

BIRKMAN  
CAREER  
EXPLORATION  
REPORT

THIS REPORT WAS PREPARED FOR  
JORDAN ARMENDINGER (G5XD62)  
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# CAREER EXPLORATION REPORT

JORDAN ARMENDINGER



**Self-assessment is the first step in the career planning process. It can be a valuable tool for clarifying career direction, assisting in career transition and capitalizing on innate preferences that contribute to job satisfaction and success.**

Your results have been generated from your responses to The Birkman Method® assessment. This comprehensive assessment measures behavioral traits, motivation, stress and occupational interests. The Birkman Method is backed by over 60 years of research and application.

Your Career Exploration Report is designed to give you a deeper understanding of yourself and the career options that are your best fit. Your report can help confirm career choices you are making, show you alternative career choices and build your personal awareness of the strengths, motivators and working environments that will help you succeed.

As you review your results, do not let them limit your career exploration. Rather, use your results as a guide for further exploring different career options that hold the highest potential for your success and well-being. With the assistance of a qualified career professional, you can develop career strategies and techniques to achieve your career goals.

# CAREER EXPLORATION REPORT

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**You are unique. Your interests and behaviors define who you are and tell you how you are motivated. Imagine the possibilities if you were able to clearly communicate not only your skills, but also your most effective behavior for elevated performance.**

The Birkman Career Exploration Report examines your relational characteristics from multiple angles and uses that information to highlight key career areas that will provide you with the greatest potential for success.

The first portion of your report explores four important dimensions of who you are:

## **Birkman Interests**

**What you like; activities you prefer**

## **Usual Behavior**

**How you relate to the world around you; the behavior other people see**

## **Needs**

**The support you need from others and the environment around you**

## **Stress Behavior**

**Negative, reactionary behavior when frustrated and your needs are not met**

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## THE COLORS OF THE BIRKMAN METHOD

To help simplify information, the Career Exploration Report uses colors throughout each area. This is to help you identify your own characteristics and also understand the differences that exist with each area. Since every individual is different, it is unlikely that you will see one color consistently throughout your report. Your unique color combination is the most important as it describes your unique attributes and provides a roadmap to reach your greatest potential.

### BIRKMAN INTERESTS

<b>RED</b>	<ul style="list-style-type: none"><li>• Implementing</li><li>• Seeing a finished product</li><li>• Solving practical problems</li><li>• Working through people</li></ul>	<ul style="list-style-type: none"><li>• Selling and promoting</li><li>• Persuading</li><li>• Motivating people</li><li>• Counseling or teaching</li><li>• Working with people</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Scheduling</li><li>• Doing detailed work</li><li>• Keeping close contact</li><li>• Working with numbers</li><li>• Working with systems</li></ul>	<ul style="list-style-type: none"><li>• Planning</li><li>• Dealing with abstraction</li><li>• Thinking of new approaches</li><li>• Innovating</li><li>• Working with ideas</li></ul>	<b>BLUE</b>

### USUAL BEHAVIOR

<b>RED</b>	<ul style="list-style-type: none"><li>• Friendly</li><li>• Decisive and energetic</li><li>• Frank</li><li>• Logical</li></ul>	<ul style="list-style-type: none"><li>• Competitive</li><li>• Assertive</li><li>• Flexible</li><li>• Enthusiastic about new things</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Orderly</li><li>• Concentrative</li><li>• Cautious</li><li>• Insistent</li></ul>	<ul style="list-style-type: none"><li>• Insightful</li><li>• Selectively sociable</li><li>• Thoughtful</li><li>• Reflective</li><li>• Optimistic</li></ul>	<b>BLUE</b>

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## NEEDS

<b>RED</b>	<ul style="list-style-type: none"><li>• Encourage group interaction</li><li>• Offer clear-cut situations</li><li>• Give plenty to do</li><li>• Be direct and logical</li></ul>	<ul style="list-style-type: none"><li>• Encourage competition</li><li>• Be assertive</li><li>• Allow flexibility</li><li>• Introduce novelty and variety</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Encourage an organized approach</li><li>• Permit concentration on tasks</li><li>• Offer an environment of trust</li><li>• Be consistent</li></ul>	<ul style="list-style-type: none"><li>• Offer individual support</li><li>• Encourage expression of feelings</li><li>• Allow time for reflection</li><li>• Give time for difficult decisions</li></ul>	<b>BLUE</b>

## STRESS BEHAVIOR

<b>RED</b>	<ul style="list-style-type: none"><li>• Find it hard to give individual support</li><li>• Become impatient</li><li>• Are "busy" for the sake of it</li><li>• Dismiss others' feelings</li></ul>	<ul style="list-style-type: none"><li>• Are easily distracted</li><li>• Distrust others</li><li>• Become domineering</li><li>• Fail to follow the plan</li></ul>	<b>GREEN</b>
<b>YELLOW</b>	<ul style="list-style-type: none"><li>• Become over-insistent on rules</li><li>• Resist necessary change</li><li>• Are reluctant to confront others</li><li>• May be taken in</li></ul>	<ul style="list-style-type: none"><li>• Ignore social convention</li><li>• Become indecisive</li><li>• Find it hard to act</li><li>• See the worst possibilities</li></ul>	<b>BLUE</b>

# CAREER EXPLORATION REPORT

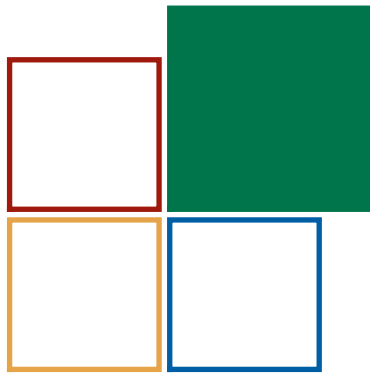
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## BIRKMAN INTERESTS

### THE ACTIVITIES YOU ENJOY MOST

Your Birkman Interests indicate the type of work you enjoy, the hobbies that captivate you, and the activities that bring pleasure and fulfillment. Interest does not relate to talent or skill within any area, but is critical to finding a successful and satisfying career.



**You will be drawn most heavily to job roles that involve:**

- Motivating and Persuading
- Innovation and Implementation of Concepts

**Job functions you will be attracted to will allow for:**

- Motivating and influencing others either through persuasion or education
- Exploring curiosity and thinking of new ways to make process/products more efficient and effective; testing new ideas using practical methods

**Interests in the Green quadrant include:**

- Selling and promoting
- Persuading
- Motivating people
- Counseling or teaching
- Working with people

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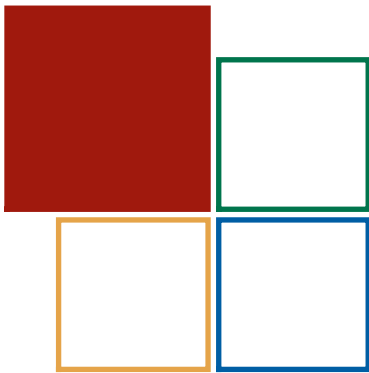
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## USUAL BEHAVIOR

### HOW YOU RELATE TO OTHERS

Usual Behavior is the positive behavior we have learned to use as a means of achieving success. It is your own personal socialized behavior that you have learned works best for you and what others see as your strengths.



**Your Usual Behavior indicates that you are:**

- Friendly
- Direct and open with people
- Logical and objective
- Energetic
- Decisive

**Usual Behaviors in the Red quadrant include:**

- Friendly
- Decisive and energetic
- Frank
- Logical

**In describing yourself, be sure to indicate:**

- That you are responsive to a variety of demands
- That you operate with a high level of energy and enthusiasm
- That you take a practical approach to solving problems
- That you openly communicate things as you see them

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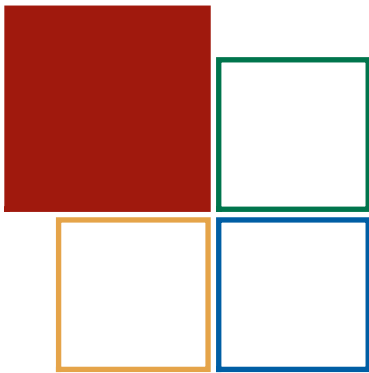
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## NEEDS

### SUPPORT NEEDED FROM ENVIRONMENT AND OTHERS

Our Needs are a vital part of who we are, and perhaps the most important aspect of our personality. Our Needs describe how we want to be treated, supported and motivated. Our Needs must be met in order for us to exhibit our Usual Behavior.



#### Your Needs indicate that you prefer:

- Strong, direct authority
- Varied activities
- Specific direction and control
- Individual reassurance

#### Needs in the Red quadrant include:

- Encourage group interaction
- Offer clear-cut situations
- Give plenty to do
- Be direct and logical

#### To access these attributes within an organization, ask questions such as:

- What is the pace of action like within the organization?
- Are responsibilities and accountabilities within the role clearly defined?
- Are rewards based on individual or team achievements?
- Are there set policies and procedures in place for operating?
- Describe the leadership style of the person to whom I will be reporting



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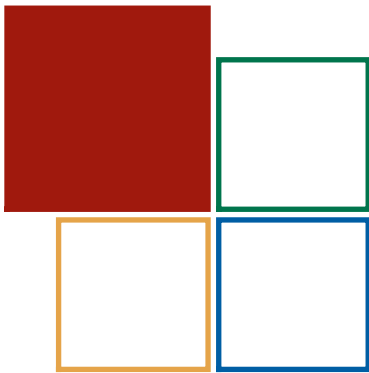
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## STRESS BEHAVIOR

### NEGATIVE BEHAVIOR EXPERIENCED WHEN FRUSTRATED

Stress Behavior results when our Needs are not being met. Although it is completely natural for Stress Behavior to occur, it is often seen by others as negative, ineffective and quite costly in human terms.



#### When frustrated and under stress, you may:

- Become insensitive, impatient and impulsive
- Become dominating and argumentative
- Be inflexible and resistive to change
- Get demanding and anxious

#### Stress Behaviors in the Red quadrant include:

- Find it hard to give individual support
- Become impatient
- Are "busy" for the sake of it
- Dismiss others' feelings

#### To manage this stress behavior when it occurs:

- Take time to listen to what others are saying
- Listen carefully and invite others to explain their ideas - ask questions
- Control major issues and let the details work themselves out as projects develop
- Be careful about expecting others to meet your demands on their time

# CAREER EXPLORATION REPORT

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## SUMMARY

In any career journey it is important to use information regarding your behavior and motivations in conjunction with your skills, knowledge, abilities, and values to find the ideal career that lets you reach greatest potential.

## REMEMBER THESE KEY POINTS WHEN ASSESSING FUTURE ROLES AND CAREERS

### BIRKMAN INTERESTS

Seek out roles that incorporate activities that allow you to:

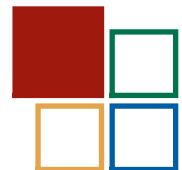
SELL AND PROMOTE  
PERSUADE  
MOTIVATE PEOPLE  
COUNSEL OR TEACH  
WORK WITH PEOPLE



### USUAL BEHAVIOR

Your style when relating to others and accomplishing tasks is:

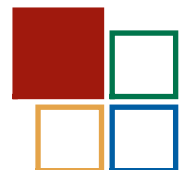
FRIENDLY  
DIRECT AND OPEN WITH PEOPLE  
LOGICAL AND OBJECTIVE  
ENERGETIC  
DECISIVE



### NEEDS

To be productive, make sure the environment around you:

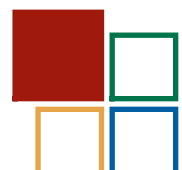
ENCOURAGES GROUP INTERACTION  
OFFERS CLEAR-CUT SITUATIONS  
GIVES PLENTY TO DO  
IS DIRECT AND LOGICAL



### STRESS BEHAVIOR

Under stress you may:

FIND IT HARD TO GIVE INDIVIDUAL SUPPORT  
BECOME IMPATIENT  
BE "BUSY" FOR THE SAKE OF IT  
DISMISS OTHERS' FEELINGS



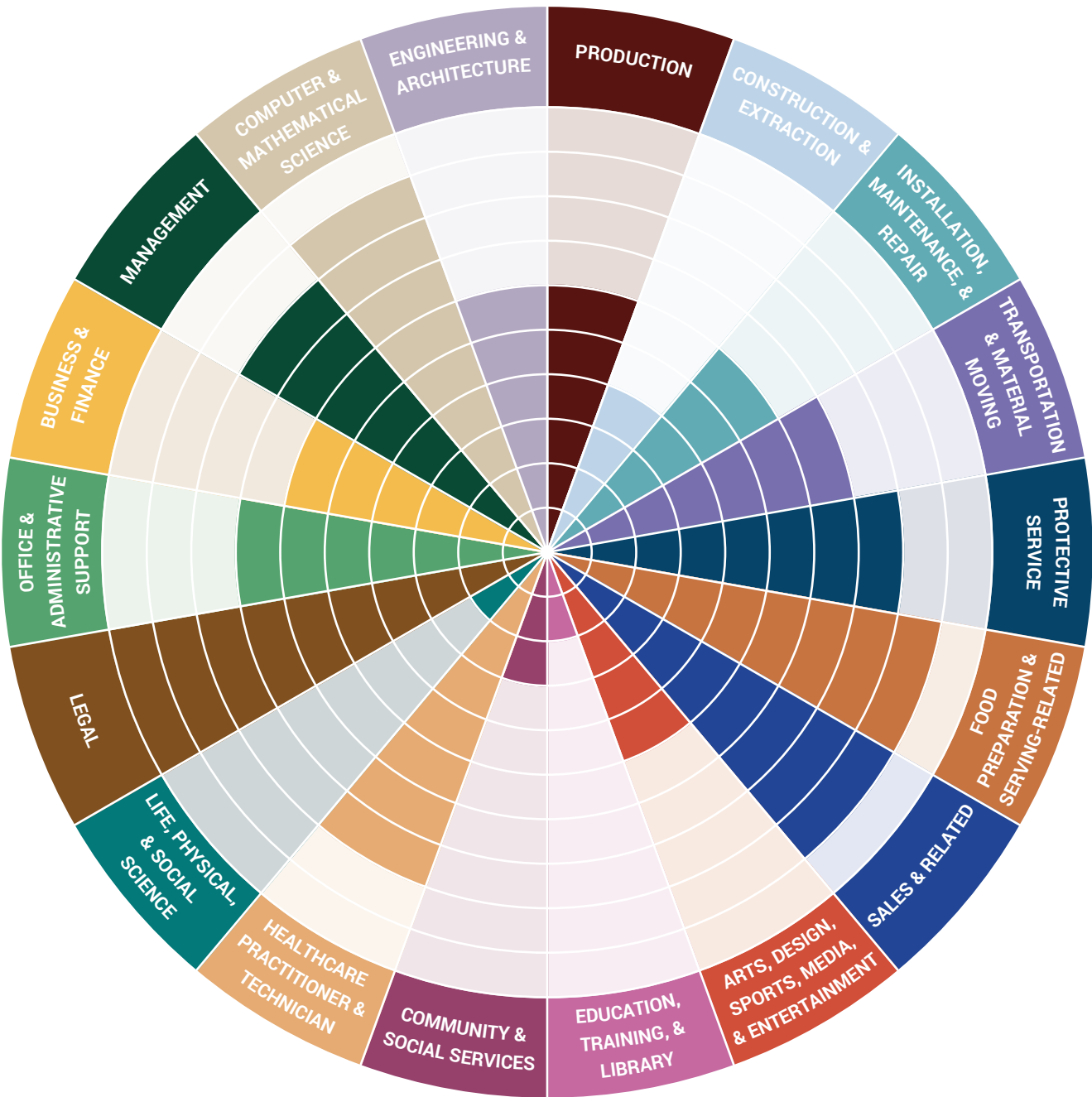
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## JOB FAMILIES

The Job Families section is a detailed profile analysis comparing your degree of match to successful individuals in various Job Families and Job Titles. Each Job Family is based on multiple profiles that have been created by examining individuals in similar roles that have demonstrated success. Your scores are determined by comparing you to those profiles to identify the environments that offer the greatest potential of success. The overview below displays your strongest career options that have the best potential fit for you.



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## JOB FAMILIES / JOB TITLES

This section takes an in-depth look at the specific jobs you look most and least similar to within each of the Job Families. When online, click on the hyperlinked Job Titles to visit the US Department of Labor website where you can explore each Job Title in more detail.

<p><b>Legal</b></p>		<ul style="list-style-type: none"> <li>• Litigation Lawyers (Win-Lose Outcomes)</li> <li>• Corporate Lawyers (Consensual Outcomes)</li> <li>• Paralegals &amp; Legal Assistants</li> </ul>
<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><b>Food Preparation &amp; Serving-Related</b></p>		<ul style="list-style-type: none"> <li>• Supervisors Of Food Preparation &amp; Serving Workers</li> <li>• Food Service Managers</li> <li>• Chefs &amp; Head Cooks</li> </ul>
<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><b>Sales &amp; Related</b></p>		<ul style="list-style-type: none"> <li>• Sales Representatives (Technical &amp; Scientific Only)</li> <li>• Retail Salespersons</li> <li>• Financial Goods &amp; Services Sales Agents</li> <li>• Insurance Sales Agents</li> <li>• Sales Engineers</li> </ul>
<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><b>Computer &amp; Mathematical Science</b></p>		<ul style="list-style-type: none"> <li>• Computer Programmers</li> <li>• Technology Project Managers</li> <li>• Computer Systems Engineers/Architects</li> <li>• Computer Software Engineers (Systems Software)</li> <li>• Computer Maintenance Specialists/Technicians</li> </ul>
<p>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.</p>		
<p><b>Management</b></p>		<ul style="list-style-type: none"> <li>• Chief Information Officers</li> <li>• Administrative Services Managers</li> <li>• Medical &amp; Health Services Managers</li> <li>• Fundraising Directors</li> <li>• Marketing Managers</li> </ul>
<p>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).</p>		

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## JOB FAMILIES / JOB TITLES

<b>Healthcare Practitioner &amp; Technician</b>		<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Medical &amp; Health Services Managers</li> <li>• Pharmacists</li> </ul>
<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>		
<b>Protective Service</b>		<ul style="list-style-type: none"> <li>• Fire Fighters</li> <li>• Supervisors Of Police, Fire Fighting, &amp; Correctional Officers</li> <li>• Police &amp; Sheriff Patrol Officers</li> <li>• Security, Police, &amp; Fire Fighting Enforcement Managers</li> </ul>
<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>		
<b>Transportation &amp; Material Moving</b>		<ul style="list-style-type: none"> <li>• Pilots</li> <li>• Supervisors Of Vehicle Operators</li> <li>• Supervisors Of Freight, Stock, &amp; Material Handlers</li> </ul>
<p>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.</p>		
<b>Office &amp; Administrative Support</b>		<ul style="list-style-type: none"> <li>• Administrative Services Managers</li> <li>• Customer Service Representatives</li> <li>• Property Managers</li> </ul>
<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>		
<b>Engineering &amp; Architecture</b>		<ul style="list-style-type: none"> <li>• Health &amp; Safety Engineers</li> <li>• Architects</li> <li>• Civil Engineers</li> </ul>
<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>		

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## JOB FAMILIES / JOB TITLES

### Installation, Maintenance, & Repair



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.

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

### Business & Finance



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.

- Fundraising Directors
- Personal Financial Advisors
- Wholesale & Retail Buyers
- Tax Preparers
- Employment, Recruitment, & Placement Specialists

### Production



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.

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

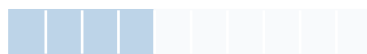
### Arts, Design, Sports, Media, & Entertainment



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.

- Graphic Designers
- Audio & Video Production, Broadcast & Equipment Technicians
- Public Relations Specialists

### Construction & Extraction



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.

- Construction Managers
- Electricians
- Carpenters

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## JOB FAMILIES / JOB TITLES

### Community & Social Services



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.

- Clergy
- Directors (Religious Activities & Education)
- Social & Human Service Assistants

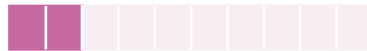
### Life, Physical, & Social Science



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
- Biochemists & Biophysicists
- Environmental & Geological Scientists

### Education, Training, & Library



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.

- Librarians
- Teacher Assistants
- Education Administrators (Postsecondary)