

Personalities at Work

Imagine the people you interact with throughout your workday...

Do you notice some individuals may be noticeably organized and conscientious, others distracted and looking for adventure, some seem quite sensitive and involved with their family, friends, and community, while others are more private and independent in nature?

We all have our own style, preference, and ways of operating. With such a variety of personalities, what can we do to appreciate unique differences so everyone can fulfill their particular goals in mutually satisfying, collaborative ways?

Color Styles is a simple method for understanding behavior and what makes people tick.

Using its concepts, the first step to fostering successful working relationships is to identify the dominant color style of yourself and others. When a person is “shining” brightly, they are using their skills, talents and natural preferences in positive resourceful ways. They have a sense of worth and self-respect, often referred to as positive self-esteem.

When we operate from our strengths and our values are being met, our behavior is positive and contributes to an overall productive work environment.

Does your work tap into your strengths and fulfill your inherent values? How can you make sure it does?

BLUES

Blues are “True Blue troopers.”

Their driving force is **relationship**. Before Blues make a decision, they check to determine how it will affect the people involved. They will go the extra mile, often putting the needs of others before their own.

Attributes When Shining

- Friendly
- Helpful
- Compassionate, considerate
- Cooperative
- Emotional, expressive
- Imaginative, creative
- Affectionate

Values

- Being included
- Affirmation
- Compassion, warmth
- Sharing
- Outlet to help others
- Acceptance
- Friendship, connection

GOLDS

Golds strive to be as “Good as Gold.”

Their force is **responsibility**. Conscientious, dependable individuals, they like to be organized, prepared, and do the *right* thing. They wish everyone would follow the rules and stick to the plan.

Attributes When Shining

- Prepared
- Reliable
- On-time
- Appropriate
- Follows rules
- Detail oriented
- Organized

Values

- Knowing the plan
- Consistency
- Structure, rules
- Organization
- Responsibility
- Recognition
- Security

ORANGES

Oranges “squeeze the juice” out of each moment. Opportunistic, their driving force is **freedom**. If they feel they do not have choices, they may just create some. Natural risk-takers, rules seem to be guidelines to aim for and are often flexible and negotiable.

Attributes When Shining

- Active
- Take Charge
- Competitive
- Negotiator
- Spontaneous
- Entertaining
- Multi-tasks

Values

- Freedom to express
- Practical application
- Hands-on activities
- Variety, choices
- Attention
- Excitement
- Fun and play

GREENS

Greens are “Keen Green” thinking machines. Their driving force is competency. Naturally curious, they thirst for knowledge and information and like to come up with solutions and systems for solving problems and inventing a better future.

Attributes When Shining

- Problem-solvers
- Independent
- Tenacious
- Witty sense of humor
- Logical
- Analytical
- Creative, ingenious

Values

- Competency
- Information, research
- Time to think & plan
- Efficiency
- Success
- Intellectual challenge
- Innovation, creative outlet

Color- Watching

For the next few weeks or so, see how well you can determine the color styles of others.

Recognize the values or needs they have in common with you, and especially those they don't.

Get curious, get creative. What resourceful methods can you come up with to make sure your working environment and approach includes ways to embrace the needs of all four of the Colors Styles?

Share the Personality Color Styles with Everyone!

The more people around you that know the concepts, the easier it is to communicate, understand behavior and solve conflicts. Have Fun!