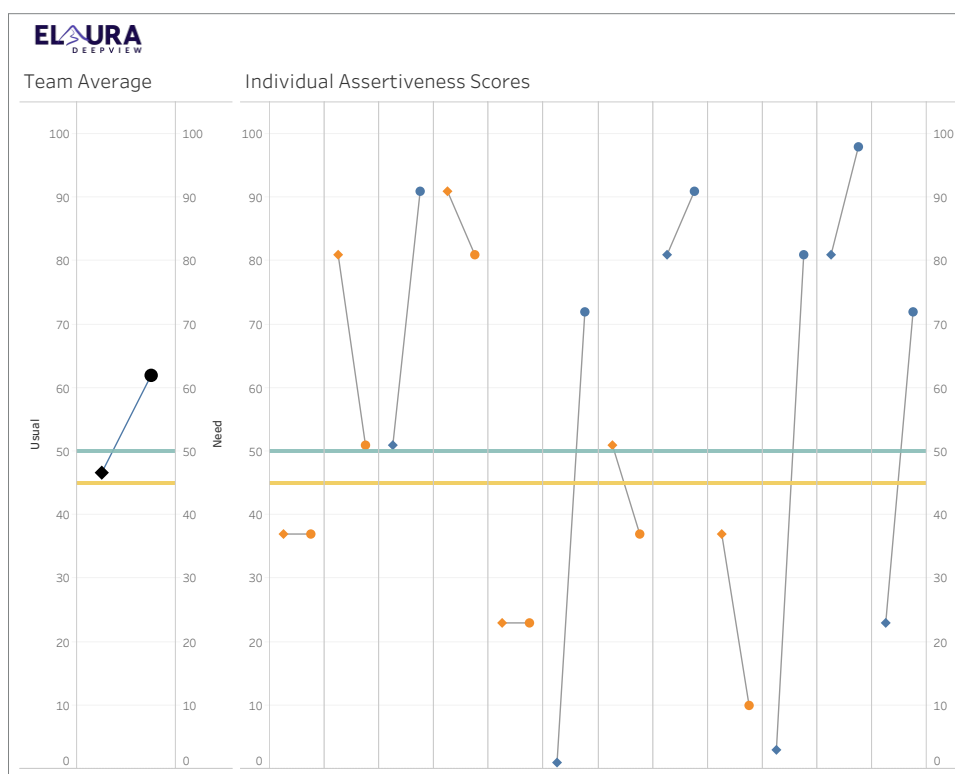




What does DeepView add to Birkman Signature for Coaching & Development?

DeepView has endless application to individual and team coaching (for more examples you can check out elaura.com/deepview). This example relates to coaching the first person listed in the “Individual” Graph, who is a 37/37 on Assertiveness Usual and Need, and who is the lieutenant for the (often travelling) CEO, who is not included in this set.



The 37/37 score means they are likely to see the world as a balance between people getting along in a collegial manner, and some clarity about who is in charge; they may however become quite argumentative and aggressive in the face of anything that looks like insubordination.

The other 11 members of the team are going to test that to the limit. There is no one who is genuinely low-key in the team, although some may seem so in their Usual Behaviour. All eleven show the same tendency as the lieutenant to react assertively to arguments and disrespect, so the potential for constant feuding, if not worse, is very real.

But of course, that isn't the predetermined fate of this team, it is just what is most likely to happen when they lack insight into themselves and those around them. Using this DeepView Graph, we can coach the Lieutenant to think about their own reactions and where those come from; and to frame the behaviours they see from the rest of the team in a more constructive light. Some of the team are naturally more assertive (so don't take that personally; reframe as "this is how they add value"). Others get spiky under pressure ("just like I do"), so recognise the signs and try to address underlying causes, not the behaviour that presents.

Having developed their repertoire, no loss is involved if the setting changes and they are now managing a different team; everything they have learnt starts from what is true of themselves, and the range of scores others may have. They just know now, how to address the different scenarios.