

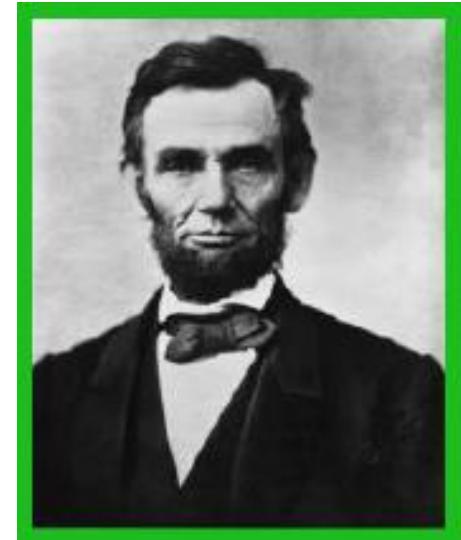
ORANGE

<u>Traits</u>	<u>Stressors</u>	<u>Perceptions</u>	<u>Relating to Work</u>
<ul style="list-style-type: none"> •Energetic •Likes change •Playful •Master negotiator •Natural entertainer •Pushes boundaries •Fine with chaos •Makes things happen •Spontaneous and carefree •Thrives in non-structured environments 	<ul style="list-style-type: none"> •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 	<p>See themselves as:</p> <ul style="list-style-type: none"> Straightforward Keeps options open Easy-going Flexible Negotiator <p>Others may see them as:</p> <ul style="list-style-type: none"> Rude, blunt, “no filter” Irresponsible Not serious Ignores rules Manipulative 	<p>•Talking to an orange :</p> <ul style="list-style-type: none"> –Lighten up –Match their speed –Appreciate their flair –Be direct and to the point <p>•If you are an orange:</p> <ul style="list-style-type: none"> –Be aware of how you are coming across –Give people time to process –Pause before committing



GREEN

<u>Traits</u>	<u>Stressors</u>	<u>Perceptions</u>	<u>Relating to Work</u>
<ul style="list-style-type: none"> •Innovative and inventive •Problem solver •“Why” mentality •Calm, cool, collected •Intellectual •Independent •Analytical and strategic •Relationships are logical •Perfectionistic •Usually tech-savvy 	<ul style="list-style-type: none"> •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 	<p>See themselves as:</p> <p>Knowledgeable Confident Innovative Independent Logical</p> <p>Others may see them as:</p> <p>Intellectual snobs Arrogant Eccentric, weird Anti-social Heartless</p>	<p>•Talking to a green:</p> <ul style="list-style-type: none"> –Give them time to think –Give independence –Stick to logic –Recognize their contributions and intelligence –Don’t misinterpret their need for information <p>•If you are a green:</p> <ul style="list-style-type: none"> –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

<u>Traits</u>	<u>Stressors</u>	<u>Perceptions</u>	<u>Relating to Work</u>
<ul style="list-style-type: none"> • Optimistic • Accepting • Supportive • Caretaker • Enthusiastic • Passionate • True romantic • Peacemaker • Cooperative • Spiritual • People-oriented 	<ul style="list-style-type: none"> • Conflict • Isolation • Rejection • Negativity • Being “used” • Apathy • Insincerity • Lack of acknowledgement or appreciation • Not being genuine • Not sharing • Saying “no” 	<p>See themselves as:</p> <ul style="list-style-type: none"> Caring Trusting, giving benefit of doubt Tirelessly working for a cause Supportive Genuinely interested in <p>Others may see them as:</p> <ul style="list-style-type: none"> Too emotional Naïve Over-committed Smothering Nosey 	<p>Talking to a blue:</p> <ul style="list-style-type: none"> – Acknowledge them – Be personable – Listen for feelings (talk privately) – Hear them out – Feedback sandwich – Limit sarcasm or teasing <p>If you are blue:</p> <ul style="list-style-type: none"> – 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

<u>Traits</u>	<u>Stressors</u>	<u>Perceptions</u>	<u>Relating to Work</u>
<ul style="list-style-type: none"> • Prepared • Likes a structured environment • Well-organized • Follows through • Detail-oriented • Loves to plan • Punctual • Procedural • Follows rules • Values tradition • Frugal 	<ul style="list-style-type: none"> • 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 	<p>See themselves as:</p> <ul style="list-style-type: none"> Stable, dependable Knowing what's best Responsible Goal-oriented Punctual <p>Others may see them as:</p> <ul style="list-style-type: none"> Rigid, stubborn Judgmental Bossy, controlling Workaholic Rigid about time 	<p>• Talking to a gold:</p> <ul style="list-style-type: none"> – Communicate in writing – Don't interrupt – Be specific – Closure – Stay on target (task, topic, and time) – Be consistent <p>• If you are gold:</p> <ul style="list-style-type: none"> – 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

