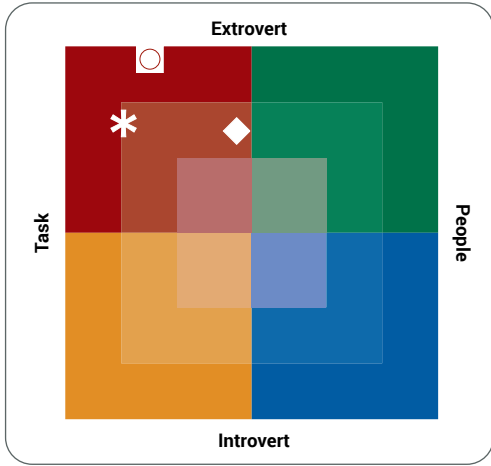


ADVANCED SUMMARY

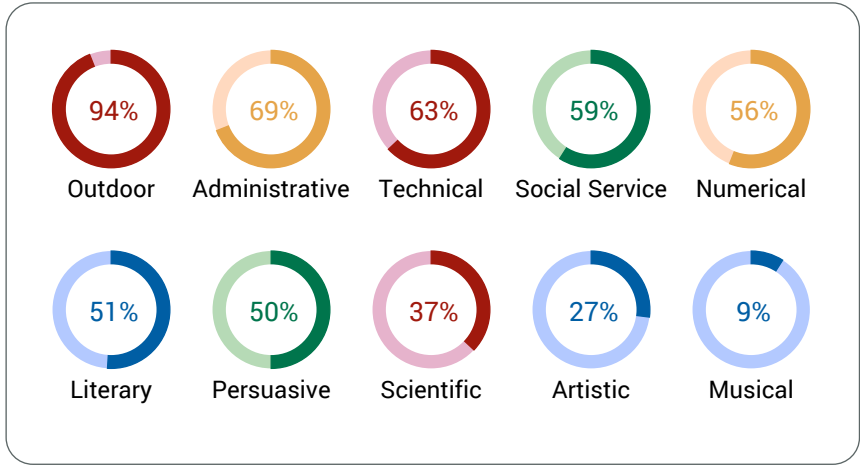


Not to be Shared with Respondents - Only for Use by Birkman Certified Professionals

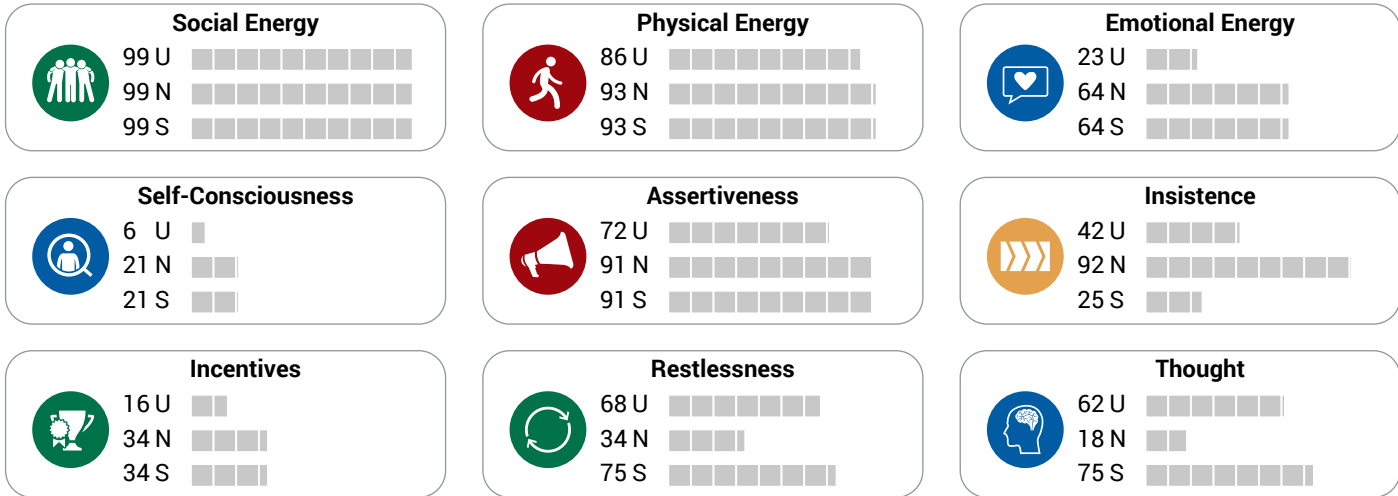
BIRKMAN MAP



BIRKMAN INTERESTS



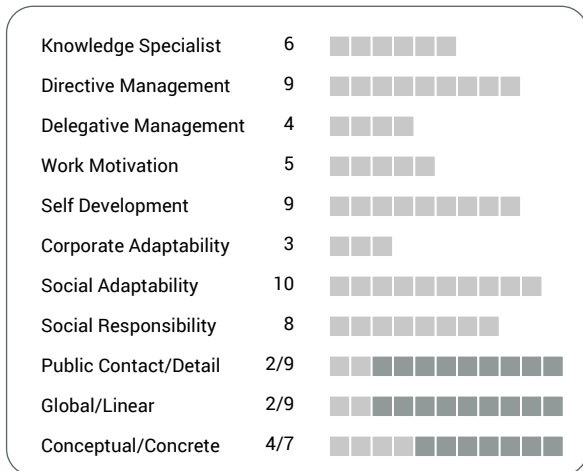
BIRKMAN COMPONENTS



ORGANIZATIONAL FOCUS



WORK STYLES



CHALLENGE & FREEDOM

