TO THE BIRKMAN PREVIEW

The Birkman Preview report provides an introductory overview of much of the career and relationship data generated by your responses to The Birkman Method<sup>®</sup> questionnaire.

The Birkman Method<sup>®</sup> was created from exhaustive empirical research in the workplace. Over 2.5 million people have taken the assessment since its development in the 1950s. Over the years, it has been repeatedly validated and has shown to have been reliable and consistent with contemporary psychological theory.

Many assessments describe socialized, visible behavior. The Birkman Method<sup>®</sup> reaches further to analyze and report what drives and motivates behavior. We call these "Needs" — the expectations one has about relationships and situations in a social context. These Needs motivate personal actions and behaviors. When Needs are met, they drive behavior in positive and productive directions. Unmet needs can create potentially negative and less than productive behavior (Stress).

The Birkman Method<sup>®</sup> recognizes the intrinsic value of all styles of behavior and the importance of contrasting perspectives. As with all Birkman reporting, the Preview report offers a non-judgmental approach to individual differences. It is designed to be both descriptive and prescriptive.

The Birkman Preview discusses the occupational and organizational perspectives that will shape teams, career and job role fit.

Birkman International, Inc. has a high commitment to respecting your privacy. Your data will be maintained in our secure database and shall remain accessible only to authorized parties for future reference.

While the Preview provides a great deal of information to help you understand as much as possible about yourself, it's important to know that the depth and variety of applications provided by The Birkman Method<sup>®</sup> cannot be covered in this preliminary overview. Most people benefit from the expertise of Birkman-certified consultants in "reaching further" into the wealth of information that can be derived from your responses to The Birkman Method<sup>®</sup> questionnaire.

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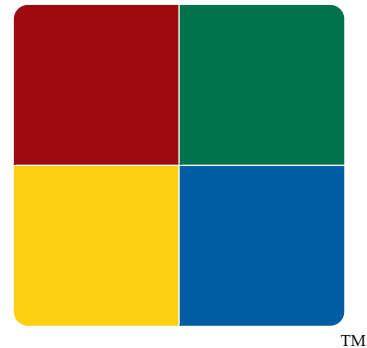
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## YOUR LIFE STYLE GRID<sup>®</sup> REPORT

DISCOVER YOUR TRUE COLORS

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 CLOSE 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.

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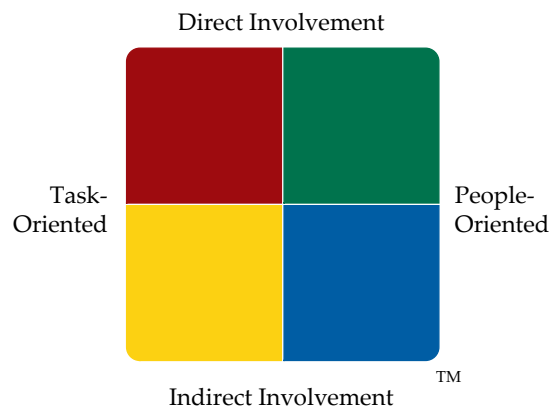
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## YOUR LIFE STYLE GRID<sup>®</sup> REPORT

### VISUALIZE YOUR OVERALL BEHAVIOR

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)?



 Planner	 Communicator
 Expediter	 Administrator

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## YOUR LIFE STYLE GRID<sup>®</sup> REPORT

### EXPLANATION OF THE ASTERISK SYMBOL (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.

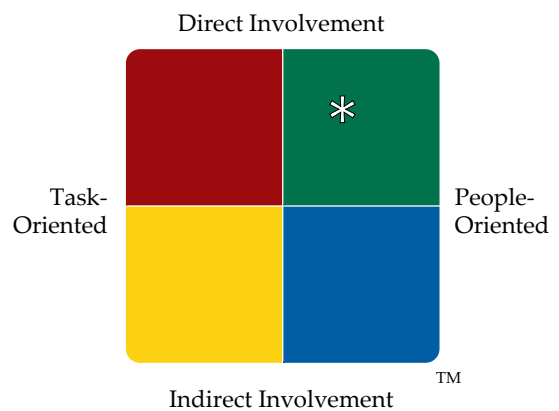


Typical GREEN activities include:

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

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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## YOUR LIFE STYLE GRID<sup>®</sup> 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 GREEN quadrant, but it is also fairly close to the Blue quadrant. When you are working effectively, you are generally persuasive and insightful.



Typical GREEN styles include being:

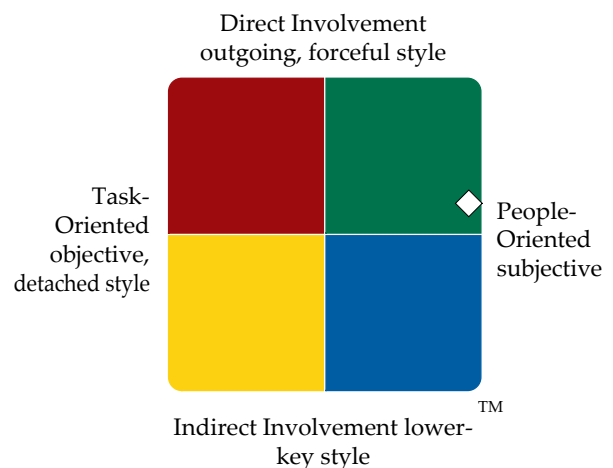
- competitive
- assertive
- flexible
- enthusiastic about new things

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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## YOUR LIFE STYLE GRID<sup>®</sup> 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 YELLOW quadrant. To be most effective, you respond best to people who are orderly and consistent.

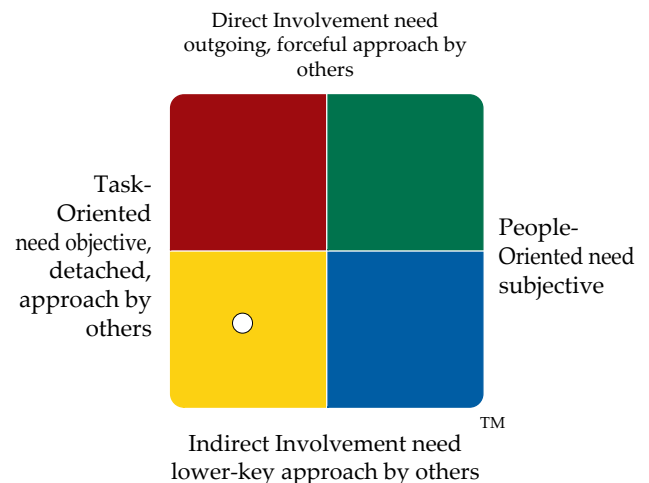


Typically, people with the Circle in the YELLOW quadrant need for others to:

- encourage an organized approach
- permit concentration on tasks
- offer an environment of trust
- be consistent

Your YELLOW Circle shows 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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## YOUR LIFE STYLE GRID<sup>®</sup> REPORT

### EXPLANATION OF THE SQUARE SYMBOL (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.

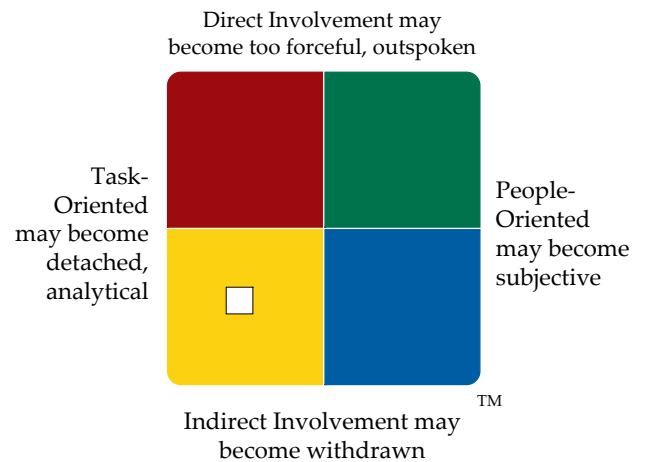


Under stress, people with the Square in the YELLOW quadrant:

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

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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## 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 be 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<sup>®</sup>:



Red - Expediter



Green - Communicator



Blue - Planner



Yellow - Administrator

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## AREAS OF INTEREST



## DEFINITION



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.



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.



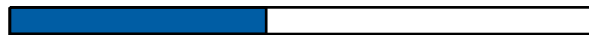
Mechanical

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.



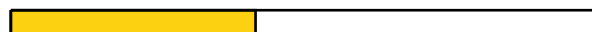
Musical

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.

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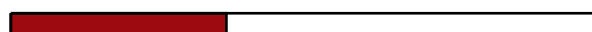
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## AREAS OF INTEREST



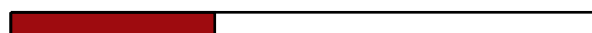
Clerical

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



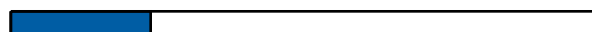
Scientific

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.



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.



Literary

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

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## YOUR STRENGTHS AND NEEDS

In personal relationships, work challenges, organizing, decision making and more, here's how you deal with everyday life. The following information can provide insights to deepen your understanding of how these factors operate in all your relational areas.

You gain knowledge about your usual style, considered your most effective style or your natural strengths. Very importantly, you also see how your needs determine your ideal work environment and your possible reactions when these needs are not met.

The Birkman Method<sup>®</sup> Strengths and Needs Report develops your own personal profile and guide to show you the most effective way to deal with:

- Relating to individuals, groups (and feelings)
- Handling schedules, systems, procedures, details
- Resolving conflict, authority issues and personal independence
- Decision making, inclination toward action, patience
- Risk taking, incentives, security
- Work place intensities, personal life commitments

These areas and others on the Strengths and Needs Report are designed in both verbal and graphic form (represented by 3 shaded bars) to provide information on your usual style, what you need in your ideal environment and which behaviors to try to avoid. An example of the first bar, Usual Style, is shown below.



Each of the three bars symbolizes a range of behaviors that increase in intensity as those particular behaviors move toward either end of the bar. The lightly shaded mid-range on the bar denotes behavior that is less intense and not as easily recognized. The arrow pinpoints your individual score on this spectrum.



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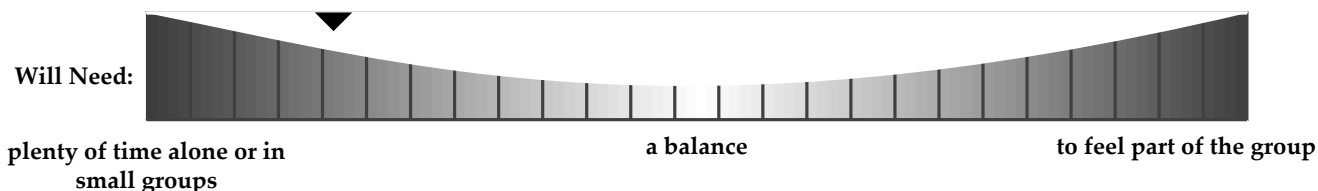
**YOUR PERSONAL STRENGTHS AND NEEDS**  
Social Relationships (Need for Acceptance)



Among your considerable assets is your ability to think and reason independently of group pressure while at the same time recognizing the importance of group dynamics. As appropriate, you are able to be either independent or involved.

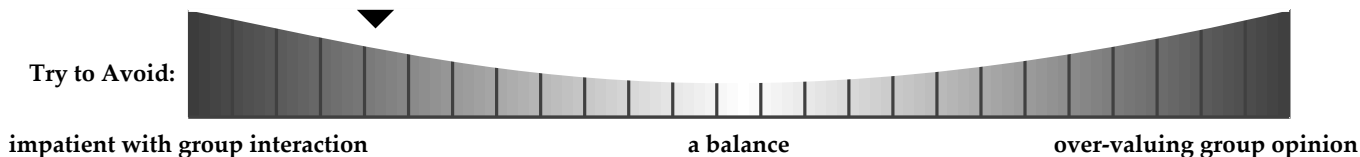
**STRENGTHS**

- balances group and private activities
- able to be alone
- able to be with others



**NEED:** In order for you to be really comfortable in group settings, it is important that you have plenty of time to yourself, with relief from constant social pressure. It is easiest for you to participate in groups when you identify strongly with their cause.

**CAUSES OF STRESS:** Without this identity of cause, or when the pressure to participate in group efforts becomes prolonged or intense, you are likely to feel impatient, perhaps even that time spent with the group is wasted.



**POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:**

- withdrawal
- impatience
- tendency to ignore groups

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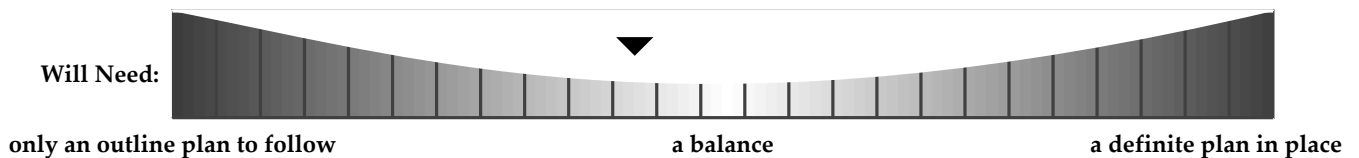
## YOUR PERSONAL STRENGTHS AND NEEDS Organizing (Need for Structure)



Focusing your attention on methods and procedures, you place great value on policies which have been tried and proven. You recognize the importance of attending to detail, being generally careful and thorough.

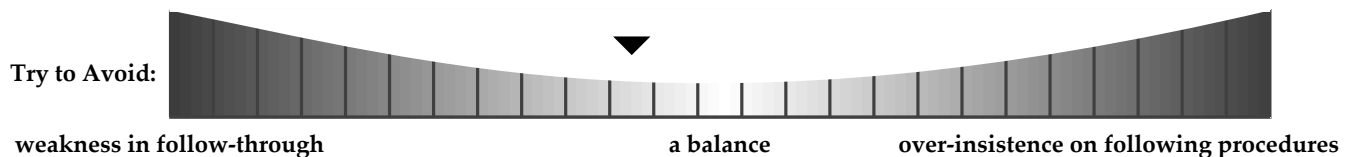
### STRENGTHS

- systematic
- detail-oriented
- procedure-minded



**NEED:** Your activities should involve a balance of familiar and predictable situations with opportunities for expression of your initiative. In any case, it is important for you to maintain a sense of control.

**CAUSES OF STRESS:** When pushed to change your plan of action, you may experience more pressure than other people. Also, too much attention to details can cause you to lose sight of the broad objectives.



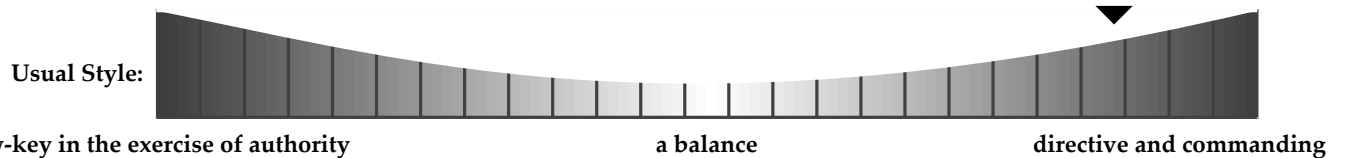
### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- de-emphasis on system
- over-controlling

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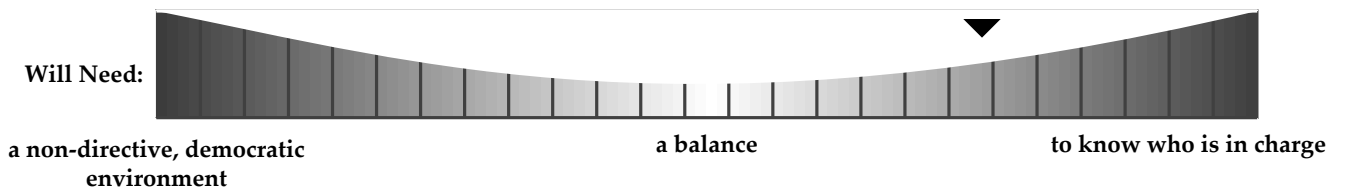
## YOUR PERSONAL STRENGTHS AND NEEDS Authority Relationships (Need for Authority)



You show a healthy respect for established authority, whether verbal or in the form of formal procedure and control. It is relatively easy for you to take charge and direct activities, and see to it that pre-arranged plans are executed.

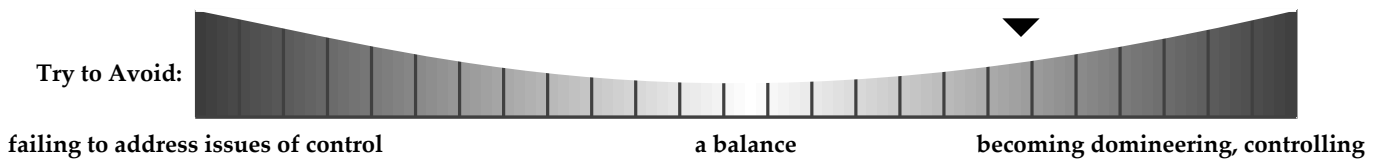
### STRENGTHS

- self-assertive
- seeks to influence and excel
- enjoys exercising authority



**NEED:** From others, you need personal and clear instructions as to what they expect to have done. You respect people who appear to you to be natural authority figures, and expect them to enforce strictly the boundaries of authority.

**CAUSES OF STRESS:** You can easily lose your respect for those in positions of authority when it seems that they are having difficulty showing strength. Your morale and enthusiasm suffer in these situations.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

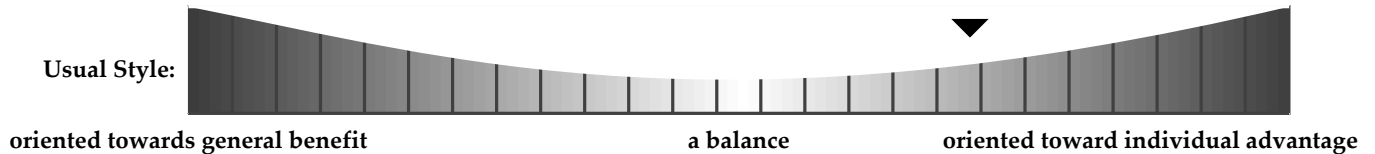
- provocative statements
- undue assertiveness
- becoming bossy or domineering



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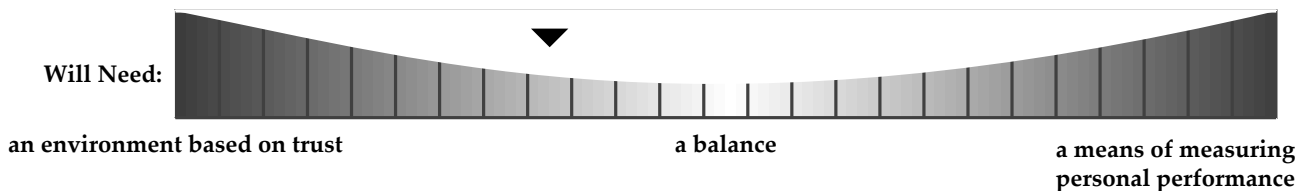
## YOUR PERSONAL STRENGTHS AND NEEDS Idealism and Realism (Need for Advantage)



Your self-image of being competitive gives you a decided advantage in promotional activities. You are realistic in your expectations of others, and can use your creativity in the art of winning to protect and promote your personal interests.

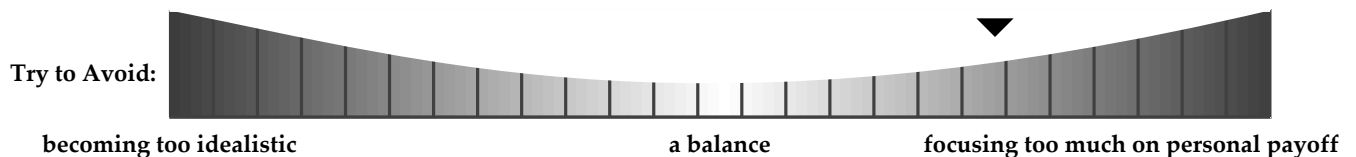
### STRENGTHS

- likes competition
- opportunity-minded
- resourceful



**NEED:** While you need to be dealt with on the basis of individual incentive, this should be balanced with opportunities to help others. You need an environment which stresses the element of fair play, but still offers you a sense of advantage.

**CAUSES OF STRESS:** Since you expect others to be competitive on an "average" level, you can be surprised when they seem to be too self-serving or overly idealistic and impractical. Your response to either is likely to be distrust and suspicion.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- being impractical
- becoming opportunistic

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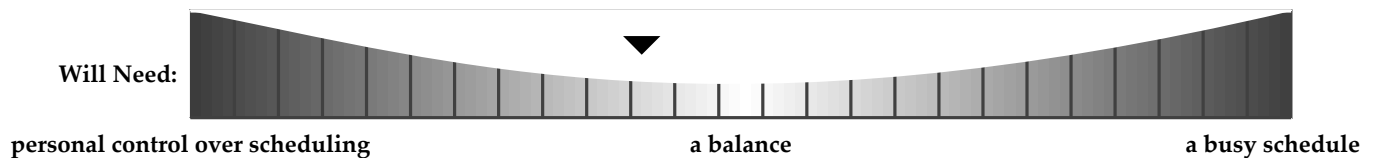
## YOUR PERSONAL STRENGTHS AND NEEDS Reflection and Action (Need for Activity)



Your high energy level affords you the considerable assets of vigorous and persuasive reasoning and a generally forceful and enthusiastic approach to everything you do. You find it easy to be physically active on a regular basis.

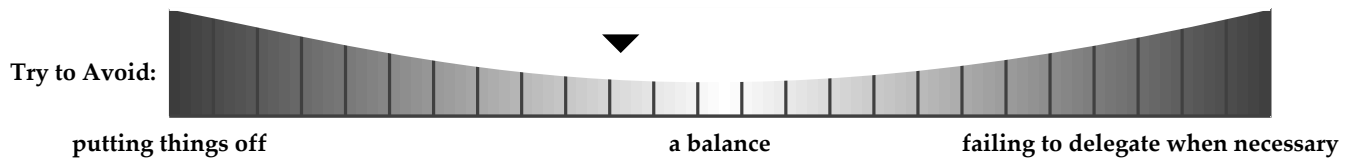
### STRENGTHS

- enthusiastic
- energetic
- forceful



**NEED:** However, you prefer to be in control regarding the spending of your energies. It is best when your environment neither places the demands of a heavy schedule upon you, nor emphasizes thought and reflection to the exclusion of personal action.

**CAUSES OF STRESS:** External demands on your energies, either physical or mental, are likely to be frustrating to you. When you are denied the opportunity to balance planning with action, your naturally high energy level may result in unexpected fatigue.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

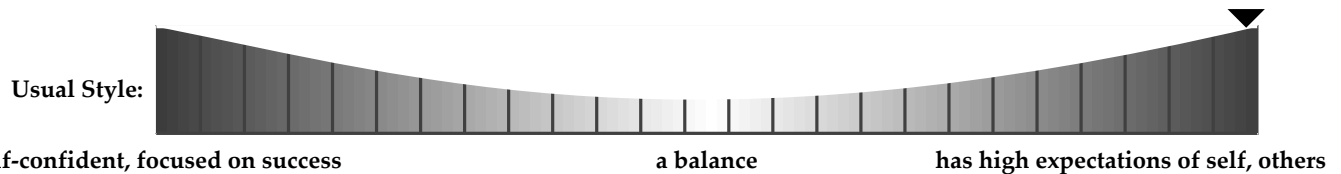
- edginess
- feeling fatigued

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## YOUR PERSONAL STRENGTHS AND NEEDS Your View of Yourself (Need for Challenge)



More than most people, you tend to focus on your personal shortcomings rather than your strengths. As a result, you are able to take a great deal of pride in your accomplishments, and respond well to difficult or demanding tasks and goals.

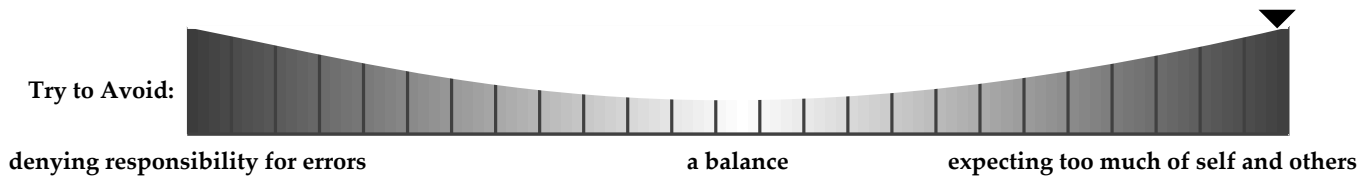
### STRENGTHS

- driven
- strong-willed
- high expectations



**NEED:** You tend to place a lot of conditions on your personal acceptance, so establishing your worth is largely a matter of achievement. Personally challenging situations enhance your strengths.

**CAUSES OF STRESS:** You are likely too inclined to blame yourself for failure. On occasions you tend to think that renewed personal effort will resolve problems that may not be of your making in the first place.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- becoming too self-critical
- strong emotional tension
- feelings of inadequacy

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## YOUR PERSONAL STRENGTHS AND NEEDS Dealing with Emotions (Need for Empathy)



Basically, you prefer to strike a balance between cautious detachment and sincere emotional involvement. But you are able to move freely between those extremes, avoiding excessive emotionalism and complete detachment as well.

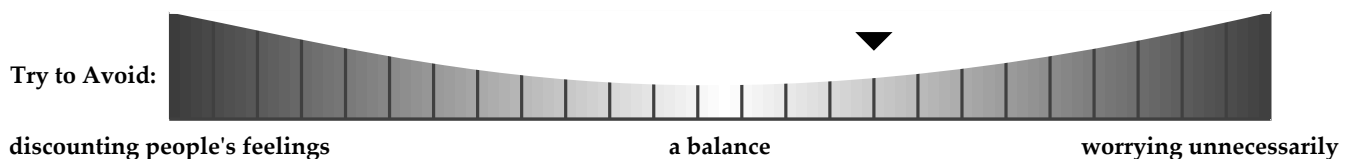
### STRENGTHS

- objective, yet sympathetic
- warm, yet practical



**NEED:** You need a similar balance in your surroundings. You are at your best in the presence of people who can combine logic and practicality with a certain amount of sympathy and understanding for personal feelings.

**CAUSES OF STRESS:** Extremes in other people are likely to put some pressure on your own moderation. Too much emotionalism from others can add to your anxiety and tension; while you may tend to magnify your own problems when others are too detached.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- dejection
- becoming too impersonal
- loss of optimism

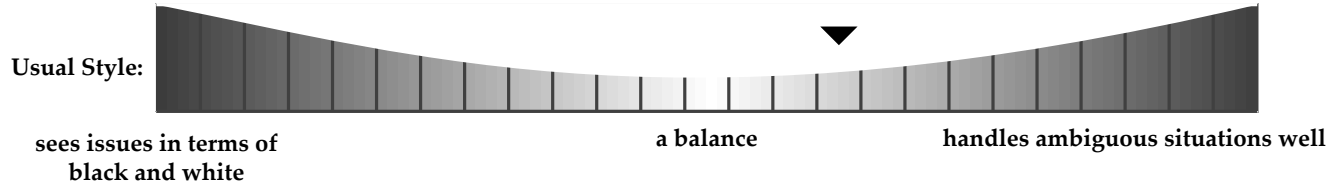




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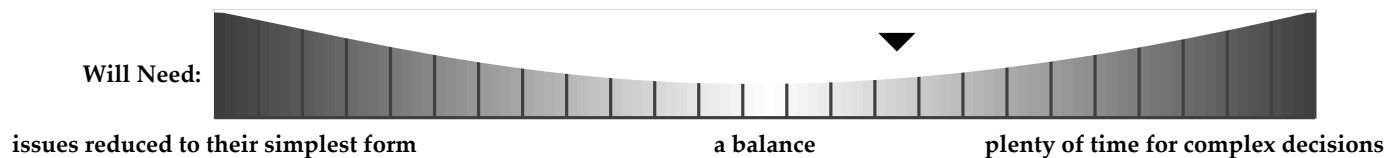
## YOUR PERSONAL STRENGTHS AND NEEDS Making Decisions (Need for Thought)



With one eye on the future and one eye on the present, you tend to make decisions in a moderate but effective manner. You are definitely not impulsive, but you also recognize that you don't have to have all the data before you can make a decision.

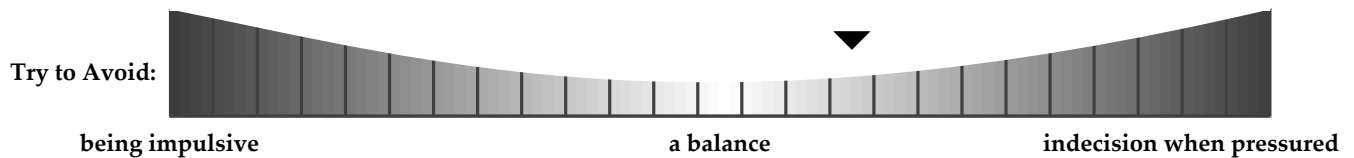
### STRENGTHS

- thoughtfully decisive
- considers future and immediate consequences



**NEED:** The moderate nature of your decision-making style indicates that you can be comfortable handling situations that require quick judgments and decisions, and problems that are more complex, as long as sufficient information is available for consideration.

**CAUSES OF STRESS:** On pressure assignments which require quick and decisive action, insecurity can make you overly cautious because you want to see all possibilities and consequences. On the other hand, you can become quite impatient waiting on decisions from others.



### POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- delaying actions
- impatience

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## CAREER MANAGEMENT REPORT

The Career Management Report helps to better match your career choices with your personality, the kind of things that motivate you, and your interests.

The Career Management Report is organized into three sections, as follows:

- **Organizational Focus**, which will help you determine the work environment that suits you best.
- **Job Families/Job Titles** that offer you the greatest potential for success.
- **Career Summary**, a list of strengths that you bring to the work that you do.

### Organizational Focus

The Organizational Focus tells you the general work environment in which you're going to feel most motivated and most comfortable. We generate this information by determining how similar you are to other people who work in these work environments.

### Job Families/Job Titles

The Job Families/Job Titles tell you how closely you match employees in 22 job families (and in a large number of individual jobs). Most of the Job Titles that you match will have a direct link to the U.S. Department of Labor's online Occupational Outlook Handbook so you can find out more information about pay, conditions, and job prospects. *International users may wish to choose the Job Families Only option, since the U.S. data may not be useful to them.*

### Career Summary

The Career Summary is an overview of the strengths you will probably bring to the work you do. These strengths are extracted from the Organizational Focus and Job Families/Job Titles sections.

Your career decisions should be based on many factors, including your experience, your education, and your preferences. We believe that the Career Management Report will provide useful information in many of these areas.






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## ORGANIZATIONAL FOCUS - INDIVIDUAL


The Organizational Focus shows you the best working environment for you. It's generated by determining how similar you are to people who work in four different work environments.

### ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC

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

### Description of Organizational Focus (by color):

#### Red - Operations/Technology



- A work environment that emphasizes a practical, hands-on approach, usually with a tactical focus.
- A product-focused culture with strong emphasis on implementation.

#### Green - Sales/Marketing



- A work environment that emphasizes selling, promoting, directing, and motivating others.
- A communications-based culture designed to influence others.

#### Yellow - Admin/Fiscal



- A work environment that emphasizes standards, tracking, and quality assurance.
- A culture based on efficient procedures and policies.

#### Blue - Design/Strategy



- A work environment that emphasizes planning, innovating, and creating.
- A culture of ideas, usually with a strong strategic focus.

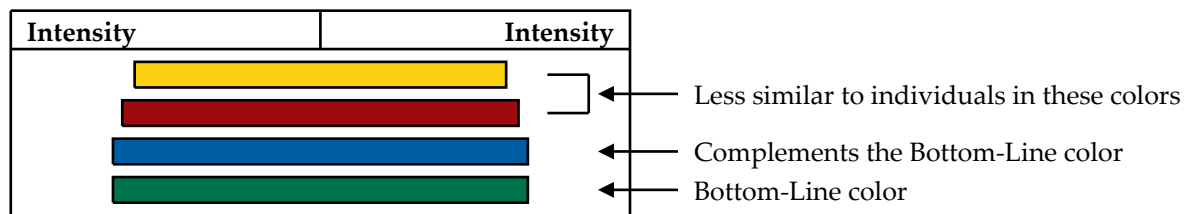
# Birkman Preview Report

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 JOHN Q. PUBLIC  
 The Elkind Group

BX6396

Rather than represent you in terms of your strongest Organizational Focus, we use all four. The color bars that describe your Focus may be of varying lengths: all long, all short, or a mixture.

The bottom color of the four is always the longest. The longer the bar, the more you are likely to identify with the work environment represented by that color.



The second longest bar is your supporting color. It's less significant for you than your bottom-line color, but it will give you additional information about the work environment that fits you best.

The two remaining bars represent work environments which are likely to be less attractive for you, and where you are less likely to "fit".

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## JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar      Most Similar ▶	The Job Titles you most closely matched within each Job Family
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### Construction & Extraction



Electricians  
 Carpenters  
 Supervisors Of Construction & Extraction Workers

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.

### Management



General & Operations Managers  
 Public Relations & Communication Managers  
 Property Managers  
 Food Service Managers  
 Medical & Health Services Managers

Planning, directing, and coordinating high-level activities within an organization. Duties may include managing personnel, creating budgets, developing and implementing strategies, creating organizational policies, and supervising company operations. These managerial functions are similar in nature across various industries and fields (e.g. engineering, sales, human resources, medical).

### Community & Social Services



Social & Human Service Assistants  
 Counselors & Therapists  
 Directors (Religious Activities & Education)

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.

### Installation, Maintenance, & Repair



Transportation Mechanics & Technicians  
 Supervisors Of Mechanics, Installers, & Repairers

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








Power, Gas, Chemical, & Waste Plant/System Operators  
 Industrial Production Managers  
 Supervisors Of Production & Operating Workers

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.

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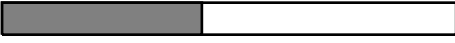

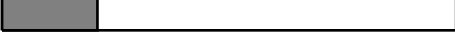
## JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar      Most Similar ▶	The Job Titles you most closely matched within each Job Family
<p><b>Engineering &amp; Architecture</b></p>  <p>Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing of physical systems and processes. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/structures, or other physical entities.</p>		<p>Engineering Managers            Petroleum Engineers            Computer Hardware Engineers            Mechanical Engineering Technicians            Electrical Engineers</p>
<p><b>Healthcare Practitioner &amp; Technician</b></p>  <p>Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. Duties may include assessing patient health, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical support staff. Most of these occupations require a graduate education.</p>		<p>Medical &amp; Health Services Managers            Physicians            Medical Technologists &amp; Technicians</p>
<p><b>Sales &amp; Related</b></p>  <p>Selling goods or services to a wide range of customers across various industries. Duties may include selling retail, appliances, furniture, auto parts, medical services, insurance, real estate, financial or consulting services, securities and commodities, as well as other products/services.</p>		<p>Supervisors Of Retail Sales Workers            Marketing Managers            Supervisors Of Non-Retail Sales Workers</p>
<p><b>Arts, Design, Sports, Media, &amp; Entertainment</b></p>  <p>Creating and/or expressing ideas or demonstrating talents through various media for entertainment, informational, or instructional purposes. Duties may include acting, dancing, singing, designing graphics, operating media equipment, translating text, writing literature, producing/directing movies or plays, public speaking, radio announcing, competing in sporting events, news reporting, among other specific functions within the media.</p>		<p>Public Relations &amp; Communication Managers            Public Relations Specialists            Graphic Designers</p>
<p><b>Legal</b></p>  <p>Researching, litigating, and documenting matters relating to the law, specializing in litigation, arbitration, transcription, investigation, or negotiation of legal issues. Duties may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.</p>		<p>Paralegals &amp; Legal Assistants            Litigation Lawyers (Win-Lose Outcomes)            Corporate Lawyers (Consensual Outcomes)</p>

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## JOB FAMILIES / JOB TITLES


Similarity to others in this Job Family	◀ Least Similar      Most Similar ▶	The Job Titles you most closely matched within each Job Family
<p><b>Business &amp; Finance</b></p>  <p>Analyzing and evaluating business/financial information for the purposes of documenting, making recommendations and/or ensuring adherence to business protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general business trends, or assessing risk/liability, to streamline the operations of an organization.</p>		<p>General &amp; Operations Managers            Employment, Recruitment, &amp; Placement Specialists            Training &amp; Development Managers            Human Resources Managers            Tax Preparers</p>
<p><b>Education, Training, &amp; Library</b></p>  <p>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.</p>		<p>Education Administrators (Postsecondary)            Secondary School Teachers (Except Special Education)            Education Administrators (Elementary &amp; Secondary)</p>
<p><b>Office &amp; Administrative Support</b></p>  <p>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.</p>		<p>Property Managers            Supervisors Of Office &amp; Administrative Support Workers            Customer Service Representatives</p>
<p><b>Protective Service</b></p>  <p>Serving and protecting the best interests of the community, environment, and/or individuals, adhering to federal, state, and local laws. Duties may include investigating criminal cases, regulating traffic and crowds, fire fighting, ticketing/arresting perpetrators, inspecting baggage or cargo, responding to emergency situations, patrolling designated areas, guarding establishments, and providing other security measures.</p>		<p>Security, Police, &amp; Fire Fighting Enforcement Managers            Supervisors Of Police, Fire Fighting, &amp; Correctional Officers            Police &amp; Sheriff Patrol Officers</p>
<p><b>Food Preparation &amp; Serving-Related</b></p>  <p>Preparing and cooking foods and/or serving patrons in dining establishments or other settings. Duties may include checking food quality, mixing drinks/ingredients, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.</p>		<p>Food Service Managers            Supervisors Of Food Preparation &amp; Serving Workers            Chefs &amp; Head Cooks</p>

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## JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar      Most Similar ▶	The Job Titles you most closely matched within each Job Family
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**Computer & Mathematical Science** 

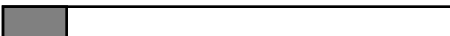
Designing, developing, and maintaining databases, software, hardware, networks, and other information/logic systems. Duties may include collecting/organizing data, computer programming, providing technical support, web design, and configuring communication systems, among other data-driven functions.

- Computer & Information Systems Managers
- Data Warehousing & Mining Analysts
- Operations Research Analysts & Statisticians

**Life, Physical, & Social Science** 

Applying scientific knowledge and expertise to specific life, physical, or social science domains. Duties may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to industry and other fields (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).

- Biological & Agricultural Technicians
- Natural Sciences Managers
- Microbiologists

**Transportation & Material Moving** 

Piloting, driving, operating, or navigating transport vehicles or material moving machinery (e.g., aircraft, automobiles, water vessels, construction cranes, locomotives, tractors). Duties include flying commercial airplanes, directing air traffic, driving public or school buses, taxis, trucks, ambulances, commanding motor-driven boats, inspecting freight and cargo, conducting trains, operating forklifts, among other transportation and material moving tasks.

- Supervisors Of Vehicle Operators
- Pilots
- Supervisors Of Freight, Stock, & Material Handlers

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## CAREER SUMMARY

### Your Organizational Focus Characteristics

#### **Yellow - Administrating**

- \* general procedural standards following carefully defined office systems and procedures
- \* functions that provide direct measurables to work output and performance
- \* predictable and stable work setting that follows consistent approach to work objectives

#### **Red - Expediting**

- \* tangible results are obtained and operational procedures are emphasized
- \* urgency and action are stressed in the scope of projects
- \* direct instruction and management to clearly understand work goals and expectations

#### **Blue - Planning**

- \* functions that include brainstorming and development
- \* emphasis on strategy and the creation of production concepts
- \* consideration for people and individual development

#### **Green - Communicating**

- \* various functions that allow for interaction with stakeholders
- \* opportunities to work as a part of larger team driven initiatives
- \* high levels of energy and enthusiasm are encouraged

### Your Top Job Strengths based on Job Families/Job Titles

#### **Construction & Extraction**

[Electricians](#), [Carpenters](#), [Supervisors Of Construction & Extraction Workers](#),

#### **Management**

[General & Operations Managers](#), [Public Relations & Communication Managers](#), [Property Managers](#),  
[Food Service Managers](#), [Medical & Health Services Managers](#)

#### **Community & Social Services**

[Social & Human Service Assistants](#), [Counselors & Therapists](#), [Directors \(Religious Activities & Education\)](#),

#### **Installation, Maintenance, & Repair**

[Transportation Mechanics & Technicians](#), [Supervisors Of Mechanics, Installers, & Repairers](#)

#### **Production**

[Power, Gas, Chemical, & Waste Plant/System Operators](#), [Industrial Production Managers](#),  
[Supervisors Of Production & Operating Workers](#)