

# ORANGE

## Traits

- Energetic
- Likes change
- Playful
- Master negotiator
- Natural entertainer
- Pushes boundaries
- Fine with chaos
- Makes things happen
- Spontaneous and carefree
- Thrives in non-structured environments

## Stressors

- Lack of freedom or choices, feeling trapped
- Not being able to use their skills
- Forced to keep quiet or not participate
- Insufficient attention
- Waiting, slow actions
- Indecisiveness
- Routine
- Lack of physical contact
- Details, paperwork
- Inactivity, restriction of physical movement

## Perceptions

### See themselves as:

Straightforward  
Keeps options open  
Easy-going  
Flexible  
Negotiator

### Others may see them as:

Rude, blunt, "no filter"  
Irresponsible  
Not serious  
Ignores rules  
Manipulative

## Relating to Work

### •Talking to an orange :

- Lighten up
- Match their speed
- Appreciate their flair
- Be direct and to the point

### •If you are an orange:

- Be aware of how you are coming across
- Give people time to process
- Pause before committing



# GREEN

## Traits

- Innovative and inventive
- Problem solver
- “Why” mentality
- Calm, cool, collected
- Intellectual
- Independent
- Analytical and strategic
- Relationships are logical
- Perfectionistic
- Usually tech-savvy

## Stressors

- Overly sensitive people
- Lack of independent thinking
- Small talk
- Mistakes or ineptitude in self or others
- Decisions made with no data
- Redundancy or routine
- Red tape
- Nothing new to look forward to, no variety
- Made to look incompetent

## Perceptions

### See themselves as:

Knowledgeable  
Confident  
Innovative  
Independent  
Logical

### Others may see them as:

Intellectual snobs  
Arrogant  
Eccentric, weird  
Anti-social  
Heartless

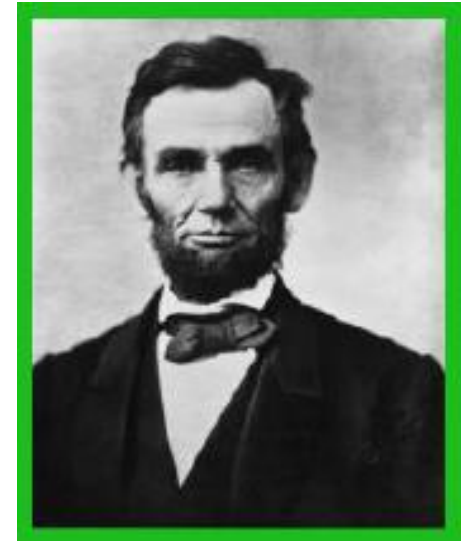
## Relating to Work

### •Talking to a green:

- Give them time to think
- Give independence
- Stick to logic
- Recognize their contributions and intelligence
- Don’t misinterpret their need for information

### •If you are a green:

- Ease up on the “whys”
- Let others express their emotion
- Learn to listen without “fixing”
- Save the debate
- Inform others when you are processing



# BLUE

## Traits

- Optimistic
- Accepting
- Supportive
- Caretaker
- Enthusiastic
- Passionate
- True romantic
- Peacemaker
- Cooperative
- Spiritual
- People-oriented

## Stressors

- Conflict
- Isolation
- Rejection
- Negativity
- Being “used”
- Apathy
- Insincerity
- Lack of acknowledgement or appreciation
- Not being genuine
- Not sharing
- Saying “no”

## Perceptions

### See themselves as:

Caring  
Trusting, giving benefit of doubt  
Tirelessly working for a cause  
Supportive  
Genuinely interested in

### Others may see them as:

Too emotional  
Naïve  
Over-committed  
Smothering  
Nosey

## Relating to Work

### •Talking to a blue:

- Acknowledge them
- Be personable
- Listen for feelings (talk privately)
- Hear them out
- Feedback sandwich
- Limit sarcasm or teasing

### •If you are blue:

- Recognize if you are reading between the lines
- Add “No” to your vocabulary
- Speak up – it’s okay to be direct
- Discern when you are rambling, and know when to get to the point



# GOLD

## Traits

- Prepared
- Likes a structured environment
- Well-organized
- Follows through
- Detail-oriented
- Loves to plan
- Punctual
- Procedural
- Follows rules
- Values tradition
- Frugal

## Stressors

- Lack of follow-through
- Not adhering to schedule or plans
- Change
- Unclear expectations
- Not knowing where they fit, not belonging
- Lack of consistency, leadership, master plan
- Forced to neglect family time or traditions
- Missing deadlines
- Rule-breakers

## Perceptions

### See themselves as:

Stable, dependable  
Knowing what's best  
Responsible  
Goal-oriented  
Punctual

### Others may see them as:

Rigid, stubborn  
Judgmental  
Bossy, controlling  
Workaholic  
Rigid about time

## Relating to Work

### •Talking to a gold:

- Communicate in writing
- Don't interrupt
- Be specific
- Closure
- Stay on target (task, topic, and time)
- Be consistent

### •If you are gold:

- Have patience when others talk in different directions
- Be open-minded and consider other options
- Be aware of how hard you are driving yourself and others; ease up
- Accept others' way of doing things if the ultimate goal is the same

