

Leadership Training on Working With Other Personalities

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THE COLOR CODE



Colors Personality Quiz

Describe Yourself: In the boxes below are groups of word clusters printed **horizontally** in rows. Look at all the choices in the first box (A, B, C, D). Read the words and **decide which of the four letter choices is most like you**. Give that a "4". Then rank order the next three letter choices from 3-1 in descending preference. You will end up with a box of four letter choices, ranked from "4" (most like you) to "1" (least like you). Continue this process with the remaining four boxes until each have a 4, 3, 2, and 1.

Box One			
A _____	B _____	C _____	D _____
active	parental	authentic	versatile
opportunistic	traditional	harmonious	inventive
spontaneous	responsible	compassionate	competent

Box Two			
E _____	F _____	G _____	H _____
curious	unique	practical	competitive
conceptual	empathetic	sensible	impetuous
knowledgeable	communicative	dependable	impactful

Box Three			
I _____	J _____	K _____	L _____
loyal	devoted	realistic	theoretical
conservative	warm	open-minded	seeking
organized	poetic	adventuresome	ingenious

Box Four			
M _____	N _____	O _____	P _____
concerned	daring	tender	determined
procedural	impulsive	inspirational	complex
cooperative	fun	dramatic	composed

Box Five			
Q _____	R _____	S _____	T _____
philosophical	vivacious	exciting	orderly
principled	affectionate	courageous	conventional
rational	sympathetic	skillful	caring

A, H, K, N, S	<u>orange</u> = _____	B, G, I, M, T	<u>gold</u> = _____
C, F, J, O, R	<u>blue</u> = _____	D, E, L, P, Q	<u>green</u> = _____

Adapted from: http://www.nity.org/_kd/Items/actions.cfm?action=Show&item_id=12*54&destination=ShowItem

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CURIOUS



GREEN

ADVENTUROUS



ORANGE

RESPONSIBLE



GOLD

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HARMONIOUS



BLUE

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YOUR TRUE COLORS ACTIVITY

Your Mission: You have a 5 minute time limit to create a 30 to 60 second radio or TV commercial to advertise EANM. Your group will perform the commercial, so be sure to plan who will do what. You may use anything in the room as a prop if you need. You can set the stage prior to delivering your commercial if you need.

BLUE



- Friendly
- Helpful
- Empathetic
- Optimistic
- Expressive with Emotion
- Fostering or Maintaining Harmony
- May use metaphors to embellish points

BLUES

See Self

- Warm, caring, compassionate
- Likes to please people
- Trusting
- Romantic
- Spiritual
- Creative
- Idealistic
- People person
- Willing to work tirelessly for a cause
- Unselfish
- Empathetic
- Wanting harmony

Others See

- Overemotional
- Groveling, fawning, soft
- Too trusting
- Mushy
- Hopelessly naïve
- Too nice
- Aloof
- Smothering
- Manipulative
- Ignores policy, create chaos
- Talks too much
- Illogical, incomprehensive

COMMUNICATING WITH BLUES

- When Blues listen, they focus on more than words.
- Your message will not get through fully to a Blue if a relationship is not first established.
- Blues don't want to let anyone down, so we should be wary of overwhelming them.
- Blues may portray the opposite of what they are feeling.
- Blues get frustrated at the insincerity of the, "Hey, how are you?" ritual.
- Blues are saying right now, "This is so cool! I love how this will help me relate to other people!"

THE WORLD VERSES BLUES

Creating STRESS for Blues...

- broken promises
- Too much negative criticism
- Deception
- Not discussing what is occurring
- Completing paperwork as a priority
- Clock-watching
- Conflict
- Placing the "system" as a priority above people
- Being constantly compared to others and not evaluated as an individual
- Too much conformity without outlets for individual expression

Succeeding with the Blues...

- Spend quality time one-on-one with them
- Be aware that they wear their heart on their sleeve
- Listen to them as they listen to you
- Be supportive
- Share your thoughts and feelings
- Praise their creativity

GOLD



- Purposeful
- Plans Ahead
- Respectful
- Appropriate
- Supportive of Policies and Rules
- Detail Oriented
- Chronological
- Loyal
- Devoted

GOLDS

See Self

- Stable
- Providing security
- Dependable
- Firm
- Always have a view
- Efficient
- Realistic
- Decisive
- Executive type
- Good planner
- Orderly, neat
- Punctual, expect same

Others See

- Rigid
- Controlling, bossy
- Dull, boring
- Stubborn, pigheaded
- Opinionated
- System-bound
- Unimaginative
- Limiting flexibility
- Uptight
- Sets own agenda
- Rigid idea of time

COMMUNICATING WITH GOLDS

- Golds can come across as businesslike.
- In conversation, they want structure.
- “Can we do it the way we have always done it?”
- Golds listen for details.
- Golds are thinking right now, “Slow down! I am still writing notes on Blues!”

THE WORLD VERSES GOLD

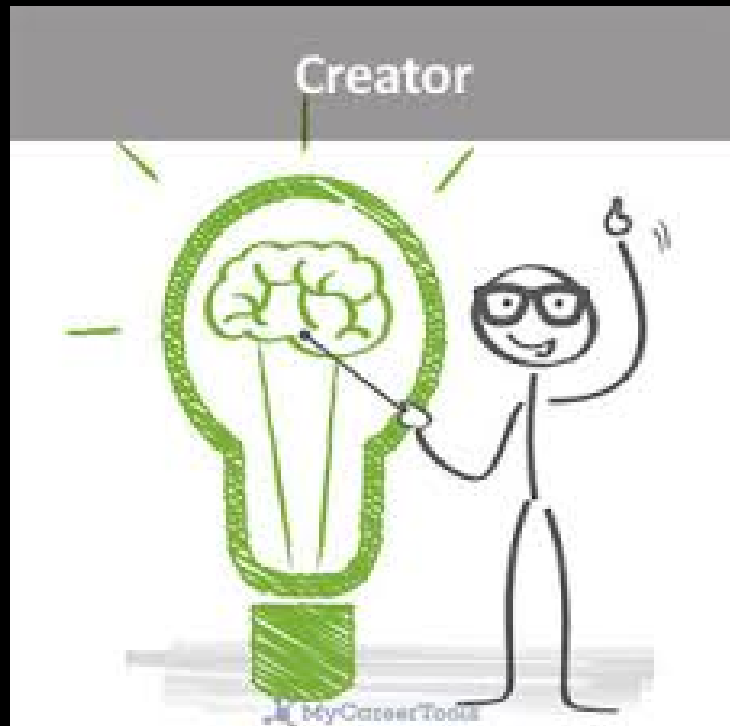
Creating stress for Golds...

- Incomplete/ambiguous tasks/answers
- Disorganization
- Too many things going on at one time
- Waste
- Non-conformity
- Changing details
- Haphazard attitude
- Lack of structure/direction

Succeeding with Golds...

- Remember to be on time
- Try to be extra efficient and organized
- They are generous but like things to be returned
- Do what you say you will do
- Be dependable and loyal
- Respect their need for security

GREEN



- Logical
- Objective
- Includes Facts and Information
- Big Picture
- Conceptual
- Questioning
- Critiquing
- Wry Sense of Humor

GREENS

See Self

- Superior intellect
- 98% right
- Tough-minded
- Efficient, powerful
- Original and unique
- Rational
- Great planner
- Calm not emotional
- Precise not repetitive
- Under control
- Able to find flaws objectively
- Holding firm to policy

Others See

- Intellectual snob
- Arrogant
- Afraid to open up
- Unappreciative,
- Stingy with praise
- Doesn't consider people in plans
- Critical, fault-finding
- Cool, aloof, unfeeling
- Eccentric, weird

COMMUNICATING WITH GREENS

- Greens communicate for the purpose of gaining or sharing information.
- Their favorite line is, “And your point is?”
- Greens listen for information and want to know the purpose for that particular communication.
- Greens usually don’t show emotion.
- When talking to a Green, be prepared to defend your position!
- Greens are thinking, “How will this help me with people, again? I don’t need help with people. Why would I?”

THE WORLD VERSES GREEN

Creating stress for Greens...

- Not being in charge
- Lack of independence
- Elaborate use of adjectives
- Incompetence
- Emotional displays
- Lack of options
- Inability to use or display knowledge
- Small talk
- Routine
- Social functions

Succeeding with Greens...

- Be aware of their curiosity about life
- Give things that challenge their problem-solving abilities
- Respect their need for independence
- Know that they are caring even though they may not show their feelings much
- Respect their ideas

ORANGE



- Casual
- Playful
- Spontaneous
- Now Oriented
- Fast-Paced
- Changes Subjects Quickly
- Straight forward
- Active
- Involved
- Mobile

ORANGES

See Self

- Fun loving, enjoys life
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Hands on person
- Practical
- Problem solver
- Good negotiator
- Here and now person
- Does many things at once
- Eclectic

Others See

- Irresponsible
- Flaky
- Wish-washy
- Not serious
- Spends time on things they enjoy
- Not interested in ideas
- Disobey rules
- Manipulative, not to be trusted
- Not able to stay on task
- Cluttered
- Indecisive

COMMUNICATING WITH ORANGES

- Oranges are confident, loud, and casual
- “Now” oriented
- Oranges listen for entertainment, usefulness, and relevance
- They are constantly looking for opportunities
- They want forthright communication
- They are trying to accomplish a goal with all communication
- When talking to an Orange, capture your information into bite-size pieces
- Give Oranges choices and ask for their suggestions

THE WORLD VERSES ORANGE

Creating Stress for Oranges...

- Too much responsibility
- Redundancy
- Deadlines
- Rules and regulations
- Being stuck at a desk
- "how to" directions
- Too much attention to product and not enough to performance/results
- Abstract concepts

• Succeeding with the Orange...

- Be active and don't slow them down!
- Be spontaneous and fun
- Compete in fun when appropriate
- Be adventuresome and optimistic
- Be energetic and ready to go!

True Colors Leadership Styles Wheel

