



## Exercises for Using the Birkman Insights Reports

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

1. **Your Strengths** (1 page) focuses on the strengths that make you uniquely you. The scores are generated from the Birkman Interests and the Component Usual scores.
2. **Biggest Mistakes Others Can Make with You** (1-2 pages) focuses on the behaviors that may trigger frustration. The statements in this topic are generated from the Component Need scores.
3. **Handling Conflict** (1-2 pages) is divided into three sections that describe: your effective approach to handling conflict (Component Usual scores), your less effective approach (Component Stress scores), and prescriptives to increase your effectiveness (Component Need scores).
4. **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.
5. **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 generated from your Component Usual, Component Need, and Component Stress scores.

There are a number of ways to use these Insights Reports In a TeamBuild. Here are just a few suggestions:

1. As an ice-breaker, using **Your Strengths** and **Biggest Mistakes**.
  - a. Read over the two reports
  - b. Put a check mark by (at most) 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 **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.*