

The logo for ELAURA, featuring the word "ELAURA" in white capital letters on a dark blue square background. The letter "A" is stylized with a white triangle pointing upwards.

Snapshot+ Report PUBLIC, JOHN Q. (BX6396)

IMPORTANT: You can access the online guide at <https://learn.elaura.com/courses/how-to-get-the-most-out-of-your-snapshot-report>

Copyright Elaura Asia Pte Ltd ©2022. This report, its data and contents are based on original work by Dr Roger W. Birkman, all rights reserved and used by permission. The Birkman Method® and all related names and marks are the property of Birkman International, LLC

Your Interests Report

Key	Interest Descriptor when High	
Social Service	Social Service - making things better for people. Knowing that you have made a difference to others is what keeps you energised, even when that is just listening. Outside of work: volunteering, helping, visiting, supporting a cause.	82
Persuasive	Persuasive - making the 'sale'. You may or may not see yourself as a sales-person, but you probably use enthusiasm and interactive engagement to get things done. Outside of work: toastmaster, debating, doing anything with a (large) group of friends.	76
Numerical	Numerical - putting data in context. Working intensively with numbers - in spreadsheets etc. - is energising. Numbers tell stories and represent reality. Outside of work: investment portfolio, numbers games, scientific hobbies involving calculation & analysis.	74
Technical	Technical - getting directly involved using tools and technology. Taking practical, hands-on action. Just do it. Something stops working? Pop open the cover and poke around. Outside of work: DIY, fixing everything, cars, bikes, making things, giving practical help.	66
Artistic	Artistic - working with the visual impact of things. If it doesn't look right, it isn't right. Form drives function. You may find it difficult to live with 'close enough' when it comes to the way things look. Outside of work: photography, art, galleries, theatre - anything visually stimulating.	62
Musical	Musical - working with - or being in control of - sound. Noisy environments are difficult to deal with. Also: sensitivity to group harmony; spotting patterns in data; and 'performing'. Outside of work: playlists for every occasion and mood; performing, choir, acting.	44
Administrative	Administrative - putting things in order. Running systems and doing administrative or process tasks. Seeing order is satisfying, so chaos is an invitation to get involved. Outside of work: collecting & recording, systematising everyday life, administering clubs and societies.	42
Scientific	Scientific - uncovering the facts. You want to get to the bottom of things, so superficial answers frustrate; when you ask 'why', you aren't challenging authority, you are trying to understand. Outside of work: anything that requires going deep and asking questions; research; sciences.	37
Outdoor	Outdoor - getting outside. All things being equal, an outdoor job is better than being desk-bound; failing that, a job that lets you get out of the office on a regular basis is best. Outside of work: getting outside, away from the built environment; gardening, walking, outdoor pursuits.	35
Literary	Literary - working with words and ideas. Word selection is vital to accurate communication of complex, abstract ideas. Spelling, grammar and sentence structure are all important. Outside of work: reading, writing, poetry, word-games, languages.	24

High Scores:

Scores of **70 and above** suggest that these areas are **powerful motivators** for you.

Scores of **90 and above** are going to be more like **needs** for you - if you fail to engage with them, they will cause you problems.

Mid Range Scores:

Scores from the 20s to 60s are the "**okay scores**" - meaning you can probably get real pleasure from this, up to a point; and the point where you have had enough comes faster at 25 than at 65.

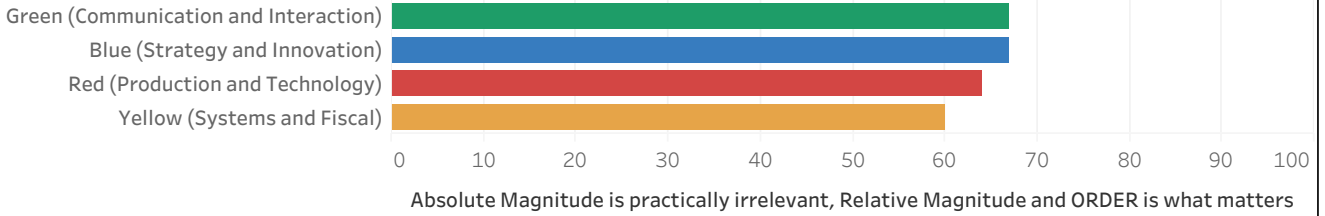
Low Scores:

Scores of 20 and below look like "this may be important, but I really don't want to spend too much time on this."

Scores of 10 and below look like "I really don't want to touch this stuff at all - unless one of my high scores takes me there!"

Each Interest is colour-coded; each colour relates to a broad area of activity. See your Map Report to understand more.

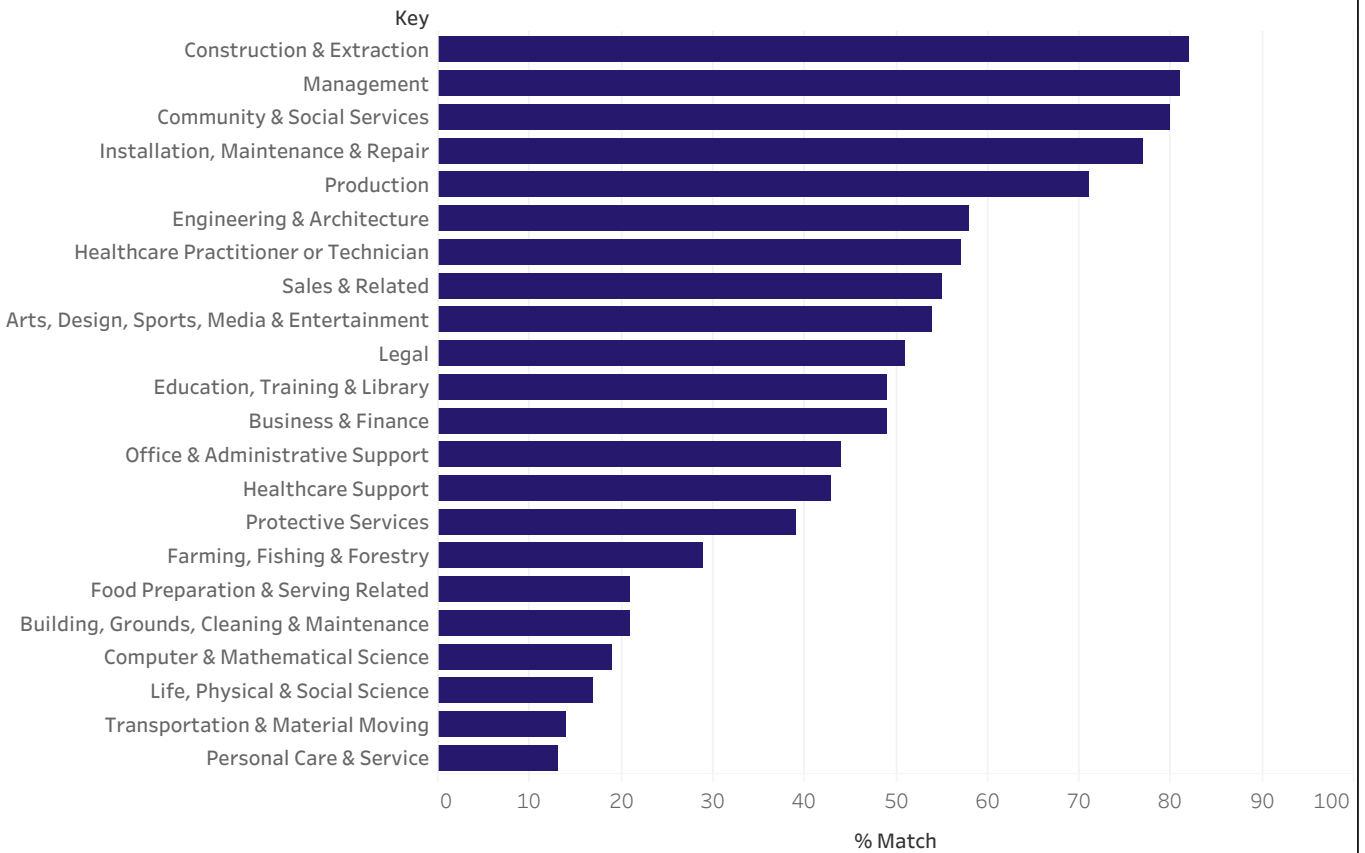
Your Organisational Focus



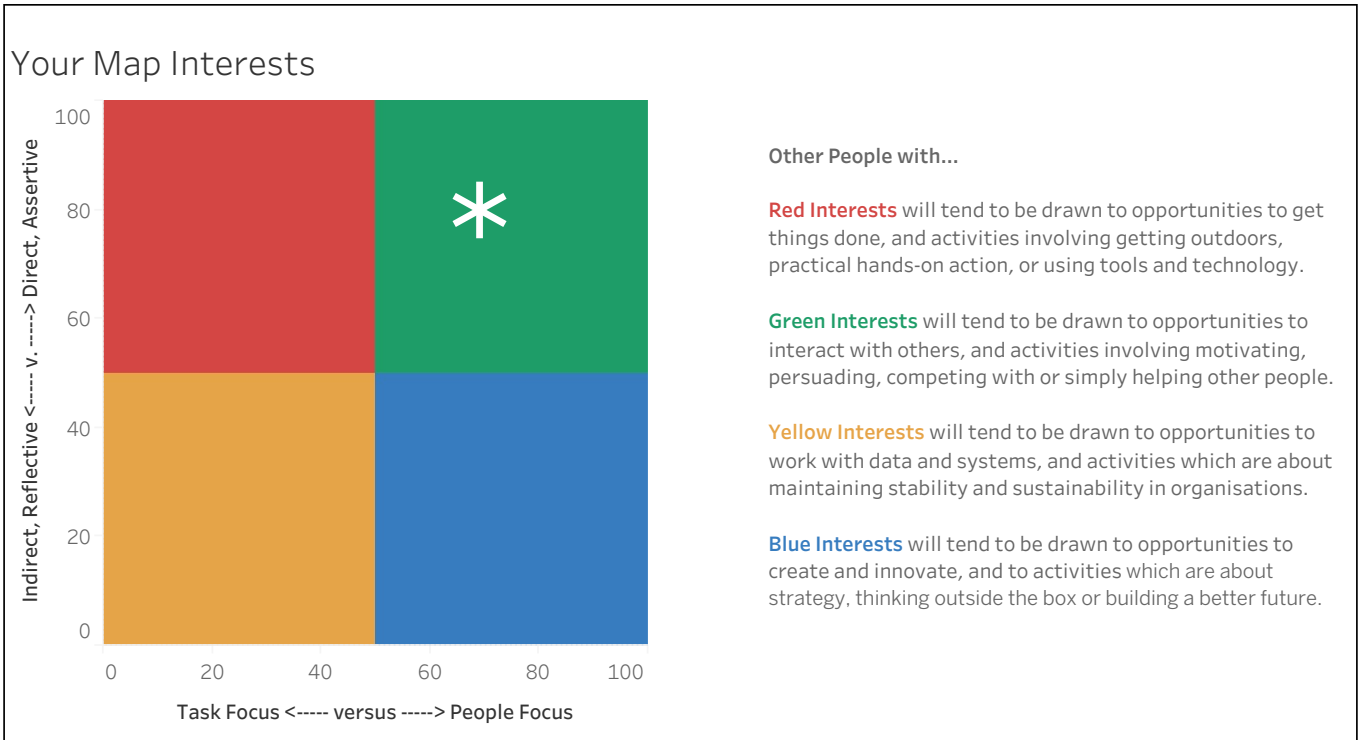
Organisational Focus tells you where you are most likely to gravitate without realising it; it is the **kinds of task** that are most attractive to you, and therefore the kinds of things you will spend more time on - unless you are very consciously managing this. And of course, this isn't a bad thing: this actually tells us which kinds of task you will find most motivating. Magnitude of score DOESN'T matter (it's complicated); ORDER OF SCORE DOES.

- Blue: Tasks involving planning, strategy and creativity or innovation
- Green: Tasks involving selling, negotiating, communication and motivating people
- Red: Tasks involving operations, technology, production and action
- Yellow: Tasks involving systems, data, finance and getting things in order

Career Family Matches



Career Family Matches cover 22 of the 23 US Department of Labour / ONet Families ('Military' is omitted). These scores are not telling you what to do, but they may be telling you the areas in which you are more likely to find a general fit.




What Motivates and Engages You

Green Your Green Interests suggest you will probably be most engaged when working interactively with people, capturing opportunities.

You will probably find you are particularly energised by:

- selling and promoting
- persuading
- motivating people
- counselling or teaching
- working with people.



Notes on Interest:

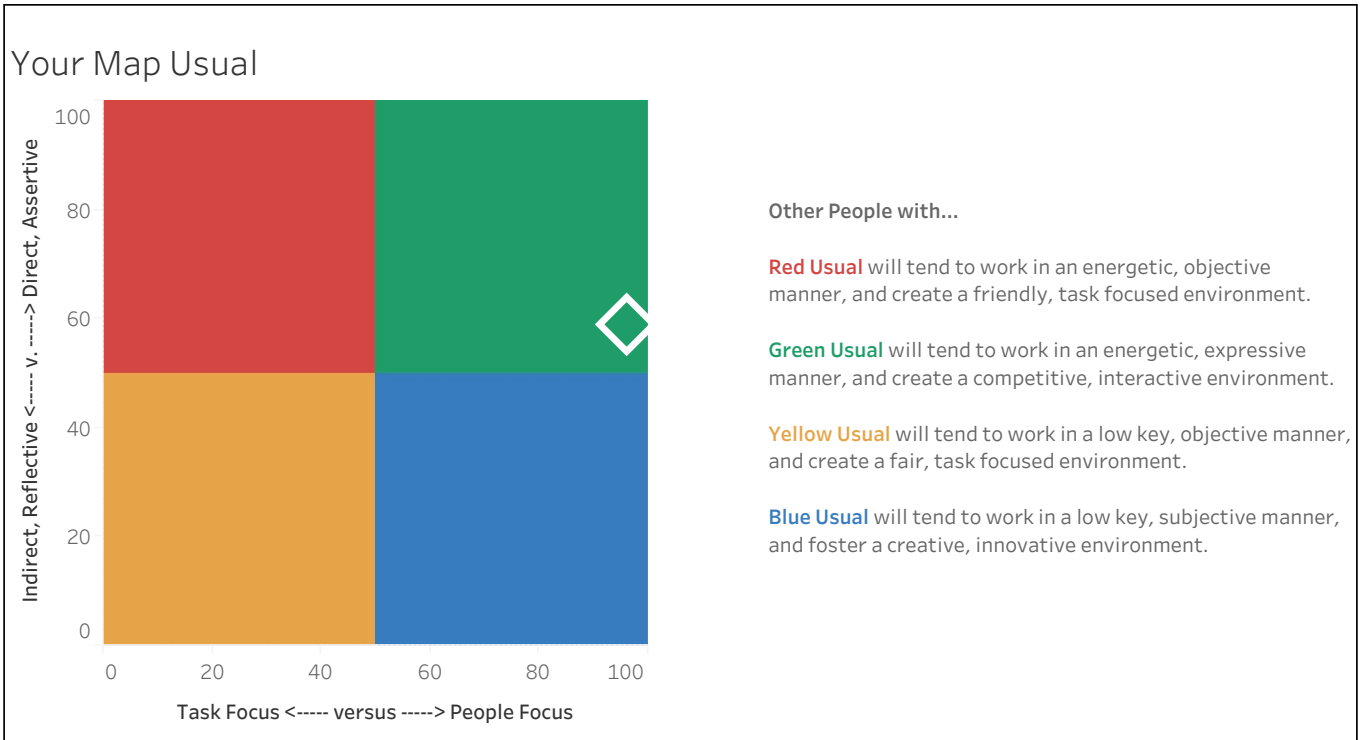
Interests on the Map are simply an aggregated summary of your 10 Interest scores. In broad terms Interests on the Map are going to tell you where you will be most strongly engaged - and where you may be in danger of losing interest!

Your Notes:



PUBLIC, JOHN Q. (BX6396)

Copyright©2022 Elaura Asia Pte Ltd. Based upon original work by Dr Roger W Birkman, used with permission.



What You Expect of Yourself, Your Default Style


Green / Blue Your Green / Blue Usual Style suggests that you expect yourself to work in a people-focussed, empathetic manner.

Others are likely to see you as:

- responsive and open to new experiences
- flexible and enthusiastic

but also:

- selectively sociable
- thoughtful
- optimistic.



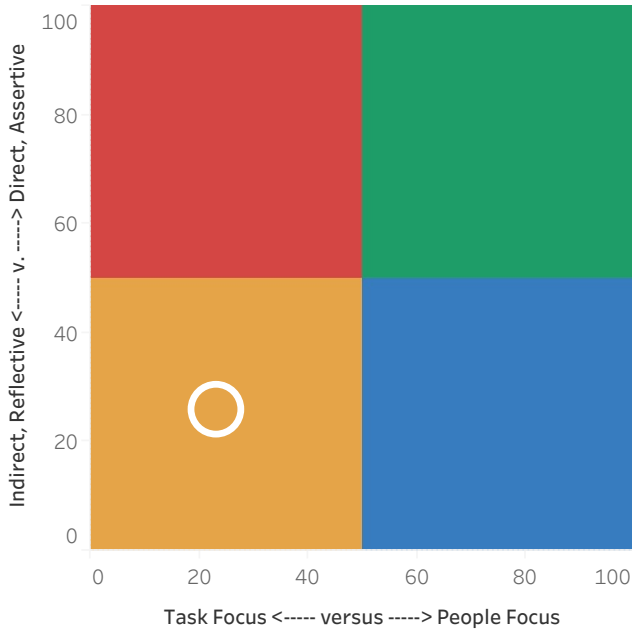
Notes on Usual:

Usual Behaviour is likely to be how you see yourself - and how many of those who know you or work with you see you too. And that is because the simplest way of understanding Usual is that it is 'what you expect of yourself'. It is a description of how you think you ought to behave - and as long as everything is going well (i.e. your Needs are being met - see next page), that is how you will show up to those around you.

Your Notes:



Your Map Needs



Other People with...

Red Needs will tend to be most comfortable with clear expectations, black and white decisions to make, plenty to get done and friendly, straightforward relationships.

Green Needs will tend to be most comfortable with plenty of interaction with others, lots of variety and unplanned opportunities, clearly enforced (necessary) rules, and opportunities for open debate.

Yellow Needs will tend to be most comfortable with consistently applied systems, fair treatment for all, an evidence-based approach to decision-making - and protection from unnecessary interruptions.

Blue Needs will tend to be most comfortable with time to think and reflect, an environment where creativity and innovation are valued, feeling supported individually, and intuition having some value alongside 'hard facts'.

What You Expect of Others, Your "Normal"

Yellow

Your Yellow Needs suggest you will probably be most comfortable when your environment emphasises order, fairness and consistency.

You are likely to respond best when people:

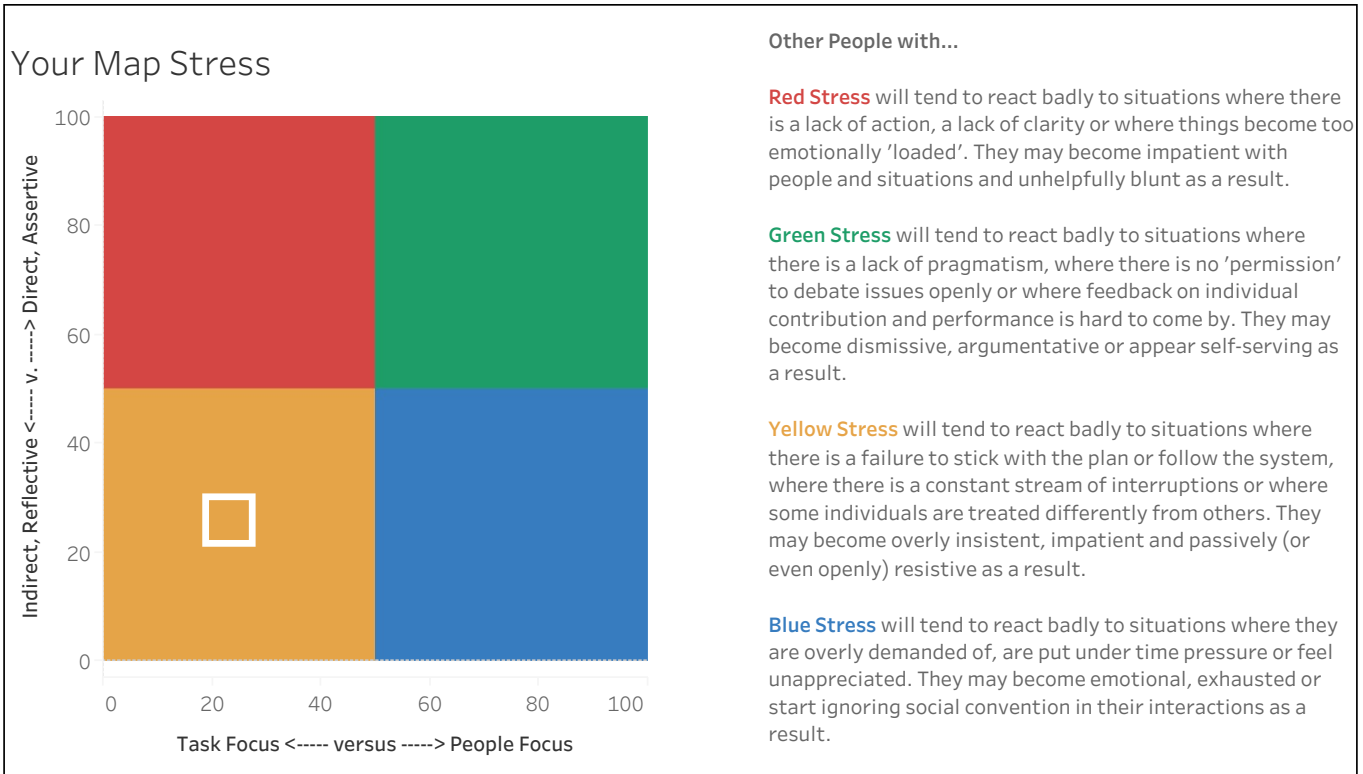
- keep their commitments
- don't interrupt others unnecessarily
- give you time to adjust when expectations change
- treat everyone fairly
- follow the system!



Notes on Needs:

Don't let the concept of Needs sound too 'needy' in your head; fundamentally we are describing your model of how the world is meant to work, and therefore, what you are expecting from those around you. As long as people behave mostly in alignment with this expectation, we will see your Usual Behaviour (previous page); when we don't, we will see increasing amounts of Stress Behaviour (next page)...

Your Notes:




How You May React When Things Aren't "Normal"

Yellow Your Yellow Stress suggests you may react badly to situations where people are inconsistent, interrupt you without good reason or treat others unfairly.

In particular you may react by:

- becoming over-insistent on the rules being followed
- resisting interruptions, even when justified
- becoming a passive (or open) resistor
- acting naively.



Notes on Stress:

Stress in this context has nothing (directly) to do with how many hours you worked this week, or other environmental 'stressors'. What we mean when we speak about Stress is the reactive behaviours likely to arise when your Needs are not being met. For most people, most of the time, Stress is best understood as an unconscious, counter-productive attempt to get their Needs met.

Your Notes: