



## Get a Grip #2: Natural “I”: The Birkman Map



“You created my inmost being...I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.” (Psalm 139:13-14 (NIV))



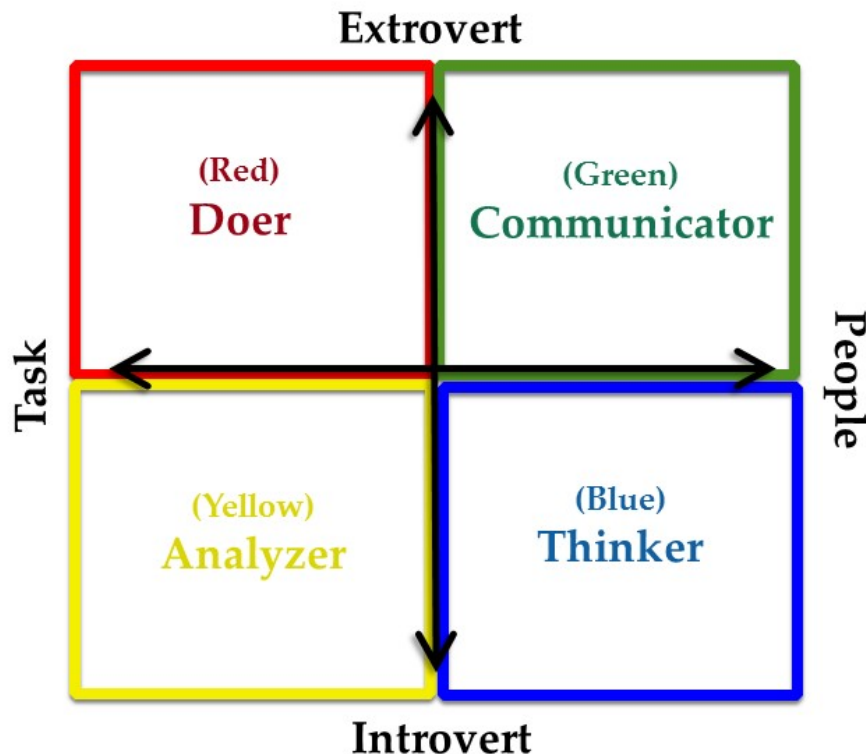
CORE  
BELIEF

Each person is a unique individual created with natural, innate interests and underlying needs or expectations that affect how we interact with others around us.

“Our Interests are apparent from an early age and generally remain consistent over a lifetime. Needs are part of our core personality and also tend to be steady over time, even if we appear to have changed over the years. What matters is that we change what we can change, and what we can change is our awareness.” (Sharon Birkman Fink in *The Birkman Method: Your Personality at Work* (Kindle Locations 2732-2734). Wiley. Kindle Edition.

### Understanding the *Birkman Map*

- Left/Right & Up/Down location and movement on the *Map* – key to utilizing this tool
  - **Task** focus on the left to **People** focus on the right
  - **Extroversion** at the top to **Introversion** on the bottom
- The four colors of the *Birkman Map*:



3. Four symbols, three grid points on the *Birkman Map*

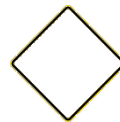


The asterisk represents your goals or **Interests**--*what* you want to see happen or accomplished...:

- Interests represent where you prefer to direct your energies.
- You may see evidence of these expressed in your hobby, work, ministry or passion.

“I like (to)...,” “I want (to)...”

- ⊗ Circle two or three words in the quadrant which best describe your Interests. If your Asterisk is close to a line, you can include words from the adjacent quadrant.



The diamond represents your **Usual Style of Behavior**. This is your effective style of behavior--*how* you will fulfill those goals...*how* you do it:

“When I am at my best, I am...”

- ⊗ Circle the two or three words in the quadrant which describe you best. If your Diamond is close to a line, you can include words from the adjacent quadrant.



**Needs** make up the unique internal perspective from which a person views and judges others and the environment around them. This amounts to how you expect the world around you to operate.

You will be effective in your Usual Style **IF** the underlying Needs are met...

“For me to be most effective, I need an environment that includes...”

- ⊗ Circle the two or three words in the quadrant which best describe your Needs. If your Circle is close to a line, you can include words from the adjacent quadrant.



- ⊗ **Key Issue:** Your Needs are NOT visible! You have to find healthy and productive ways to let others know about your Expectations so you have an environment where you can operate in your Usual and Effective style. Since Needs are internal, you must be responsible for getting your Needs met.



The square on the Birkman Map represents your **Stress style**--the less productive, frustrated behavior *when Needs go unmet*. Stress behavior is observable and is seen by others as negative.

Note: Your underlying Needs must be met, **OR ELSE** you *will* move into your Stress style.

- ⊗ Circle the two or three words in the quadrant that best describe your Stress style. If your Square is close to a line, you can include words from the adjacent quadrant.

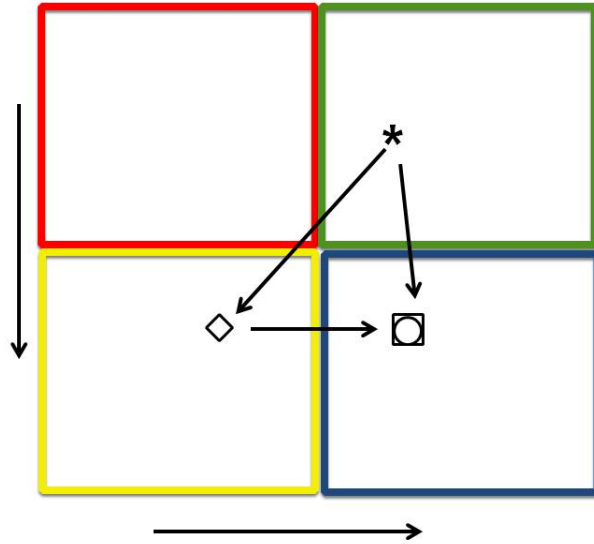
- ⊗ **Insight: Stay out of your Stress behavior by being proactive about getting your Needs met!**

**A key interpretive principle for the Birkman Map – Watch the movement from:**

**Asterisk to Diamond**– Do people understand my goals (asterisk) through my actions (diamond)?

**Asterisk to Square**– What do people perceive about my goals when my actions are negative (square)?

**Diamond to Circle/Square** – Do people understand my Needs (circle) from my Usual Style (diamond)?



**Most assessments identify *Usual style* and *Stress style* of behavior. The Birkman Method offers insight into why you move into stress (i.e. your motivations), which no other assessment does.**

**REMEMBER:** In the *Birkman Map*, do not focus just on what color you are, but also on the movement between:

The Goals (asterisk) and the Usual style (diamond) OR Stress behavior (square)









The Usual style (diamond) and the Underlying Needs (circle)





## Reflection: Birkman Map

As you answer the following questions, remember to look at the location of each figure on the Birkman Map and consider the qualities that would relate to that location (task or people focus, direct or indirect communication).

1. **ASTERISK:** \* What do you really want to see happen through all your efforts?
  
2. **DIAMOND:**  What is your Usual and most effective style of operating to produce your desired results?  
 What kind of movement takes place from the \* to the  ?
  
3. **CIRCLE:**  What do you need from others in order to successfully operate in your usual style?  
 How is your Need  different from your Usual or effective style  ?
  
4. **SQUARE:** When your Needs are not met, what Stress style  do you show to others?  
 How does your Stress style impede your efforts to meet your goals? \*



Be sure and write down your “take aways” for “Get A Grip #2” on your “Reflection Journal.”





