

Your Personalized
WHITE
Shirt Strategy

*A Deeper Look at How to Find Your
Peaceful & Life-giving Career at Any Stage of Life*

**ADVANCED
CAREER REPORT**

Powered by
Birkman International®

Thank you for ordering your custom White Shirt Strategy Advanced Career Report powered by Birkman International®¹ and based on the story and tools found in the book *The White Shirt - find you peaceful and life-giving career at any stage in life*.

whiteshirtbook.com

Overview

Your 23-page report is color-coded to align with the blue, green, yellow and red, buttons that you read about in the white shirt book story. You may have taken the "What color is my button quiz" on the book website and have a general idea of your color button and general career direction. This report is in much more detail. It not only identifies types of careers you will excel in based on your innate gifts and strengths, but also gives you personalized recommendations on how to manage the tension and stress that often occurs when struggling with a career decision or when making a career change.

You'll also find personalized suggestions on the best way for you to conduct your job search or make your career move. This report also mentions some potential pitfalls you may encounter and offers ideas on ways to work through those low points, if they occur. There're also suggestions to aid you and your partner as you help one another stay on track and stay motivated as you work find your life-giving career.

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¹ For more info on the Birkman Method, see birkman.com

For more information about the author Michael Alan Tate, visit Michaelalantate.com

CAREER EXPLORATION REPORT



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

CAREER EXPLORATION REPORT



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

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

USUAL BEHAVIOR

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

CAREER EXPLORATION REPORT



NEEDS

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

STRESS BEHAVIOR

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

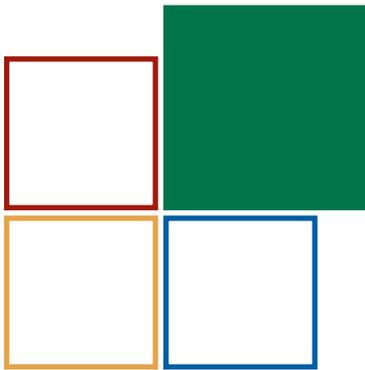
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BIRKMAN INTERESTS

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:

- Planning
- Innovation and Implementation of Concepts
- Strategic Design
- Working Inside and Outside of the Office

Interests in the Green quadrant include:

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

Job functions you will be attracted to will allow for:

- Placing importance on how information is worded and delivered; opportunities to write and develop strategies, marketing materials, presentations, or curriculum
- Exploring curiosity and thinking of new ways to make process/products more efficient and effective; testing new ideas using practical methods
- Taking a creative approach in presentations and placing importance upon the aesthetics of projects
- Physical movement or exposure to external environments, roles that limit or place you outside of the confines of an office

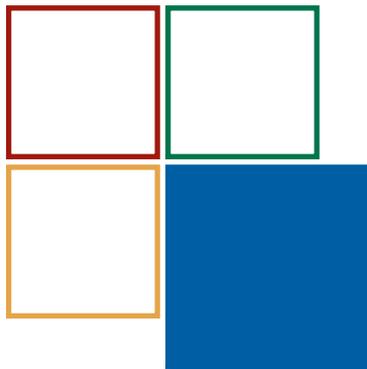
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USUAL BEHAVIOR

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:

- Insightful
- Optimistic
- Thoughtful
- Selectively sociable

Usual Behaviors in the Blue quadrant include:

- Insightful
- Selectively sociable
- Thoughtful
- Reflective
- Optimistic

In describing yourself, be sure to indicate:

- That you spend enough time on decisions that mistakes are not made due to hasty action
- That you take time to listen to what others have to say
- That you enjoy exploring the possibilities
- That you emphasize the benefits for the group, not just for yourself

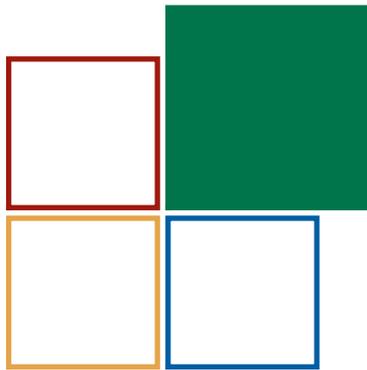
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NEEDS

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:

- Individual approval
- Varied activities
- Individual reassurance
- Freedom to create own schedule

Needs in the Green quadrant include:

- Encourage competition
- Be assertive
- Allow flexibility
- Introduce novelty and variety

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

- How much interaction will there be with others, either inside or outside of the organization?
- Will the position allow for a variety of activities?
- Describe how decisions are typically made within the organization?
- Describe the prevalent communication style of those in the organization
- Describe the leadership style of the person to whom I will be reporting

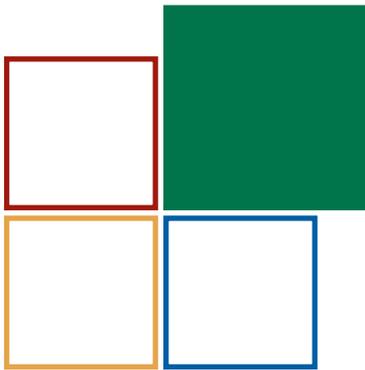
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STRESS BEHAVIOR

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.



Stress Behaviors in the Green quadrant include:

- Are easily distracted
- Distrust others
- Become domineering
- Fail to follow the plan

When frustrated and under stress, you may:

- Appear self-protective
- Become argumentative
- Be overly sensitive to criticism
- Get easily sidetracked
- Appear unsociable

To manage this stress behavior when it occurs:

- Make a commitment to understand and accommodate the needs of others
- Allow others to present their views without getting intense with them
- Realize others are just stating facts as they see them
- Be aware of opportunities to communicate with your work group, even if its brief
- Check the original plan often when implementing an important project

CAREER EXPLORATION REPORT



SUMMARY

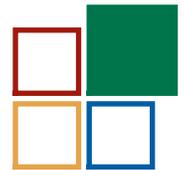
In any career journey it is important to use information regarding your behavior and motivations in conjunction with your skills, knowledge, abilities, and values to find the ideal career that lets you reach greatest potential.

REMEMBER THESE KEY POINTS WHEN ASSESSING FUTURE ROLES AND CAREERS

BIRKMAN INTERESTS

Seek out roles that incorporate activities that allow you to:

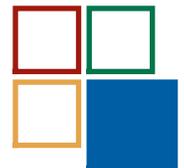
SELL AND PROMOTE
PERSUADE
MOTIVATE PEOPLE
COUNSEL OR TEACH
WORK WITH PEOPLE



USUAL BEHAVIOR

Your style when relating to others and accomplishing tasks is:

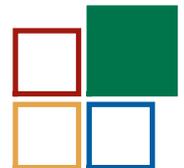
INSIGHTFUL
OPTIMISTIC
THOUGHTFUL
SELECTIVELY SOCIABLE



NEEDS

To be productive, make sure the environment around you:

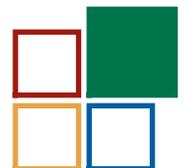
ENCOURAGES COMPETITION
IS ASSERTIVE
ALLOWS FLEXIBILITY
INTRODUCES NOVELTY AND VARIETY



STRESS BEHAVIOR

Under stress you may:

BE EASILY DISTRACTED
DISTRUST OTHERS
BECOME DOMINEERING
FAIL TO FOLLOW THE PLAN

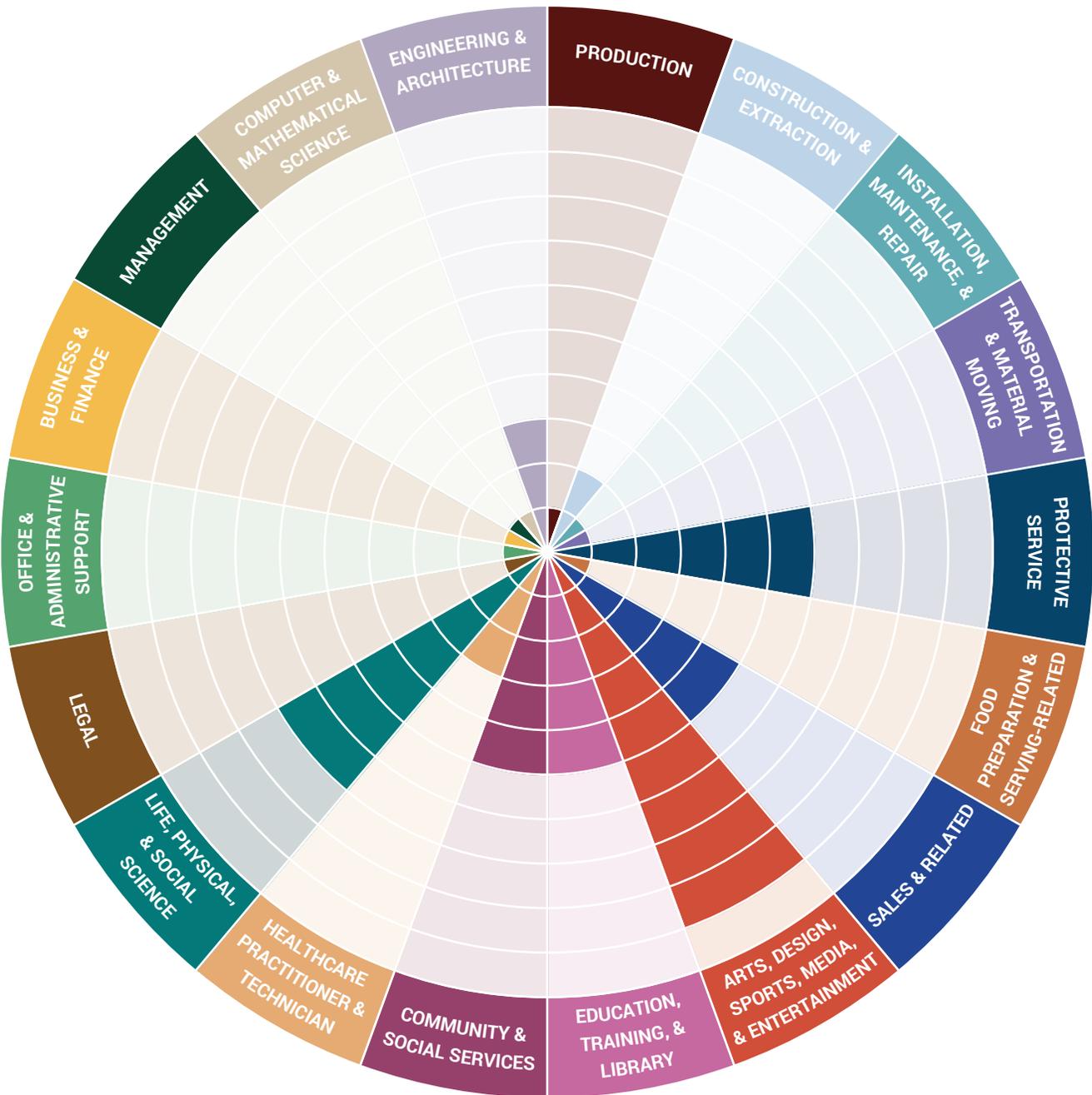


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JOB FAMILIES

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.



CAREER EXPLORATION REPORT



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.

Arts, Design, Sports, Media, & Entertainment		<ul style="list-style-type: none"> • News Analysts, Reporters, & Announcers • Public Relations & Communication Managers • Editors
Life, Physical, & Social Science		<ul style="list-style-type: none"> • Medical Scientists & Epidemiologists • Chemists • Social Scientists, Psychologists, & Urban Planners • Biochemists & Biophysicists
Protective Service		<ul style="list-style-type: none"> • Security, Police, & Fire Fighting Enforcement Managers • Supervisors Of Police, Fire Fighting, & Correctional Officers • Fire Fighters
Education, Training, & Library		<ul style="list-style-type: none"> • Elementary School Teachers (Except Special Education) • Education Administrators (Postsecondary) • Secondary School Teachers (Except Special Education)
Sales & Related		<ul style="list-style-type: none"> • Advertising & Promotions Managers • Advertising Sales Agents • Marketing Managers

CAREER EXPLORATION REPORT



JOB FAMILIES / JOB TITLES

Community & Social Services		<ul style="list-style-type: none"> • Child, Family, & School Social Workers • Directors (Religious Activities & Education) • Counselors & Therapists
<p>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.</p>		
Engineering & Architecture		<ul style="list-style-type: none"> • Chemical Engineers • Computer Hardware Engineers • Civil Engineers
<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>		
Healthcare Practitioner & Technician		<ul style="list-style-type: none"> • Medical & Health Services Managers • Physicians • Registered Nurses
<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>		
Construction & Extraction		<ul style="list-style-type: none"> • Construction Managers • Carpenters • Supervisors Of Construction & Extraction Workers
<p>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.</p>		
Management		<ul style="list-style-type: none"> • Security, Police, & Fire Fighting Enforcement Managers • Public Relations & Communication Managers • Transportation, Storage, & Distribution Managers • Advertising & Promotions Managers
<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>		

CAREER EXPLORATION REPORT



JOB FAMILIES / JOB TITLES

Business & Finance		<ul style="list-style-type: none"> • Claims Adjusters, Examiners, & Investigators • Personal Financial Advisors • Compensation, Benefits, & Job Analysis Specialists
<p>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.</p>		
Legal		<ul style="list-style-type: none"> • Paralegals & Legal Assistants • Corporate Lawyers (Consensual Outcomes) • Litigation Lawyers (Win-Lose Outcomes)
<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>		
Office & Administrative Support		<ul style="list-style-type: none"> • Supervisors Of Office & Administrative Support Workers • Property Managers • Customer Service Representatives
<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>		
Food Preparation & Serving-Related		<ul style="list-style-type: none"> • Food Service Managers • Chefs & Head Cooks • Supervisors Of Food Preparation & Serving Workers
<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>		
Installation, Maintenance, & Repair		<ul style="list-style-type: none"> • Transportation Mechanics & Technicians • Supervisors Of Mechanics, Installers, & Repairers
<p>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.</p>		
Production		<ul style="list-style-type: none"> • Power, Gas, Chemical, & Waste Plant/System Operators • Supervisors Of Production & Operating Workers • Industrial Production Managers
<p>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.</p>		

CAREER EXPLORATION REPORT



JOB FAMILIES / JOB TITLES

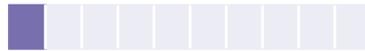
Computer & Mathematical Science



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.

- Computer Security Systems Specialists
- Network Systems & Data Communications Analysts
- Web Designers, Masters, Administrators, & Writers

Transportation & Material Moving



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.

- Transportation, Storage, & Distribution Managers
- Logistics Managers
- Supervisors Of Vehicle Operators

BIRKMAN INTERESTS

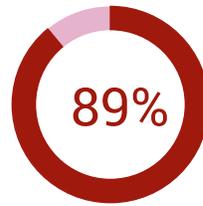


LITERARY

Appreciation for language

Activities include:

Writing, reading, editing

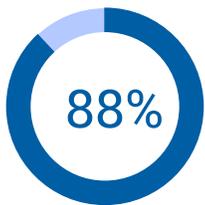


SCIENTIFIC

Research, analysis, intellectual curiosity

Activities include:

Investigating, exploring medicine, experimenting

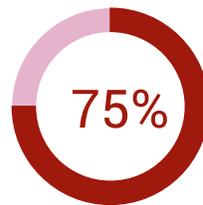


ARTISTIC

Creation, appreciation for arts, aesthetics

Activities include:

Painting, appreciating art, designing



OUTDOOR

Work in an outdoor environment

Activities include:

Being outdoors, farming, gardening

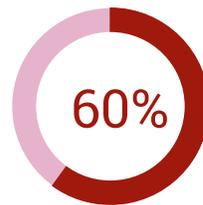


PERSUASIVE

Persuading, motivating, selling

Activities include:

Debating, influencing, promoting

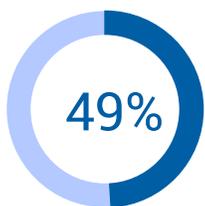


TECHNICAL

Hands-on work with technology and machinery

Activities include:

Programming, assembling, using gadgets



MUSICAL

Playing, singing or listening to music

Activities include:

Attending concerts, collecting and appreciating music



SOCIAL SERVICE

Helping, advocating for people

Activities include:

Teaching, counseling, volunteering



ADMINISTRATIVE

Systems, order and reliability

Activities include:

System tracking, record keeping, categorizing



NUMERICAL

Working with numbers and data

Activities include:

Accounting, investing, analyzing



THE EFFECT OF INTERESTS ON YOUR WORK

The following statements are generated from your Birkman Interests scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

- You bring a level of curiosity - perhaps an investigative or research focus - to the work that you do
- You have a high degree of interest in visually artistic areas. Your work (or avocation) should ideally have some artistic - preferably visual - component to it if you are to avoid boredom. Hobbies in the visual arts are likely to offer some balance
- You have a high degree of interest in reading and/or writing. Your work should ideally have some such component to it if you are to avoid boredom. Failing that, literary hobbies are likely to offer some balance
- Ideally, you should be working outdoors, or in a position that enables you to be outside much of the time. There is a practical, no-nonsense aspect to this interest. If it cannot be met at work, it should be accommodated by hobbies with an outdoor component to them
- You have an aesthetic appreciation for the outdoors similar to that of people who work in park maintenance, landscaping, and similar areas
- You have a greater liking for working outdoors than might be suspected from your overall pattern of interests
- There is a visual artistic or creative element in your makeup which may not be apparent from your other interests
- You have a greater liking for work which involves reading or writing than people generally realize
- You have a wide mix of interests, which may open up broader work options, but which may make it harder for you to feel at home in any one position
- You do not like working with numbers
- You dislike clerical or administrative jobs



HOW YOU APPROACH JOB INTERVIEWS

The following statements are generated from your Component Usual, Component Need and Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

SECTION A: When you are at your best in the interview

- You are more comfortable with one interviewer than with a team
- You are unlikely to disagree openly with the interviewer; in the event of a difference of viewpoint, you are likely to seek common ground
- You are more likely to talk about principles than about issues of remuneration
- You do best in the interview process when you can concentrate on one topic at a time

SECTION B: When you are less at ease in the interview

- You may fail to respond adequately to social cues in the interview process
- You may lose your bearings, particularly when you are engaged in a formal question/answer interview process
- You may appear overly eager when money matters are raised
- You may tire if the interview process is extended
- You may display personal emotion if you get under pressure
- You may start addressing another topic before fully answering the question that was asked
- You may be too hesitant to express a definite opinion

SECTION C: Preparing for the interview

Practicing with a friend before an interview is an excellent idea. If you do this, you should ask your friend to watch particularly for the potential issues listed here



HOW YOU APPROACH JOB INTERVIEWS

- You should remember that you may need to show social abilities if there is an interviewing panel or if the interview is conducted in a social setting
- You should be ready to deal with a structured interviewing process
- You should be careful not to appear more interested in remuneration issues than anything else
- You should get as much rest as possible before the day of the interview to avoid the appearance of fatigue
- You should discuss your hopes and fears surrounding the interview with someone close beforehand, so that those feelings don't adversely affect you during the interview
- You should remember to stay focused on the question you have been asked, instead of giving secondary and perhaps irrelevant details
- You should be ready to say, "That is a question that really requires some thought" instead of sitting in silence when a complex question is asked



YOUR JOB SEARCH

The following statements are generated from your Component Usual, Component Need and Component Stress scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant to you.

SECTION 1: Approaching your job search

- You may feel more at ease approaching your close friends and asking their advice
- Though money is important to us all, you will be happiest in a job that matches your personal value system
- Use your usual focus to keep your attention on the one or two most important aspects of your job search

SECTION 2: When the job search becomes stressful

- You are tempted to withdraw or hide when things get tough
- Sometimes it can be hard for you to follow the plans you made for your job search
- You have a tendency to focus too much on what the job pays and not enough on things like work conditions
- When the job search gets hard, you can simply run out of steam
- It can be easy for you to start to see the very worst side of your situation and to feel very low
- You can find it hard to sit still and concentrate on what you committed to do, because it is easier to keep trying something new
- Particularly when you are under stress, you can find it hard to commit to a decision

SECTION 3: Finding and developing a support group and/or process

- One or two close supporters are more beneficial to you than a group of more casual friends
- Use an outline plan for your job search which you can refine as you go along



YOUR JOB SEARCH

- Don't be afraid to avail yourself of resources which can give you a competitive edge in the job marketplace
- Map out periods of time when you can relax completely and forget about your job search for a while
- Find friends who will allow you to talk about the way you feel - it is an effective way of getting rid of negative emotions
- Introduce plenty of variety into your schedule as you look for work - it keeps you alert and interested
- Find supporters who will talk matters over with you when tough decisions have to be made



MOTIVATING YOU FOR BEST PERFORMANCE

The following statements are generated from your Birkman Interests scores and your Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Enjoy understanding the link between theory and practice in your chosen field
- Like being out-of-doors
- Motivated by projects where visual appeal is important
- Enjoy working with documentation, or documenting processes yourself
- Are most self-motivated when allowed some time to work alone or with a very small group
- To get the best from you, impose a minimum of rules and procedures
- Considerably self-motivated by incentives directly linked to your performance
- Are more self-motivated when permitted to schedule yourself
- Offer emotional support if you seem reluctant to perform
- Make sure you have different tasks to work on
- Don't force you to make fast decisions