

Welcome to the 3rd edition of RedPoint Management's client newsletter. This is a simple way for us to stay in touch with you so that you are receiving the most value from our services. You are most likely getting this newsletter because we have a Birkman™ Profile on you and we want to see that it continues to bring value to your work and life.

Serious

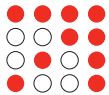
The core work performed by RedPoint Management is unquestionably fueled by The Birkman Method™. From the moment you clicked “send”, your Birkman became a life and work tool that must be viewed and reviewed frequently to obtain full value. When integrated into your work and life, your Birkman perpetually offers gifts of insight into your own behavior and performance. As I have said to each and every one of you with whom I have had the pleasure to work, plug in day to day events, stressful or not, and your numbers will help you see what happened. Through this process, we gain greater depth and awareness from our experiences and a greater capacity to deal with all that comes our way.

Practical

Case in Point – Work Motivation
Work Motivation is the Birkman measurement of your work ethic. High numbers (7-10) indicate those who enjoy all types of work and can tend to be workaholics in any work environment. Those with low scores (1-3) prefer to be connected to work deemed personally meaningful. They need a great cause. Managers with a low score may delegate well, those with high scores might have a hard time giving up work to others. As with all Birkman scales, there are positives to be found at both ends of the spectrum!

Fun

“Take a step up” or “take a step back” is often heard advise when leading others. Take your usual Authority score in a given situation and apply to this stair-stepped scale. 10-hope, 25-suggest, 40-recommend, 60-state, 80-instruct, 90-command. What results would you get from others if you took a step up or back? If you simply “hope” others will get the job done you are leaving a lot to chance; try moving one to two steps up and suggest or recommend and look for results. BTW – This can be done with any Birkman Component scale!



REDPOINT
M A N A G E M E N T

**Please call or email with questions,
comments or referrals**

The mission of RedPoint Management is the development of more productive working relationships. We want to see people enjoy their work life, to contribute, and find meaningful relationships as we strive for purpose and results in life and work.

RedPoint appreciates your referrals and continued evangelism for our services. Thank you!

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