



Suzan Cotellesse, MS, LPC, LMFT, Independent Birkman Consultant

What is The Birkman Method®?

The Birkman Method® is a fully integrated assessment tool for people who want a fast, concise and comprehensive understanding of themselves to support their personal growth and professional development.

The Birkman Method® generates both descriptive and predictive profiles in narrative and graphic formats that help you better understand yourself, how you relate to others and how you operate in the world.

The descriptive profiles describe your interests, usual behavior, underlying needs and stress behaviors.

The predictive profiles suggest the work areas, job titles, management styles and work environments best suited for your career development. In addition, they predict the personal styles you use for work related processes and decision making.

The Birkman Method® supports:

- Personal Growth
- Conflict Resolution
- Career Counseling
- Team Building
- Leadership Development
- Organizational Alignment
- Employee Retention
- Competency Development
- Succession Planning

How does The Birkman Method® work?

The Birkman Method® is a self-report questionnaire that elicits responses about perception of self, perception of social context (others), and perception of career interests and opportunities. The resulting profiles give you a clear and accurate picture of who you are.

What does The Birkman Method® measure?

- Usual Behavior - your effective behavioral style of dealing with relationships and tasks.
- Underlying Needs and Motivations - your expectations of how you need others to relate and work with you; what influences and motivates your behavior.
- Stress Behaviors - your ineffective behavioral styles of dealing with relationships and tasks when your underlying needs are not being met.
- Areas of Interest - your most enjoyable work environment and/or hobbies and leisure time activities without measuring your aptitudes and skills.
- Organizational Focus - your perspective of problems and solutions as they relate to organizational goals.

Who is Birkman International?

www.birkman.com

Birkman International is an international consulting firm based in Houston, Texas that has been dedicated to making The Birkman Method® assessment available worldwide since 1951.

The Birkman Method® continues to help individuals and companies reach greater performance levels. By integrating both behavioral and motivational aspects, the management information captured opens the door to greater personal, team and organizational productivity.

Since its inception, research has been an integral part of developing The Birkman Method®. Today more than five decades of research and development allows the professionals at Birkman International to continually develop what they know about people.

How can I get my Birkman Method® Profiles?

Contact Suzan Cotellesse, an Independent Birkman Consultant. She will speak with you to determine your goals in taking The Birkman Method® and email you the questionnaire to complete on-line. Then she will meet with you to interpret your Birkman Method® profiles. After Suzan has finished your interpretation, she can help you formulate an action plan to meet your personal and/or professional goals. At that point, you may choose to enter a coaching relationship with Suzan to support yourself achieve those goals and the success you deserve.

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