Snapshot+ Quick Access Guide: Engagement & Retention



While every page of the Snapshot+ Report delivers powerful insights, there are some specific sections of the data that will be most revealing and instructive when focusing on Engagement and Retention. Here's a quick guide on where to look:

Interests Report (Page 2)

High Interest scores (70+) - maximise exposure in these areas to increase engagement and satisfaction.

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Your Interests	Report	
511	Interest Descriptor when High	
Scientific	Scientific - uncovering the facts. You want to get to the bottom of things, so superficial asseers frustrate, when yoe ask Wey', you aren't challenging authority, you are trying to understand. Outside of work: anything that requires going deep and asking questions; research: sciences.	
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. Dutside of work volunteering, helping, visiting, supporting a cause.	
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 dots; and performing? Outside of work; playlists for every occasion and mood; performing, choir, acting.	
Technical	Technical - getting directly involved using tools and technology. Taking practical, hands on action. Just do its. Something stops working? Pop open the cover and pole around. Outside of work: DIY, fixing everything, cars, bikss, making things, giving practical help. 79	
Outdoor	Oxfolds reading outside. All things being equal, an out four jub is better than being deal-bound, training many sigh that lets you get out of the office on a regular basis is best. Outside of work: getting outsids, always and the bulk environment; gendenics, well and there results.	
Artistic	Artistic - weeking 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 line with 'isose enough' when it comes to the way things look. Ostable of work: photography, art, galleries, theatre-anything visually stimularing.	
Numerical	Numerical - patting data in context. Working intensively with numbers - in spreadsheets net is energing. Number tell stories and represent reality. Outside of work: investment portfolio, numbers games, scientific hobbies involving calculation & analysis.	
Literary	Uterary - working with works and ideas. Word selection is vital to accurate communication of complex, abstract ideas. Spelling, grammar and sentence structure are all important. 29 Outside of work: reading, writing, poetry, word games, languages.	
Administrative	Administrative - putting things in order. Running systems and doing administrative or proceed tasks. Seeing order is satisfying, so chass is an invitation to get involved. Outside of work: colour Colorities.	
Perocasive	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 does. Outside of work: teastmaster, debating, doing anything with a (large) group of friends.	
Cores of 90 and above su icores of 90 and above su	opent that these areas are powerful metivators for you. Makes to be more like mode for you - if you fail to engage with them, they will cause you problems.	
Mid Range Scores: Icores from the 20s to 60 you have had enough com	s are the "okay scores " - meaning you can probably get real pleasure from this, up to a point; and the point wh as fester at 25 than at 65.	
	ok like "this may be important, but I really don't want to spend too much time on this." In like "t really don't want to touch this staff at all - unless one of my high somes takes me there?"	

Low Interest scores (<20) - minimise exposure in these areas to maintain engagement and satisfaction.

Org Focus + Career Family Matches (Page 3)

Organisational Focus: longest 1 or 2 bars tell you the kinds of tasks this person will naturally gravitate towards - facilitate this to increase engagement and satisfaction.

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Your Organisational Focus	, /
Red (Production and Technology) Green (Communication and Interaction) Blue (Strategy and Innovation) Yellow (Systems and Fiscal)	
	0 3.0 2.0 3.0 4.0 5.0 6.0 7.0 8.0 9.0 1. Absolute Magnitude is practically irrelevant, Relative Magnitude and ORDER is what matter
you, and therefore the kinds of things you will	enmunication and motivating people
Career Family Matches	
Healthque Practitioner or Technician	
Community & Social Services Installation, Maintenance & Repair	
Healthcare Support Production	
Education, Training & Library	
Engineering & Architecture Personal Care & Service	
Computer & Mathematical Science	
Transportation & Material Moving Salos & Related	
Sales & Neisled Building, Grounds, Cleaning & Maintenance	
Office & Administrative Support	
Legal Arts, Resign, Sports, Nedia & Entertainment	
Construction & Extraction	
Business & Finance	
Food Reparation & Serving Related Management	
Farming Mabing & Forestry	
	2 10 20 22 50 60 70 80 50 2
	% Match

Career Family Matches: consider these scores just to be sure you aren't missing potential fit to other roles.

Map Needs (Page 6)

EL>URA Sample Data GXXXXX	
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Your Map Needs	
	<text><text><text><text></text></text></text></text>
What You Setter 40 Others: Year's Year's Your's Year's Year's Year's Handles suggest your lip cho manual set and the set of the a dead complete suggest You are living to grant grant you when paging in 	u will as group discussion
The first that assess of a factor of the first sector of the first	We have a second
Needs descript you understand of working core environment we keep this perso positive state of productivity.	d the kind htext / which will on in a

Individual reports are great for giving you these detailed insights into individual members of your team or organisation, but you can also access this data in a Group Report format. **Group reports** help you see which issues you can address *globally* and how you can have the most impact for the most people, by leveraging what matters most to them.

Snapshot+ is not just for Engagement and Retention, it's also a powerful tool for selfawareness, career development, leadership development, talent management, team development, conflict resolution, recruitment and on-boarding.

And it's not your only option. Other Birkman[®]-powered products from Elaura include: *expresso*, *Signature*, and *Signature Certification*. Talk to us to find out more.