

True Colors Word Sort

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 describe **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 row of four letter choices, ranked from "4" (most like you) to "1" (least like you). Continue this process with the remaining four rows until you end you with five horizontal rows that each have a 4,3,2 and 1.

Row One

A _____

Active
Opportunistic
Spontaneous

B _____

parental
traditional
responsible

C _____

authentic
harmonious
compassionate

D _____

versatile
inventive
competent

Row Two

E _____

Curious
Conceptual
Knowledgeable

F _____

unique
empathetic
communicative

G _____

practical
sensible
dependable

H _____

competitive
impetuous
impactful

Row Three

I _____

Loyal
Conservative
Organized

J _____

devoted
warm
poetic

K _____

realistic
open-minded
adventuresome

L _____

theoretical
seeking
ingenious

Row Four

M _____

Concerned
Procedural
Cooperative

N _____

daring
impulsive
fun

O _____

tender
inspirational
dramatic

P _____

determined
complex
composed

Row Five

Q _____

Philosophical
Principled
Rational

R _____

vivacious
affectionate
sympathetic

S _____

exciting
courageous
skillful

T _____

orderly
conventional
caring

Group 1

____A

____H

____K

____N

____S

____Total

Group 2

____B

____G

____I

____M

____T

____Total

Group 3

____C

____F

____J

____O

____R

____Total

Group 4

____D

____E

____L

____P

____Q

____Total

True Colors
Gold Orange Blue Green

True Colors

- True Colors is an inventory designed to help you better understand yourself and others.
- True Colors is an activity used to promote the appreciation of individual differences
- True Colors is a self-awareness activity enabling individuals to become aware of their personality styles
- True Colors is a team-builder helping members to understand the preferred styles of their colleagues.

True Colors

- Each color is reflective of your personality.
- You will identify a primary and secondary color. These are your preferred styles.
- The colors you do not choose will have some characteristics that are representative of you; however, it is not your preferred style.
- True Colors is valuable for improving your effectiveness in working with others.

Take the Assessment

- Rank the word clusters from 1 to 4
 - 4-Most like you, 1-Least like you
- Once you have them ranked turn the sheet over and place the number with the corresponding letter.
 - If you put a 1 on row 1 (A), place that 1 on the back next to the A.
- Total all your columns and see which has the highest number, that is your color

Colors at a Glance

- Gold "Be Prepared"
- Green "Why?"
- Orange "Just do it"
- Blue "How does that make you feel?"

How is this Applicable to PB?

- How we work with each other
- How we communicate with each other
- Office time
- Events
- Any others?

True Colors: Attributes

Gold

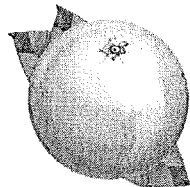
- Loves to plan
- Detail Oriented
- Service Oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- Never breaks the speed limit
- Strives for a sense of security
- Punctual predictable, precise
- Duty, loyalty, useful responsible
- There is a right way to do everything



True Colors: Attributes

Orange

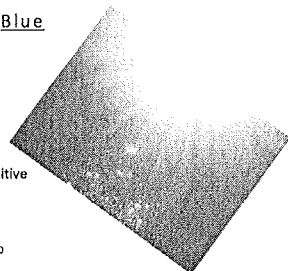
- Playful
- Energetic
- Charming
- Risk taker
- Tests limits
- Quick witted
- Master negotiator
- Creative, inventive
- Impulsive and spontaneous
- Natural entertainer
- Likes tangible rewards
- Appreciate immediate feedback



True Colors: Attributes

Blue

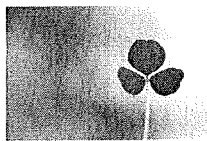
- Mediators
- Optimistic
- Caretakers
- Passionate
- Peacemakers
- True Romantic
- Cause oriented
- Cooperative rather than competitive
- Need to feel special
- Always has a kind word
- Strong sense of spirituality
- Peace, harmony and relationship
- Motivate and encourage others



True Colors: Attributes

Green

- Intellectual
- Theoretical
- Idea people
- Philosophical
- Very complex
- Perfectionists
- Standard setters
- Visionaries, futurists
- Can never know enough
- Cool, calm, collected
- Work is play, play is work
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence and private time



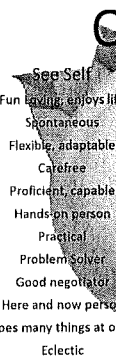
Gold

See Self	Others see
Stable	Rigid
Providing Security	Controlling, bossy
Dependable	Dull, Boring
Firm	Stubborn, pigheaded
Always have a view	Opinionated
Efficient	System-bound
Realistic	Unimaginative
Decisive	Judgmental
Executive Type	Limiting flexibility
Good planner	Uptight
Orderly, neat	Sets own agenda
Punctual, expects same	Rigid idea of time



Orange

See Self	Others see
Fun loving, enjoys life	Irresponsible
Spontaneous	Flaky
Flexible, adaptable	Wishy-washy
Carefree	Not serious
Proficient, capable	Spends time a things they enjoy
Hands-on person	Not interested in ideas
Practical	Disobeys rules
Problem solver	Manipulative, not to be trusted
Good negotiator	Not able to stay on task
Here and now person	Scattered, cluttered
Does many things at once	Indecisive
Eclectic	Uncontrollable resist closure



Blue

See Self	Others see
Warm, caring, compassionate	Overemotional
Likes to please people	Groveling, fawning, soft
Trusting	Too trusting
Romantic	Mushy
Spiritual	Hopelessly naive
Creative	Too nice
Idealistic	Alloof
People Person	Smothering
Willing to work tirelessly for a cause	Sick, manipulative
Unselfish	Ignores policy, creates chaos
Empathetic	Talks to much
Wanting harmony	Irrational, incomprehensible

Green

See Self	Others see
Superior intellect	Intellectual snob
99% right	Overly arrogant
Tough-minded	Overly serious
Efficient, powerful	Doesn't care about people
Original, unique	Overly logical
Rational	Overly serious
Great Planner	Overly serious
Calm, not emotional	Cool, aloof, unfeeling
Precise, not repetitive	Critical, fault-finding
Under control	Afraid to open up
Able to find flaws, objective	Unappreciative, stingy with praise
Holding firm to policy	Doesn't consider people in plans

True Colors: conversations

Blue: Love to talk Tend to be direct and honest Talk about how they feel Avoid issues that might end up in conflict Ramble and get off the subject Pay attention to non-verbal communication	Green: Tend to rely on the facts Ask many questions Say things only once Avoid small talk Argue both sides of any issue Worry that they are not being understood
Orange: Say just the right things Dominate what is being said Get right to the point Make decisions quickly Create energy or excitement Focus on results	Gold: Use clear and precise language Cut the small talk Want to keep the conversation in order Talk about responsibilities Focus on how efficient things are Want to follow an agenda or plan

True Colors: conversations

In order to speak to a ____ in a way they will understand you should...

Blue: Relate what you are saying to feelings Avoid open criticism Put peoples needs ahead of procedures Be honest and genuine Leave room for input and questions Keep your promises	Green: Use clear and precise language Use logic in support of your decision Get right to the point Keep the conversation relevant Ask meaningful questions Talk about possibilities
Orange: Cut to the heart of a problem Give them the straight stuff Be bold and say what is on your mind Focus on action Talk about results Keep the conversation lively	Gold: Give straightforward direction Use references to the past and tradition Not get sidetracked Keep conversation in order Follow an agenda Talk about responsibilities

True Colors: Problem Solving

Blue: How much do I care about what I gain or lose in each alternative? What are the values involved? How will people concerned react to the outcome? Who is committed to carry out the solution?	Green: What are the pros and cons? What are the logical consequences? What is the consequence of not acting?
Orange: What are the possibilities? What other ways are there to solve the problem? What does the data imply? What are the implications beyond the facts?	Gold: What are the facts? What exactly is the situation? What has been done? What are others doing?

True Colors: Capture their interest

Blue: Provide opportunities for social contact Offer a clear outline of expectations Offer opportunities to do things that are creative Provide a way for them to express feelings Give individual attention to them Provide them with opportunities to please	Green: Ask them information Pose problems and allow them to solve problems independently Provide opportunities for them to build and display competency Request explanations or additional insights
Orange: Make assignments short-term and challenging Give them the opportunity to show cleverness Provide hands-on activities Focus on immediate needs and issues	Gold: Allow them to display their leadership ability Have them organize others Maintain stability, consistency and rules Clarify expectations Provide consistent feedback

True Colors: Enhance Esteem

Blue: Reassure them of their self-worth Recognize their accomplishments Accept who they are Provide a harmonious environment	Green: Provide feedback on the quality of their work Provide assistance in choosing tasks that are difficult and challenging, but achievable
Orange: Provide frequent change Challenge their Imagination	Gold: Provide consistency Give clear and specific feedback Establish clear rules and regulations Provide concrete rewards for success

BLUE

I NEED TO FEEL UNIQUE AND AUTHENTIC

Enthusiastic Sympathetic Personal

I LOOK FOR MEANING AND SIGNIFICANCE IN MY LIFE.

Warm Communicative Compassionate

I NEED TO CONTRIBUTE, TO ENCOURAGE, AND TO CARE

Idealistic Spiritual Sincere

I VALUE INTEGRITY AND UNITY IN RELATIONSHIPS.

Peaceful Flexible Imaginative

I AM A NATURAL ROMANTIC, A POET, AND A NURTURER

WORK: I have a strong desire to influence others so they may lead more significant lives.
I often work in the arts, communication, education, and helping profession.
I am adept at motivating and interacting with others.

LEADERSHIP: Expects others to express views
Assumes "family spirit"
Works to develop others potential
Individuals oriented
Democratic, unstructured approach
Encourages change via human potential

STRESS: Attention-getting misbehaving
Lying to save face
Withdrawal
Fantasy, day-dreaming, and trancing out
Crying and depression
Passive resistance
Yelling and screaming

JOYS: Romance, hugs, acceptance, helping others, sharing

NEEDS: Understanding, security, sensitivity, support

STRENGTHS: Communication, optimism, compassion, giving

FRUSTRATIONS: Disharmony, injustice, conflict, disorder

VALUES: Honesty, friendship, trust, faith, empathy

FAMOUS BLUES: Mozart President Bill Clinton
Cinderella Mohammad Ali
Ghandi Martin Luther King, Jr.
Emily Dickenson Dorothy (Wizard of Oz)

GOLD

I FOLLOW THE RULES AND RESPECT AUTHORITY
Loyal Dependable Prepared
I HAVE A STRONG SENSE OF WHAT IS RIGHT AND WRONG IN LIFE
Thorough Sensible Punctual
I NEED TO BE USEFUL AND TO BELONG
Faithful Stable Organized
I VALUE HOME, FAMILY AND TRADITION
Caring Concerned Concrete
I AM A NATURAL PRESERVER, A GOOD CITIZEN AND HELPFUL

WORK: I provide stability and can maintain organization
My ability to handle details and to work hard make me the backbone of many organizations
I believe that work comes before play, even if I must work overtime to complete the task

LEADERSHIP: Expects punctuality, order, loyalty
Assumes "right" way to do things
Seldom questions tradition
Rules oriented
Detailed/thorough approach-threatened by change
Prolonged time to initiate any change
Expects people to "play" their roles

STRESS: Complaining and self-pity
Anxiety and worry
Depression and fatigue
Psychosomatic problems
Malicious judgments about yourself or others
Herd mentality exhibited in blind following of leaders
Authoritarianism and phobic reactions

JOYS: Home, order, tidy, organized, achievement

NEEDS: stability, consistency, order, respect

STRENGTHS: loyal, structured, reliable, responsible

FRUSTRATIONS: inefficiency, slobs, procrastinators, change, lack of control

VALUES: punctuality, family, quality, honesty

FAMOUS GOLDS: Harry Truman Luci (Peanuts)
Joan Rivers Mr. Rogers
Santa Claus Gerald Ford
George Washington Nancy Reagan

GREEN

I SEEK KNOWLEDGE AND UNDERSTANDING

Analytical Global Conceptual

I LIVE BY MY OWN STANDARDS

Cool Calm Collected

I NEED EXPLANATION AND ANSWERS

Inventive Logical Perfectionist

I VALUE INTELLIGENCE, INSIGHT, FAIRNESS, AND JUSTICE

Abstract Hypothetical Investigative

I AM A NATURAL NON-CONFORMIST, A VISIONARY, A PROBLEM SOLVER

WORK: I am conceptual and an independent. For me, work is play
I am drawn to constant challenge in careers, and like to develop models and explore ideas
Once I have perfected an idea, I prefer to move on, leaving the project to be maintained by others

LEADERSHIP: Expects intelligence and competence
Assumes task relevancy
Seeks ways to improve systems
Visionary
Analytical
Encourages change for improvement
Constantly "in process" of change
Expects people to follow through

STRESS: Indecisiveness
Refusal to comply or cooperate
Extreme aloofness and withdrawal
Snobbish, put-down remarks, and sarcasm
Refusal to communicate
Perfectionism due to severe performance anxiety

JOYS: high achievement, recognition, challenge of possibilities, big picture process

NEEDS: autonomy, accuracy, closure, space

STRENGTHS: confidence, persistent, insightful, inventive

FRUSTRATIONS: noise, unfairness, control, boxed

VALUES: logic, detail, freedom, information

FAMOUS GREENS: Socrates Abe Lincoln
Frank Lloyd Wright Madame Curie
Thomas Edison Dwight Eisenhower
Sherlock Holmes Eleanor Roosevelt

ORANGE

I ACT ON A MOMENT'S NOTICE

Witty Charming Spontaneous

I CONSIDER LIFE A GAME, HERE AND NOW

Impulsive Generous Impactful

I NEED FUN, VARIETY, STIMULATION, AND EXCITEMENT

Optimistic Eager Bold

I VALUE SKILL, RESOURCEFULNESS, AND COURAGE

Physical Immediate Fraternal

I AM A NATURAL TROUBLE SHOOTER, A PERFORMER, A COMPETITOR

WORK: I am bored and restless with jobs that are routine and structured
I am satisfied in careers that allow me independence and freedom
I view any kind of tool as an extension of myself
I am a natural performer

LEADERSHIP: Expects quick action
Assumes flexibility
Works in the here and now
Performance oriented
Flexible approach
Welcomes change
Expects people to "make it fun"

STRESS: Rudeness and Defiance
Breaking the rules intentionally
Running away and dropping out
Acting out boisterously
Lying and cheating
Physical aggressiveness

JOYS: people, adventure, thrills, life, success

NEEDS: freedom, expression, challenge, stimulation

STRENGTHS: independence, humor, adaptable, leaders

FRUSTRATIONS: interruptions, deadlines, criticism, nagging, lies

VALUES: integrity, optimism, risk taking, interaction

FAMOUS ORANGES: JFK Amelia Earhart
Charlie Brown Garfield
Ernest Hemmingway Teddy Roosevelt
Winston Churchill Lucille Ball

BLUE

BLUE ATTRIBUTES

Mediators	Need to feel special
Optimistic	Always has a kind word
Caretakers	Enjoys symbols of romance
Passionate	Strong sense of spirituality
Peacemakers	Sensitive to needs of others
True Romantic	Peace, harmony and relationship
Cause oriented	Motivate and encourage others

BLUE MAY SEE SELF AS:

Warm	Affirming
Caring	Expressive, expansive
Compassionate	Caretaker
Romantic	Promoting growth
Spiritual	Social interaction expert
Creative	Idealistic
Likes to please	Empathetic

OTHERS MAY SEE BLUE AS:

Over-emotional	cool, aloof, unfeeling
"Bleeding Heart"	Too trusting
Mushy	Smothering
Other-worldly	Teaching non-essentials
Flaky	Slick, manipulative
Hopelessly naïve	Ignores policy
Talks to much	Easily duped

GREEN

GREEN ATTRIBUTES

"Should I be able to"	Visionaries, futurists
"Why?"	Can never know enough
Intellectual	Cool, calm, collected
Theoretical	Work is play, play is work
Idea People	Often not in the mainstream
Philosophical	Abstract, Conceptual, Global
Very complex	Need for independence and private time
Perfectionists	Explores all facets before making decisions
Standard setters	Can spell and pronounce big words

GREEN MAY SEE SELF AS:

Superior Intellect	Calm
98% right	Under control
Tough-minded	Precise
Efficient	Able to find flaws
Powerful	Creative
Rational	Seeking justice

OTHERS MAY SEE GREEN AS:

Intellectual Snob	Cool, aloof, unfeeling
Arrogant	Afraid to open up
Heartless	Ruthless
Unrealistic	Not on my side
Eccentric	Weird
Unfair	Unappreciative

GOLD

GOLD ATTRIBUTES

"Be Prepared"	Strives for a sense of security
Loves to plan	Punctual, predictable, precise
Detail oriented	Value order and the status quo
Service oriented	Duty, Loyalty, useful, responsible
Values family traditions	There is a right way to do everything
Helpful and trustworthy	Tends to be left-brained and analytical
Conservative and stable	Strong belief in policies, procedures, rules
"Shoulds" and "Shoulds not"	Most comfortable with format environment
Never breaks the speed limit	

GOLD MAY SEE SELF AS:

Stable	Executive type
Providing security	Dependable
Firm	Always have a view
Efficient	Realistic
Decisive	Executive type
Good Planner	Orderly, neat
Organized	Punctual
Realistic	Finish what I started

OTHERS MAY SEE GOLD AS:

Rigid	Limiting flexibility
Controlling	Uptight
Dull, boring	Sets own agenda
Stubborn	Predictable
Opinionated	Rigid idea of time
System-bound	End justifies the means
Unimaginative	Limited
Judgmental	

ORANGE

ORANGE ATTRIBUTES

Playful	"Let's Make a deal"
Energetic	Natural Entertainer
Charming	High Need for mobility
Risk Taker	Visual and kinesthetic
"Just do it"	Pushes the limits
Tests limits	Natural Non-conformist
Quick Witted	Thrives on competition
Master Negotiator	Likes tangible rewards
Creative, Inventive	External locus of control
Impulsive	Appreciates immediate feedback

ORANGE MAY SEE SELF AS:

Fun Loving	Enjoys Life
Spontaneous	Here and now person
Flexible, adaptable	Do many things at once
Carefree	Eclectic
Proficient	Can deal with chaos
Problem solver	Curious

OTHERS MAY SEE ORANGE AS:

Irresponsible	Manipulative
Flaky	Wishy-washy
Scattered	Cluttered
Not serious	Uncontrollable
Indecisive	Disobeys rules

HOW COLORS SPEAK

BLUE

In conversations with others, Blues:
Love to talk
Tend to be direct and honest
Talk about how they feel
Voice appreciation to others
Avoid issues that might end in conflict
Are verbally expressive and outgoing
Ramble and get off the subject
Are willing to talk about anything and everything
Prefer dealing with people concerns, not facts
Are very sympathetic
Pay attention to nonverbal communication
Personalize the situation
Try to be helpful

ORANGE

In conversations with others, Oranges:
Say just the right thing
Use language as a tool to make their point
Dominate what is being said
Cut in on others
Get right to the point
Make decisions quickly
Want to know what has been done already
Want to get on with things
Want to limit the conversations to the basics
Argue for argument sake
Create energy and excitement
Focus on results

GREEN

In conversations with others, Greens:
Tend to rely on the facts
Ask many questions
Say things only once
Avoid small talk
Take a long time to make up their mind
Argue both sides of an issue
Use large vocabulary
Wander from idea to idea
Take a logical approach
Worry they are not understood
State things in overly technical terms
Are unaware of nonverbal cues
Appear to be indecisive

GOLD

In conversations with others, Golds:
Use clear and precise language
Get right to the point
Reach conclusions quickly
Do not want to get sidetracked
Want to keep the conversation in order
Want to follow an agenda or plan
Establish goals for follow-up
Focus on things that need to be done
Talk about responsibilities
Talk about fulfilling duties
Focus on how efficient things are
Cut the small talk

HOW TO SPEAK TO COLORS

BLUE

In order to speak to a blue in a way they will understand, you should:

- Relate what you are saying to feelings
- Avoid open criticism
- Put peoples needs ahead of procedures
- Use references to how it will help others
- Be honest and genuine
- Refrain from relying on facts to make your point
- Leave room for input and questions
- Ask the person how they feel about the issue
- Reassure them through body language
- Keep your promises
- Recognize their creativity
- Talk about the importance of enthusiasm

ORANGE

In order to speak to an orange in a way they will understand, you should:

- Cut to the heart of a problem
- Give them the straight stuff
- Talk about how to do things
- Use references to past experiences
- Be honest
- Be bold and say what is on your mind
- Keep the conversation lively
- Talk about getting things done now
- Praise them for the things they do
- Focus on action
- Talk about results
- Talk about how they can get things done

GREEN

In order to speak to a green in a way they will understand, you should:

- Use clear and precise language
- Use logic in support of your decision
- Get right to the point
- Use proven references and facts
- Be honest
- Be willing to debate issues without emotion
- Keep the conversation relevant
- Ask meaningful questions
- Talk about actual data/accomplishments
- Show sincere appreciation for their ideas
- Talk about possibilities
- Avoid talking about feelings

GOLD

In order to speak to a gold in a way they will understand, you should:

- Use clear and precise language
- Give straightforward direction
- Get right to the point
- Use references to the past and tradition
- Be honest
- Not get sidetracked
- Keep the conversation in order
- Follow and agenda or plan
- Talk about actual accomplishments
- Show sincere appreciation for what they do
- Talk about responsibilities
- Talk about how they can keep things going

CAPTURING THEIR INTEREST

How to capture the interest of each color—tips for ensuring they are invested

BLUE

- Provide opportunities for social contact
- Offer a clear outline of expectations
- Offer opportunities to do things that are creative
- Provide a way for them to express feelings
- Create opportunities for personal growth
- Introduce changes from the usual routine
- Give individual attention to them
- Provide opportunities for them to please you

GREEN

- Ask them for information
- Pose problems and allow them to solve the problems independently
- Provide opportunities for them to build and display competency
- Request explanations or additional insights into a topic being studied

ORANGE

- Make assignments short-term and challenging
- Give them the opportunity to show cleverness
- Focus on immediate needs and issues
- Include art projects and dramatizations
- Use games and create a competitive atmosphere
- Provide opportunities for them to present work to others or “show off” in other ways
- Provide hands-on activities
- Make it clear what is going to be gained by doing what needs to be done

GOLD

- Allow them to display leadership ability
- Have them organize others
- Let them set up schedules for goal accomplishment
- Maintain stability, consistency, rules, and predictability
- Provide an atmosphere of hard work
- Clarify expectations
- Provide consistent feedback

ENERGY

Recognizing when you are worn out and ways to re-energize or enhance each color

Signs you are worn out:

BLUE

Fantasizing and daydreaming
Doing anything to get attention
Lying to save face
Withdrawing so others will feel sorry for you
Crying, pouting
Showing passive resistance
Yelling and screaming
Fishing for compliments

ORANGE

Becoming rude
Breaking the rules for spite
Lying or cheating to control the situation
Running away
Using drugs or alcohol
Acting out boisterously
Becoming physically aggressive

To re-energize

BLUE

Reassure them of their self-worth
Recognize their accomplishments
Provide opportunities for them to:
 Demonstrate their creativity
 Help others
 Please those in authority
 Motivate the group

ORANGE

Provide frequent change
Challenge their imagination
Provide opportunities for them to:
 Express themselves
 Act quickly
 Defy risk
 Use their intuition

GREEN

Becoming overly indecisive
Refusing to cooperate with others
Becoming more aloof or withdrawn
Putting others down, using sarcasm
Refusing to communicate
Becoming highly critical
Turning a cold shoulder to others
Demanding unreasonable perfection

GOLD

Complaining
Wallowing in self-pity
Worrying
Complaining of psychosomatic problems
Blindly following the letter of the law
Becoming overly authoritative
Feeling a lot of anxiety or stress

GREEN

Provide feedback on the quality of their work
Provide assistance in choosing achievable tasks
Provide opportunities for them to:
 Learn and build competence
 Build logical processes
 Display their competence
 Explore options

GOLD

Provide consistency
Establish clear rules and regulations
Provide opportunities for them to:
 Display responsibility
 Be of service to others
 Demonstrate leadership
 Organize things or people

IMPROVING TEAM PERFORMANCE...

OF A GREEN BY:

- Assigning projects which require analytical thinking and problem solving
- Discussing your "big picture" with them
- Eliciting their universal outlook in inspiring them with futuristic ideas and potentialities
- Respecting their inclination to go beyond the established rules of the system
- Allowing them the freedom to improve the system
- Taking their ideas to the next step and encouraging them to think independently
- Praising their inventiveness and their ingenuity
- Understanding their need to avoid redundancy and repetitive tasks
- Recognizing and appreciating their competence in the job

OF A GOLD BY:

- Assigning work which requires detailed planning and careful follow-through
- Defining the task in clear and concrete terms
- Being punctual and reliable
- Providing a well-structured, stable work environment and by avoiding abrupt changes
- Giving standard rules and regulations and setting a good example
- Sharing in the responsibilities and duties of the work place and by taking the work ethic seriously
- Praising their neatness, organizational capabilities and efficiency
- Giving feedback every step of the way on any project to reassure them that they are on the right track
- Recognizing their need to be straightforward, dependable, responsible, and business minded
- Giving tangible recognition for their work

OF AN ORANGE BY:

- Assigning projects which are action-packed and which require a hands-on approach
- Providing opportunities to be skillful and adventurous
- Using their natural abilities as a negotiator
- Allowing them the freedom to do the job in their own style and in non-traditional ways
- Keeping a good sense of humor and avoiding boredom while on the job
- Encouraging them to use their gifts of originality and flair
- Providing opportunities for job competition
- Allowing freedom of movement and understanding their preference for action over words
- Praising their performance and skillfulness while on the job

OF A BLUE BY:

- Creating a warm and personal working atmosphere
- Interacting as much as possible with openness and honesty
- Establishing a harmonious working environment and avoiding conflict and hostility
- Showing your support, caring, and appreciation by offering a touch, a hug or a hand-shake
- Allowing them the freedom to express feelings and the time to heal emotional wounds
- Making use of their natural gifts for communication, nurturing, and people oriented ideas
- Praising their imaginative and creative approach to the job
- Providing them with one on one feedback