

*expresso Working Together package*

***expresso***

**Make every Employee  
a Talent Development  
Specialist**



**expresso** is a compelling self-service platform, delivering psychometric data and powerful interpretation, based on The Birkman Method (TBM).

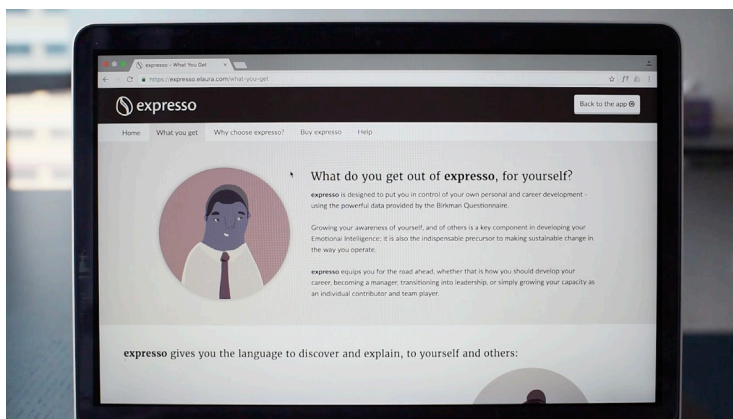
It equips employees at all levels and any stage of their career to take responsibility for their own development and self-management, and has the power to transform group interactions and collaboration.

*This expresso package gives employees ongoing access to the expresso Platform, including their own Birkman Method Questionnaire (or import of existing Birkman profile if you have one), 250+ Birkman scores, and worksheets, plus: online course materials and other learning resources.*

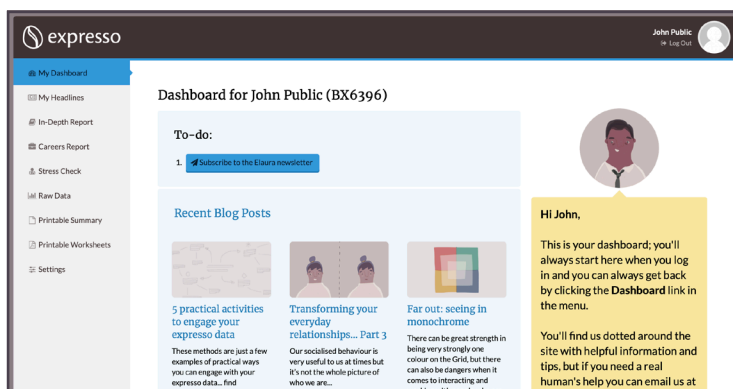
*expresso* uses just over 250 of the 300 scores and scales included in the Birkman dataset, including some not accessible via the standard TBM reports.

As part of this *expresso* package, each employee gets access to **Working Together**. This is a powerful programme that combines video material with written and visual content in an easy to navigate course format. There's a digital workbook to download and complete, and plenty of opportunities for reflection and cementing their learnings throughout.

**Leverage objective data to help employees manage their engagement, develop their talent, and build their stress resistance, change readiness and resilience.**



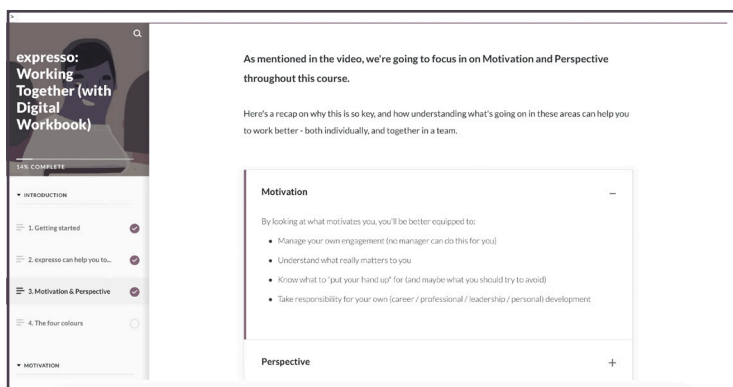
<https://vimeo.com/181765613>



*The expresso platform*

Looking for a way to equip employees to take primary responsibility for their own professional and career development?

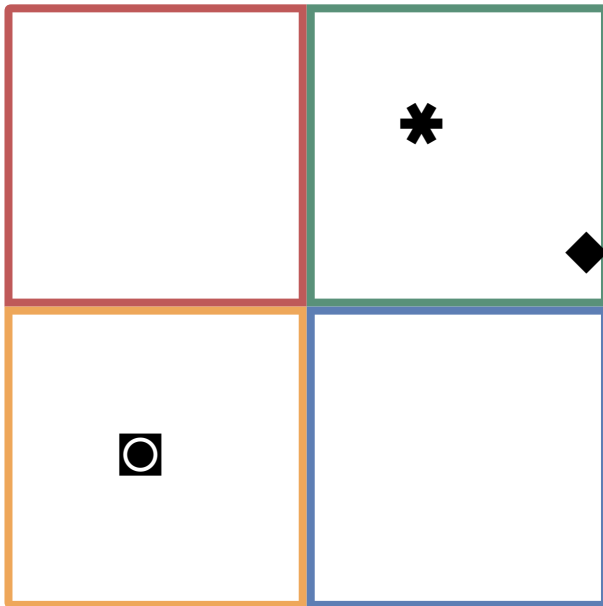
*expresso* helps individuals develop greater resilience and increased understanding of themselves and others, and helps them to articulate the things that really matter to them in terms of their motivations, preferred environment, and how others can best communicate with them.



*expresso: Working Together course*

# Summary Report for John Public (BX6396)

## Your Grid



### \* Interest (What you want to achieve in life)

**Green:** You like engaging enthusiastically with people. A good day is one where you have sold someone on a better way of doing things.

### ◆ Usual (What you expect of yourself)

**Green:** You probably take a pretty people focussed approach to things; you expect yourself to take account of how people are doing, not just whether the task is getting done. Some people may wish you were a little less subjective on occasion.

### ● Need (What you expect of others around you)

**Yellow:** You need a consistent environment where you know what to expect and to be allowed to focus without interruption. Your expectation is that everyone should be on a level playing field; you definitely don't want some people to get more favourable treatment than others.

### ■ Stress (Your unconscious, counterproductive reactions when your needs are not met)

**Yellow:** You may become passively resistant to necessary change; get into 'fights to the end of the universe' over trivial issues when too many surprises have been sprung on you; and become naively unrealistic about the political realities of situations.

## Your Interests

Social Service (82)

Persuasive (76)

Numerical (74)

Mechanical (66)

↑ Activities above this line will motivate you strongly

↓ Neutral zone, but do more of the higher scores here

Artistic (62)

Musical (44)

Clerical (42)

Scientific (37)

Outdoor (35)

↑ Neutral zone, but do less of the lower scores here

↓ Activities below this line can drain your batteries

Literary (24)

## Your Focus

### Blue - Creative, Design and Strategic Tasks

You are most satisfied by the opportunity to innovate and create new things, especially if that means thinking strategically, working outside the box, and implementing elegant designs. Knowing that you have solved an old problem in a new way or described a compelling vision of a better future is likely to give you a buzz.

## Top 5 of 22 Career Families

- Construction & Extraction (82)
- Management (81)
- Community & Social Services (80)
- Installation, Maintenance, & Repair (77)
- Production (71)

## Top 20 of 209 Career Titles

- Biological & Agricultural Technicians (98)
- General & Operations Managers (94)
- Electricians (93)
- Public Relations & Communication Managers (93)
- Property Managers (91)
- Freight, Stock, & Material Handlers (91)
- Supervisors Of Housekeeping, Janitors, & Groundskeepers (91)
- Assemblers, Fitters, Finishers, & Calibrators (89)
- Food Service Managers (89)
- Medical & Health Services Managers (88)
- Power, Gas, Chemical, & Waste Plant/System Operators (88)
- Computer & Information Systems Managers (87)
- Engineering Managers (86)
- Printing/Prepress Operators & Bindery Workers (86)
- Transportation Mechanics & Technicians (85)
- Supervisors Of Office & Administrative Support Workers (84)
- Electrical & Electronics Repairers (84)
- Education Administrators (Postsecondary) (84)
- Child Care Workers & Home/Personal Care Aides (84)
- Employment, Recruitment, & Placement Specialists (84)