

What each STYLE brings to the table

A	Blue	<i>Process</i>	<ul style="list-style-type: none">• Sensitivity• Attention to process• Inclusive• Build consensus• Inquiry skills
B	Yellow	<i>Action</i>	<ul style="list-style-type: none">• Focused• Get job done• Organized• Keep Timelines• Discipline
C	Green	<i>Thoroughness</i>	<ul style="list-style-type: none">• Slow things down• Protects from mistakes• Wealth of data
D	Orange	<i>Vision</i>	<ul style="list-style-type: none">• Create hope• High creativity• Humor• Think outside of the box• See big picture

Working Styles

HIGH RESPONSIVENESS	
Blue Style	Orange Style
Slow at taking action and making decisions	Spontaneous actions and decisions
Likes close personal relationships	Likes involvement
Dislikes interpersonal conflict	Dislikes being alone
Supports and “actively” listens to others	Exaggerates and generalizes
Weak at goal setting and self-direction	Tends to dream and gets others caught up in the dream
Has excellent ability to gain support from others	Jumps from one activity to another
Works slowly and cohesively with others	Works quickly and excitingly with others
Seeks security and belongingness	Seeks esteem and belongingness
Good counseling skills	Good persuasive skills
LOW ASSERTIVENESS ◀	▶ HIGH ASSERTIVENESS
Green Style	Yellow Style
Cautious actions and decisions	Firm actions and decisions
Likes organization and structure	Likes control
Dislikes involvement with others	Dislikes inaction
Asks many questions about specific details	Prefers maximum freedom to manage self and others
Prefers objective, tasks-oriented work environment	Cool independent, competitive with others
Wants to be right and therefore relies too much on data collection	Low tolerance for feelings, attitudes, and advice of others
Works slowly and precisely, alone	Works quickly and impressively by self
Seeks security and self-actualization	Seeks self esteem and self-actualization
Good problem solving skills	Good administrative skills
LOW RESPONSIVENESS	

BLUE

I need to feel unique and authentic

Enthusiastic, Sympathetic, Personal

I look for meaning and significance in 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, a nurturer

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

IN LOVE, I seek harmonious relationships. I am a true romantic and believe in the perfect love that lasts forever. I bring drama, warmth, and empathy to all relationships. I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of love.

IN CHILDHOOD, I was extremely imaginative and found it difficult to fit into the structure of school life. I reacted with great sensitivity to discordance or rejection and sought recognition. I responded to encouragement rather than to competition.

Blue relates well to Orange, but is opposite of Green.

GREEN

I seek knowledge and understanding

Analytical, Global, Conceptual

I live life by my own standards

Cool, Calm, Collected

I need explanations and answers

Inventive, Logical, Perfectionist

I value intelligence, insight, fairness, and justice

Abstract, Hypothetical, Investigative

I am a natural non-conformist, a visionary

ATWORK, I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

IN LOVE, I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express feelings. I believe that once feelings are stated, they are obvious to a partner. I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

IN CHILDHOOD, I appeared to be older than my years and focused on my greatest interest, achieving in subjects that were mentally stimulating. I was impatient with drills and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

Green relates well with Yellow, but is opposite of Blue.

Timi C. Tullis ~ Association of Alaska School Boards ~

ORANGE

I act on a moments notice

Witty, Charming, Spontaneous

I consider life as a game, here and now

Impulsive, Generous, Impactful

I need fun, variety, stimulation & excitement

Optimistic, Eager, Bold

I value skill, resourcefulness, and courage

Physical, Immediate, Fraternal

I am a natural troubleshooter, a competitor

AT WORK, I am bored and restless with jobs that are routine and structured. I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools. I view any kind of tool as an extension of myself. I am a natural performer.

IN LOVE, I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover, I need to be bold and I thrive on physical contact. I enjoy giving extravagant gifts that bring pleasure to my loved one.

IN CHILDHOOD, of all types of children, I had the most difficult time fitting into academic routine. I learn by doing and experiencing, rather than by listening and reading. I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.

OrangerelateswelltoBlue,butisoppositeofYellow.

YELLOW

I need to follow rules and respect authority

Loyal, Dependable, Prepared

I have a strong sense of what is right and wrong

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 parent, a helper

ATWORK, 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 job.

IN LOVE, I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through the practical things I do for my loved ones.

IN CHILDHOOD, I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the education system.

Yellow relates well to Green, but is opposite of Orange.

To Help with Communication

With Blue colleagues	With Yellow colleagues
<ul style="list-style-type: none"> • Spend time alone with them • Try not to hurt their feelings • Share your feelings openly with them • Respect their feelings • Try to contribute to group work if they ask • Be sincere and truthful • Show respect for their ideas • Invite them to social gatherings 	<ul style="list-style-type: none"> • Be on time • Be well-organized and willing to do extra planning • Do what you say you will do • Remember 'special' moments and events • Be dependable • Return things you borrowed • Pay attention to detail • Listen quietly and pay attention when they talk • Follow their directions • Be loyal
With Green colleagues	With Orange colleagues
<ul style="list-style-type: none"> • Be patient with their questions • Respect their need for time alone • Help them with day-to-day details • Know they care, even if they don't 'show' it • Respect their creativity and intelligence • Be open to trying their ideas • Ask questions, they like that • Respect their wisdom and knowledge • Give them the "BIG" picture when you have a problem 	<ul style="list-style-type: none"> • Have fun with them, joke • Remember they like to compete, it isn't you it's competition • Realize their stress comes from a lack of excitement • Be energetic, adventurous and optimistic • Appreciate their generosity • Solve problems and move on quickly • Be actively involved, don't 'check out' • Expect to have fun • Enjoy their sense of humor, laugh • Appreciate their impulsiveness and unstructured style

To Help with Communication

AREA OF LIFE	BLUE	GREEN	YELLOW	ORANGE
Core need	Self-actualization	Competency	Social belonging	Freedom
Overall mood	Enthusiasm	Cool, calm, collected	Concerned	Excitable
Trust	Imagination	Logic, consistency	Authority	Chance
Pride	Empathy	Competence	Dependability	Impact
In management	The catalyst	The visionary	The traditionalist	The troubleshooter
Perception	Significance	Categorical	Discrepancy	Harmonics
Support, foster	Growth	Invention	Institutions	Recreation
Virtue	Loyalty	Strength, determination	Generosity	Courage
Stressed by	Feeling artificial	Inadequate	Rejection	Restrictions, rigidity
Strives for, seeks	Love	Insight	Jurisdiction	Freedom
At work	A catalyst	Pragmatic	Procedural	Varied
Esteemed by	Helping people	Finding insights	Being of service	Being resourceful
Wants to be appreciated	Unique contributions	Their ideas	Accuracy, thoroughness	Cleverness

