



# Get a Grip #4: Birkman Insights and Career Exploration: Using Your Strengths to Build Unity in the Body



*“And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus...”*  
(Colossians 3:17)

*“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.”* (1 Peter 4:10)



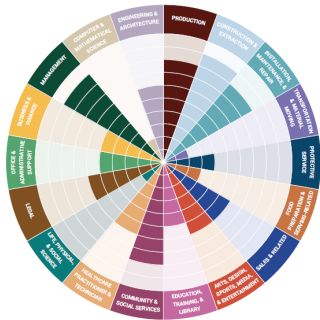
CORE BELIEF

The more we can understand about our own God-given strengths and needs, the better we can also understand the strengths and needs of others... and then we can better work together building the body of Christ.

## Your

### Strengths Report from Birkman Insights

The “Your Strengths” report is generated based on your Birkman Interests scores and Birkman Component scores. The statements in the report provide a general summary of what you bring to the table—the main contribution or distinctive strengths you bring to your team and the value you can add to your organization.



### Career Exploration Report

The Career Exploration report lists some of the career options which might be the best fit for you. The report is based upon your scores for Interests, Usual Behavior and Needs, comparing these to career profiles in the database of the U.S. Department of Labor (<https://www.onetonline.org/>).

### Bonus Insights Reports

Birkman insights reports describe how you are likely to behave in certain general situations. Each report is unique to the individual. Although some people will have more statements and some will have less, there are almost always at least four statements on each report.

1. **Biggest Mistakes Others Can Make with You** (1-2 pages) focuses on the behaviors that may trigger frustration and are related to your Needs or expectations.
2. **Handling Conflict** (1-2 pages) is divided into three sections that describe: your effective approach to handling conflict (Usual behavior), your less effective approach (Stress behavior), and prescriptives to increase your effectiveness (Needs).
3. **Relational Disruptors** (2 pages) addresses where problems may occur in your interpersonal relationships. The report is divided into three sections: how you may upset others without intending to do so, how others may unintentionally annoy you, and how to avoid “derailers” and become more effective.
4. **Managing your time** (2 pages) is divided into three sections: your effective approach to time management, your less effective approach, and how to increase your effectiveness. The statements are based on your Usual behavior, Needs and Stress behavior.

There are a number of ways to use these Insights Reports for team building. Here are just a few suggestions:

1. As an ice-breaker, using **Your Strengths** and **Biggest Mistakes**.
  - a. *Read over your two reports*
  - b. *Put a check mark by two or three statements that are most descriptive of you*
  - c. *Put an X or draw a line through any statements with which you disagree or that you don't think describe you accurately (for now, just ignore these)*
  - d. ***In pairs***, introduce yourself to your partner based on the statements you chose from these two reports.
  - e. *Have each participant introduce their partner to the group **based on what they learned from this conversation**.*
  
2. As a prelude or transition to a session on conflict using **Handling Conflict** and/or **Relational Disruptors**.
  - a. *Read over your two reports*
  - b. *Put a check mark by two or three statements that are most descriptive of you.*
  - c. *Put an X or draw a line through any statements with which you disagree or that you don't think describe you accurately (for now, just ignore these)*
  - d. ***In pairs***, share what you would want someone to know about you.
  - e. *Share any new insights you might have gained*
  - f. *Write one SMART goal that you can work on to employ any prescriptives and increase your effectiveness.*
  
3. As part of a closing activity, combining the "poster activity" and affirmation time.
  - a. *Look over all your reports, including Your **Leadership Grip**, **Birkman Basics** and the four added **Birkman Insights**.*
  - b. If they have not already done so, give instructions for completing their snapshot summary posters with the Birkman Map, Interests and YLG Summary. (Be sure to include Gifts, Team Styles and Body Building Roles with their corresponding areas of Need.)
  - c. *Add one or two summary Strengths statements at the bottom of your poster. These do not necessarily have to be from your Strengths Report, but from all you have learned about yourself and what you bring to the team,*
  - d. *Introduce yourself to the group as you share from your poster.*
  - e. After each presentation, allow the group time to affirm the individual.
  - f. Pray for the individual before continuing.



### Reflection Questions

What do you see as the greatest strengths you bring to your team?

How do these strengths influence your team?

How well matched do you think you are to your current career and position and how do these reports back up that conclusion?



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





