

A QuickLook at You

Your Grip/Birkman Blueprint Components simplified

I. The Six *Your Leadership Grip* Categories

- A. Spiritual Gifts – Where are you powerful? (3 or 4 gifts mashed together)

- B. Gift combinations define HOW you serve powerfully
 - 1. Equipping?
 - 2. Supporting?
 - 3. A Combination of Equipping and Supporting?

- C. Team Style – How your gifts function in a team context
 - 1. Let me help you
 - 2. Let's go!
 - 3. Let's be careful
 - 4. Let's stay together

- D. Where are you most powerful in a team or group setting?
 - 1. Upfront?
 - 2. Alongside
 - 3. A Combination of upfront and alongside?

- E. Primary Functions of Leadership – How does your gift combination function in leadership language
 - 1. Values Keeper
 - 2. Team Builder
 - 3. Vision Sharer
 - 4. Active Listener
 - 5. Equipping Releaser

- F. Team Paradigm Shifting – using Team Style & Primary Functions:
 - 1. How do I serve powerfully?
 - 2. What are my weaknesses (see Team Style “Liabilities”) & lowest two Primary Functions of Leadership?
 - 3. Who do I need (see Team Style and Primary Functions “need “ section

II. The Birkman Foursome

A. Birkman Foursome Part 1: **Lifes Style Grid** (10 pages)

1. The four color Birkman Grid:
 - Red – Implementer
 - Green – Communicator
 - Yellow – Administrator
 - Blue – Planner
2. Left/Right & Up/Down
 - Task to People
 - Direct Communication to Indirect Communication
3. Four categories, three grid points on the Birkman Grid
 - Lifestyle goals or interests (asterisk)
 - Your usual or effective style working or relationship style (diamond)
 - Your underlying needs (circle), and stress leadership style (square)

B. Birkman Foursome part 2: **Areas of Interests – the Asterisk in life!** (2 pp)

1. Read the definitions!
2. Interests? Areas where you want to see things happen...your goals.
3. Colorized lines again relate to the colors on the Life Style Grid.

C. Birkman Foursome part 3: the **Organizational Focus**

1. **Organizational Focus** pages (4), plus separate two-page summary
2. Longest colorized line is your greatest contribution to your work or to group or team in which you serve, second the second most contribution, etc.

D. Intellectual Styles, part 4 of the **Birkman Foursome**, adds my preference:

- ...for people OR details
- ...for the big picture OR the linear, sequential flow of things or ideas
- ...for the conceptual “think-through” OR the practical “getting it done.”

E. The Component reports: the heart and soul of *The Birkman Method*

1. **Coaching Page (1 page)** – a short summary on how to work with an person, utilizing the components.
2. **Profile Summary (1 page)** – At the top of this page, you see the simplest summary of the components, usual style on left and needs/stress on right.
3. **Needs at a Glance (2 pages)** – Displays a brief summary of each of the eleven components, with a second page defining each component by name.
4. **Needs Graph (2 pages)** – A summary of all 11 components in individual graphs, showing, like the **Lifestyle Grip**, usual style, underlying needs, and stress response. Note name of component at bottom right of each graph.
5. **Strengths and Needs pages (13 pages)** – uses usual, need, & stress frame from the Life Style Grid, but breaks it down into the component areas.
 - Puts key ideas of the eleven components in narrative format
 - Page 3 of 13 is component #1 from **Needs Graph**, "Esteem."
6. **Strengths and Needs Graph pages (12 pages)** – Similar to #5, with graphs.
7. **Guide Pages (5 pages)** – a great, simple narrative: puts together five Component combinations as it relates to emotional stability, extraversion, conscientiousness, agreeableness, and restlessness.
8. **Stress Pages (8 pages)** – pairs of two **Components** where stress may occur
9. **Managerial Style (2-3 pp)** – how you would function in a managerial role

Grip/Birkman Blueprint Coaches: www.gbbcoaches.net

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