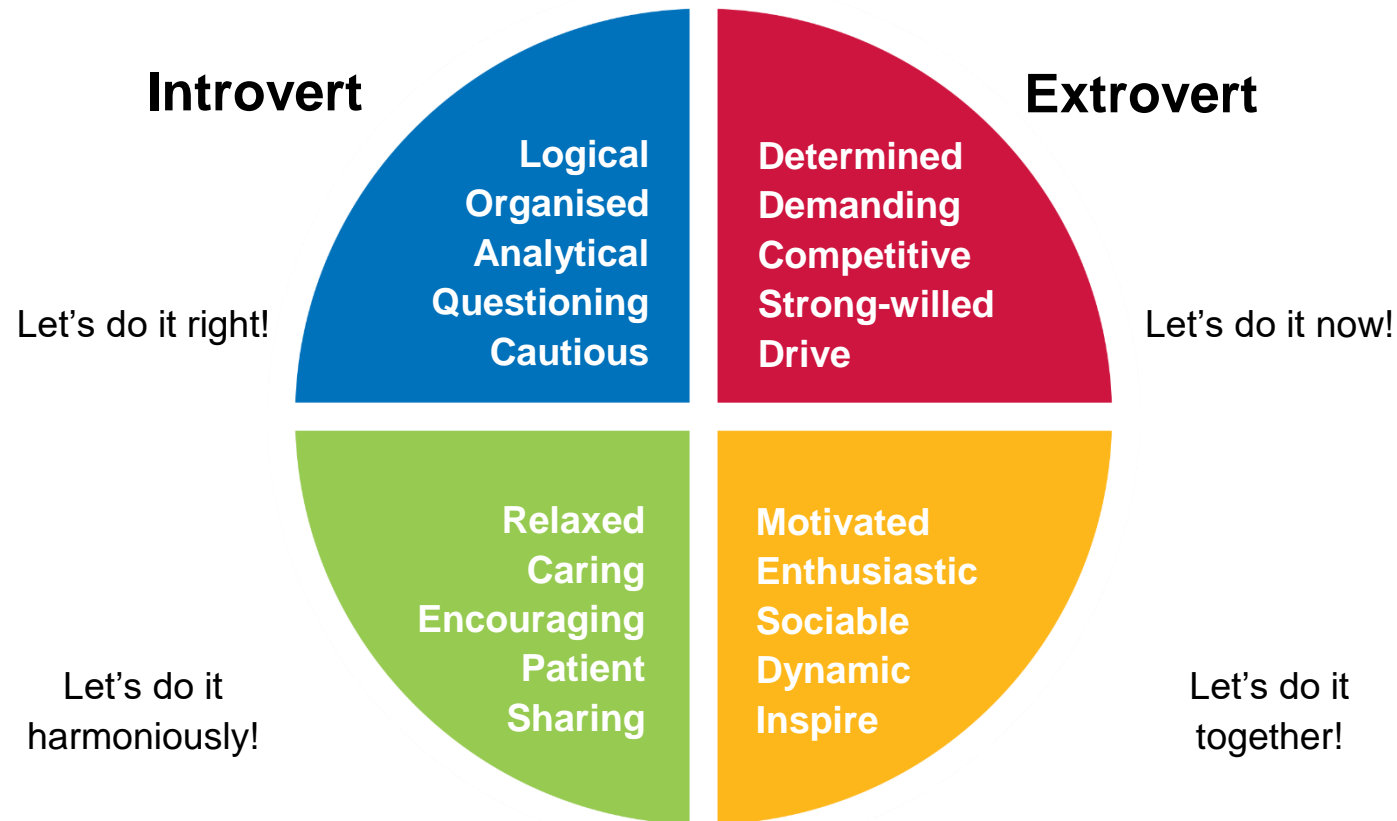


Professional leadership development programme



Your colour

Tick **just one box** on each of the 25 lines that you feel best describes you.

1	believing	organised	sensitive	confident
2	spur-of-the-moment	consults	idealistic	systematic
3	inquisitive	likes structure	candid	gets involved
4	strong-willed	authoritarian	defiant	easily slighted
5	quiet	caring	determined	critical
6	participates	shares ideas	avoids change	likes to lead
7	animated	excessive	collaborative	careful
8	helpful	frank	resolute	gentle
9	possessive	powerful	orderly	credible
10	brave	dreamer	compliant	spirited
11	courageous	fulfilled	approachable	logical
12	enthusiastic	creative	detailed	popular
13	positive	imaginative	alluring	introvert
14	self-assured	team-player	autonomous	traditional
15	humble	twitchy	thorough	chatty
16	leader	advisor	creator	organiser
17	uses initiative	doer	helpful	precise
18	hard worker	conscientious	creative thinker	optimist
19	focuses on results	thinks about others	driven by ideas	task focused
20	feeling	adapts	values appreciation	precise
21	vulnerable	inflexible	easily offended	short-tempered
22	meandering	outspoken	cautious	firm
23	planner	proficient	offers help	goal-oriented
24	works well under pressure	likes praise	deadpan	happy in the background
25	high standards	determined	keen	people watcher

RED _____

YELLOW _____

BLUE _____

GREEN _____

Tally sheet

1	yellow	blue	green	red
2	red	yellow	green	blue
3	green	blue	red	yellow
4	blue	red	yellow	green
5	green	yellow	blue	red
6	yellow	green	blue	red
7	red	green	yellow	blue
8	yellow	red	blue	green
9	green	red	blue	yellow
10	red	green	blue	yellow
11	red	green	yellow	blue
12	red	green	blue	yellow
13	yellow	green	red	blue
14	red	yellow	green	blue
15	green	red	blue	yellow
16	red	yellow	green	blue
17	green	red	yellow	blue
18	red	blue	green	yellow
19	red	yellow	green	blue
20	green	yellow	red	blue
21	yellow	blue	green	red
22	yellow	red	green	blue
23	blue	green	yellow	red
24	red	yellow	green	blue
25	blue	red	yellow	green

What colour are you?

Our personalities can be divided into colours. Each colour has particular traits, and it is important for you to understand these traits. Not only will it help you to psychologically understand the person better, but it will aid how you interact with them. If you know how to get the best out of a person, you will see great results, and better still if you recognise what colour YOU are, you are able to advise people how to get the best out of you, your likes and dislikes, your strengths and your weaknesses.

RED personality traits

They are strong leaders, fast paced thinkers, risk takers, purposeful, drivers, strong-willed, less patient, obvious energy, formal overtly competitive, rational. You may recognise many of the qualities of the REDS are in many leaders as they take ownership, need to be fast paced in their thinking, take risks and be purposeful and confident with it.

Things REDs don't like

Don't waffle - remember, they are less patient and whatever you do, don't be vague or ramble on. They value time, so again don't waste their time, don't get too personal as REDS just like to stick to business, don't stray from purpose, these personality types are focused in their thinking, and don't ask irrelevant questions, they get impatient and it does not fit in with their rational thinking patterns. Lastly don't try to take control, REDS are natural leaders and like to feel they are in control.

How to interact with a RED Personality

Do get to business quickly, when interacting with a RED be succinct and precise, give them facts, and avoid the detail, talk to them about results and outcomes, they need to hear this to make quick decisions. Use their time efficiently, they are fast paced thinkers and tend to move quickly in their thoughts, great people to bounce ideas off, be confident when you talk to a red.

YELLOW personality traits

YELLOWS are the life and soul of the party, they are sociable, expressive, very imaginative and enthusiastic with it. YELLOWS are very informal, very optimistic and animated. Their imaginations can sometimes run away with them as they are very fast paced thinkers. YELLOWS are very relationship focused and are visionaries with obvious high energy.

Things YELLOWS don't like

YELLOWS don't like it when you suppress their opinions or get into intricate details. They are social animals and don't like it when you are too impersonal, business-like or task orientated, you need to weave this into the conversation. Don't try and inhibit their creativity, or appear aloof or detached.

How to interact with a YELLOW personality

Key to interacting with a YELLOW is to socialise before mentioning any business. To get into their good books talk about options and other people. Be enthusiastic and energetic when conveying your ideas over to them and be fast paced in delivering them. Offer your ideas and importantly use humour when doing so being sociable and acknowledge their input.

BLUE personality traits

BLUES are deep thinkers, analytical in nature, very detail focused and formal in their thinking. They can come across as being aloof, but are deliberate in their approach and systematic, precise and pays attention to detail. They like things in their place, and are very organised with good time management skills. They are sticklers for time and are capable of coming to their own conclusions without having examples of others pushed at them. They take their time in their thinking and are much slower paced than the reds or yellows. BLUES can come across as perfectionists due to their logical, systematic, precise and deliberate approach to problems or solutions. BLUES like to have all the facts, and then logically put together an answer that is suitable.

Things BLUEs don't like:

Don't come across as disorganised with a BLUE as they are very tidy. Try not to be late as they are sticklers for time keeping. Try not to be flippant or pushy with them. They don't like vagueness so make sure you have lots of detail and be prepared to have lots of questions thrown at you. Don't use testimonials or exaggerate claims as they do not fall for this, they are more facts and figures orientated. Don't be too emotional as they cannot handle emotions.

How to interact with a BLUE personality

Be well prepared when dealing with a BLUE personality, get into detail as they love to get all the facts in their mind. Be factual, specific and logical with your approach. Listening is important to a BLUE so listen carefully to what they have to say, as they verbalise their thoughts through questioning thoroughly. Give them time to respond as they are slower paced thinkers. Be formal in your approach as they are very businesslike.

GREEN personality traits

Cool laid back relaxed and patient best describes the personality traits of the GREEN. They are easy to get along with and very informal in their approach. They are social and focus on relationships so can come across as emotional. They are much slower paced in their thinking and are very democratic people. They are very understanding, and agreeable. They say yes, but mean no? The green is the go between for the reds and yellows who are much faster paced. They act as the facilitator to conflicts.

Things GREENs don't like

Don't be pushy or put them on a spot, GREENS absolutely hate this. Don't try and dominate the discussion or rush things and they do not like

when you decide for them so try to avoid this. Don't be abrupt, explain in full and do not make wild claims or demands. They can also tell if you are insincere, so try not to be.

How to interact with a GREEN personality

Be friendly and show genuine interest in them, chat before going into business. It is important to develop trust first, be informal and non-threatening. However, be alert for non-verbal signs of concern, remember they say yes but mean no, but their body language will allay this. If you notice any non-verbal signs of concern, uncover their needs with open questions. Allow them to weigh things up for themselves.

Finally...

Know you have a synopsis of all the colours, they can be useful if you can work out who in your team is a particular colour, you will now know how to get the best out of them and what to do not to get their backs up. We all have a mix of these colors in us, but one particular color may stand out more than most, this is known as your dominant colour and is more your true personality.