

Birkman Offers from True Course

Common Uses of the Birkman Method

- » Selection & Hiring
- » Retention
- » Coaching
- » Executive Coaching
- » Leadership Development
- » Team Building
- » Talent Management
- » Career Development
- » Career Transition
- » Conflict Management
- » Profile Development

There is only one Birkman® questionnaire but multiple reporting options. Visit <http://discoveryourtrue-course.com/birkman/> to view a **sample report** for each of the five offers.

We are happy to serve you with any of the above offers and if you are using the Birkman for . . .

- » An **Individual Only** — we can best serve you well into the future with “Signature Reporting.” “Basic Reporting” or “Insights Reporting” will also work and you can upgrade to “Signature Reporting” (for a fee) if desired in the future.
- » **Team Development** — “Signature Reporting” is the way to go.
- » **Pre-Hire Screening** — “Basic Reporting” or “Insights Reporting” is your best choice to remove much of the guess work.

Contact us as needed to determine the best reporting option for your unique needs.

*My Next Move® is sponsored by the U.S. Department of Labor, Employment & Training Administration and developed by the National Center of O*Net Development. Partner of the American Job Center® network.

Signature Reporting by True Course® (Best Value)

\$495

- » **Includes six (6) reports**
 - › Areas of Interest (what motivates you)
 - › Birkman Map® Report
 - › Strengths and Needs graphs
 - › Coaching Page
 - › Organizational Focus
 - › Career Management with access to “My Next Move*”
- » **Birkman Insights Reporting Available - Select from up to 62 additional reports (Value Added)**
- » **Comparison and group reporting for multiple individuals (team, family, etc.)**
 - › Comparative report options allow for comparison of the interests, strengths, needs, and motivations, of several individuals on your team or in your family
 - › Group report options allow for mapping group results on Group Birkman Map®, Interests, Strengths, Needs, and Stress behavior, Organizational Focus, and Group graph
 - › Allows for reporting on how combined components create various styles and compares the styles of the group members
- » **Includes 90-minutes of discussion about the report with consultant via web**
- » Contact us for pricing
 - › For churches (alternative pricing available)
 - › For group discussion for teams
 - › Group rates available

**BEMORE
SEEMORE
ACHIEVEMORE**

**True Course Ministries, Inc &
True Course Living, Learning, Leading, LLC**
506 Dal Paso Drive | Robinson, TX 76706
mgodfrey@discoveryourtruecourse.com
254.300.5443 | @jmicahelgodfrey

DISCOVERYOURTRUECOURSE.COM

**True
Course®**
life & leadership development

Basic Reporting by True Course®

\$295

- » Includes the Birkman Basics Report
 - › Areas of Interest
 - › Birkman Map®
 - › Career Management
- » Birkman Insights Reporting Available (Value Added)
- » Includes 60 minutes of discussion about report with consultant via web
- » Contact us for pricing
 - › For churches (alternative pricing available)
 - › For group discussion for teams
 - › Group rates available

Birkman Insights Reporting by True Course®

\$125

- » Workbook format includes eleven (11) brief reports
 - › How you prefer others work with you
 - › Your leadership style
 - › Biggest mistakes people can make with you
 - › What kind of team player are you
 - › How you incentivize others
 - › Motivating you for best performance
 - › Organizational fit
 - › Effect of interests on your work
 - › Relational disrupters
 - › Your strengths
 - › Your possible challenges
- » Currently, twenty-nine (29) reports available reporting the data through various lenses
- » Includes 30-minute report orientation with consultant via web
- » Limited group reporting available regarding similarities and differences for each reporting category;
Additional cost of \$25 per group report
- » Contact us for pricing
 - › For churches (alternative pricing available)
 - › For group facilitation for teams around group reporting

CareerTyping by True Course®

\$225 - \$395

- » Includes
 - › Personality Elements
 - › Interests Sequence
 - › Career Analysis
 - › Leadership Traits
 - › You Under the Microscope
 - › Interview Techniques
 - › Career Synthesis
 - › Type Your Story
- » CareerTyping Report and 30 minute orientation with consultant **\$225**
- » CareerTyping Report and 60 minute coaching session with consultant **\$395**

Birkman Mindset Reporting by True Course® (Advanced Reporting) **\$320**

Behind every personality and behavioral style is a **deeply rooted set of attitudes and perspectives** that impact everything we do – **mindset**. Combined, these attitudes and perspectives **shape how we view ourselves**, how we see the **people around us**, and our understanding of **how we compare to society** at large.

Understanding our mindset helps us understand:

- » **What drives the behaviors we exhibit** and the outward personality that others experience
- » **How we judge** our experiences in a **social context**
- » The ways we **process information** to **make decisions**

Mindset impacts results

In other words, for each person, mindset creates our own personalized version of reality. When we understand this, we start to realize that our own perspectives and the perspectives of others have the power to make or break success in an organizational setting. Experience and training are important to the workplace, but individual mindsets can block or unblock the path forward in a technologically driven marketplace facing uncertainty, volatility, and ongoing disruption.

Strategic mindset coaching

The Birkman Mindset report helps train individuals to become much more aware of our own filtered reality. The executive and leadership coaching experience that this report offers allows us to:

- » Increase awareness of where other, common perspectives don't align with our personal mindset
- » Begin to understand the possibility of others' perspectives
- » Open and challenge our minds to see value in and leverage the differences in mindset among people

Insights through Birkman Perspectives Scales

Through the Perspectives Scales, we provide data and insights on the strengths of our mindset, the challenges of our mindset, and how others may perceive our view. By working with this data, we can learn new ways of thinking, and confront the pros and cons our mindset adds situationally. These Scales include:

Distinctiveness

The extent to which you see variation in your attitude, mindset, and behavior from others.

Why this matters: The higher your score, the more you are naturally aware of a broad range of attitudes in yourself and others.

Alignment

The extent to which you present yourself in a traditional way.

Why this matters: The higher your score, the more likely it is that others see you as displaying a conventional style.

Social Acuity

The extent to which you have realistic expectations of other peoples' behaviors and attitudes.

Why this matters: The higher your score, the more likely you are to accurately interpret social situations.

Image Management

The extent to which you devote energy to managing and maintaining a favorable public image.

Why this matters: The higher your score, the more you work toward ensuring other people see you in a socially acceptable way.