



Get a Grip #3: Natural “I”: Birkman Areas of Interest



“Each of you should look not only to your own interests but also to the interests of others.”
(Philippians 2:4)



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God uniquely designed each of us to pursue our God-given interests, passions and goals in joy and fulfillment as a gift from Him. As we pursue our own interests, we should also help others to pursue their interests.



Areas of Interests

The Asterisk, or your Interests, now takes on a life of its own! The second report in the Birkman Basic Report is called **Areas of Interest**. This gives us the in-depth information underlying your Asterisk in ten specific areas, revealing things you are interested in and really like to do.

High scores describe what fuels or nourishes you -- where you prefer to direct your energies. They reflect your goals and desired results – what you want to see in action or with people and what you enjoy doing for fun, relaxation, or escape. These scores indicate interest not aptitude (e.g. you may like music, but not be musically talented). Conversely, lower scores indicate what drains you.

What you like to do: any scores over 75 are noteworthy though we encourage focus on your top four. They reflect:

- Your goals/desired results—what you want to happen in action or with people
- What you enjoy doing for fun, relaxation, and escape...

Scores of 85 or over are MORE than just strong interests; they are actually **NEEDS!** If these needs are not met, you may feel dry and lack motivation.

Low scores of less than 25 indicate areas that you are not interested in, or might want to avoid.

Scores below 10 are *aversions*. These are areas to be avoided or delegated. If they have to be done, you may need to allot special time and energy.

Your scores are arranged in order from high to low, so may not parallel the order below.



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Give yourself permission to do what energizes you (or not do what drains you). If it is good for you, it's good for your ministry!

Ten Areas of Interests: Colors, Key words and Descriptions

Artistic (blue) -- *Aesthetics*

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

An acute sensitivity for how things look or appear. A picture truly is worth a thousand words to high scores. May dismiss presentations that are not visually appealing. Low scores may dismiss presentations that use too many visuals.

Literary (blue) – *Write/Create*

- Interest in creative writing and in language skills
- Editing and publishing, journalism field or for fun

An affinity for language and communication, particularly in written form. High scores compose their thoughts in written form, paying close attention to the subtleties and nuances of what they write and that which is written by others.

Low scores may dismiss these messages if the point of the communication is not arrived at quickly.

Musical (blue) – *Music*

- Musical involvement of many forms,
- Desire harmony in music and relationships.
- Appreciation for cultural events including musical expression

A sensitivity to sound and auditory expression. High scores notice things like tone of voice, background noise, loud conversations or the “buzz” in a work environment. If what is coming into the ears is not pleasing to a high score they can get easily distracted and find it difficult to concentrate. Low scores can find it easy to dismiss background noise. Some may find music to be a distraction.

Numerical (yellow) – *Numbers/Analytical*

- Utilizing numbers in bookkeeping, accounting, math
- Analytical problem solving, statistics, computer programming

Analyzing numbers and data to produce quantifiable conclusions. High scores measure the effectiveness of business operations, use facts and data to make decisions and prefer to be convinced of others’ ideas through facts and data. Low scores prefer not to deal with numbers and data. For example, low scores will discuss the budget later.

Administrative (yellow) – *Details*

- Administrative details which could include data processing, numbers detail, and record keeping
- Maintaining systems or working with repetitive routine

Administrative processes that include creating and maintaining the routines and systems that bring order to the work environment. High scores bring discipline, tracking and follow-through, preferring to keep the organizational wheels in motion in a predictable manner. Low scores have a lower preference for rules, policies, and regulations.

Technical (red) – *Hands-on*

- Hands-on work in broad range of technical areas: machines, electronics, carpenters, machinists, oil exploration
- Interests may include design, maintenance, working with motors

Curiosity for how things work. High scores tend to get personally involved and want to know the details of production and implementation. Those with low scores can become impatient with these details and prefer to leave it to others to implement and take action.

Outdoor (red) – *Hands-on Outdoor*

- Outside activities, either work or play or a lot of both
- Freedom from office confines

Connecting with the world outside. High scores can find it difficult to sustain activity when spending long periods of time indoors. The primary difference between high and low scores is the work environment's effect on their mood and vigor. If required to work inside, high scores will need an office with a view. Low scores can work indoors for long periods.

Scientific (red) -- *Research*

- Health services, technology and medical or pharmaceutical services
- Involves analysis, research, testing various hypotheses

Curiosity for why things are the way they are. Tend to probe and question to discover and understand. High scores enjoy the intellectual process. Low scores can sometimes view this questioning as a means for controlling outcomes, which can become a source of conflict. Low scores are more able to get moving without all of the information.

Social Service (green) – *People*

- Assisting, serving, supporting social issues for individuals or communities
- Social work, religious work or volunteering, counseling

Personally helping others using a sensitivity to the interpersonal dynamics of the work environment. Gain personal satisfaction from helping. Downsizing, layoffs, and firings can be difficult. Low scores are not insensitive to others, but instead see helping others as a means to share expertise and further the business or objectives.=

Persuasive (green) – *Motivating/Influencing*

- Motivating others to accept ideas, actions, or opinions through persuasion
- Debating, convincing, instructing, or selling

Engaging with people verbally to motivate others to accept ideas, actions, or opinions. High scores for Persuasive expect others to verbally convince them; they want to be sold on the idea. Low scores see this same approach as potentially hiding flaws in the idea; they prefer to buy-in to ideas because the facts support it.



Reflection Questions

1. What are your top four **Areas of Interest**? Give one example of how you see yourself living out each of these four interests (work or leisure).
2. Are any of your top four **Areas of Interest** currently being neglected? If so, is that a source of frustration? What could be done about this?
3. What is your lowest **Area of Interest**? What implications does this bring to how you are expending energy? Does avoiding these types of activities have any repercussions in your life? What could be done about this?
4. Share in pairs what you are learning about your interests.



Take the time to record the lessons you have learned from this section in your “Reflection Journal.”



