

REDS

Driving Core Motive: POWER / PROGRESS

Natural Gifts/Talents: Vision, Leadership

Strengths (circle top 3)		Limitations (circle top 3)	
Proactive	Focused	Arrogant	Overly aggressive
Productive	Powerful	Relentless	Insensitive
Decisive	Visionary	Obsessive	Always right
Assertive	Pragmatic	Bossy	Selfish
Action-oriented	Motivated	Critical of others	Tactless
Determined	Articulate	Demanding	Calculating
Responsible	Confident	Impatient	Intimidating
Leader		Argumentative	

Needs (circle top 2)	Wants (circle top 2)
Look good technically	Hide insecurities (tightly)
Be right	Be productive
Be respected	Be in a leadership position
Attain approval from a select few	Experience challenging adventure

When communicating w/ Reds – DO: (circle top 3)	When communicating w/ Reds - DON'T: (circle top 3)
<ul style="list-style-type: none"> • Prepare with facts and figures • Present issues logically • Be direct, brief and specific • Emphasize productivity and efficiency • Articulate feelings clearly • Demand attention and respect • Support their leadership instincts • Support their correct decisions • Build on the logic of their arguments and ideas • Offer them leadership responsibilities 	<ul style="list-style-type: none"> • Embarrass in front of others • Argue from emotions • Use an authoritative approach • Use physical punishments • Be slow and indecisive • Expect a personal and intimate relationship • Attack them personally • Wait for them to solicit your opinion • Take their arguments personally • Demand constant social interaction

List 3 Behaviors of Reds Operating Under Stress:

- _____
- _____
- _____

My Big Dream: _____

BLUES

Driving Core Motive: INTIMACY

Natural Gifts/Talents: Quality, Service

Strengths (circle top 3)		Limitations (circle top 3)	
Nurturing	Dependable	Perfectionist	Low self-esteem
Caring	Deliberate	Suspicious	Judgmental
Loyal	Detail-conscious	Worry-prone	Guilt prone
Intimate	Well-mannered	Self-critical	Emotionally intense
Analytical	Sincere	Overly sensitive	Hard to please
Thoughtful	Quality-oriented	Unforgiving	Self-righteous
Compassionate	Intuitive	Moody	Unrealistic expectations
Respectful		Jealous	

Needs (circle top 2)	Wants (circle top 2)
To be good morally	To reveal insecurities
To be understood	To attain quality
To be appreciated	To be autonomous
To be accepted	To have security

When communicating w/ Blues – DO: (circle top 3)	When communicating w/ Blues - DON'T: (circle top 3)
<ul style="list-style-type: none"> • Allow time for them to collect their thoughts • Take a sensitive approach • Demonstrate your sincerity • Be well-mannered & behave appropriately • Limit their perceived exposure to risk • Help them feel secure in the relationship • Promote their creative efforts and ambitions • Appreciate them • Be loyal • Do a thorough analysis and present with all the details 	<ul style="list-style-type: none"> • Make them feel guilty • Be rude or abrupt • Promote too much change • Expect spontaneity • Abandon them • Expect them to bounce back easily/quickly from depression • Demand perfection • Push them too quickly into making decisions • Expect them to forgive quickly when crossed • Demand immediate action or quick verbal bantering

List 3 Behaviors of Blues Operating Under Stress:

- _____
- _____
- _____

My Big Dream: _____

WHITES

Driving Core Motive: PEACE

Natural Gifts/Talents: Clarity, Tolerance

Strengths (circle top 3)		Limitations (circle top 3)	
Objective	Even-tempered	Indecisive	Ambivalent
Kind	Balanced	Indifferent	Timid
Peaceful	Clear perspective	Silently stubborn	Uninvolved
Non-discriminate	Accepting	Avoids conflict	Detached
Voice of reason	Diplomatic	Disinterested	Boring
Good listener	Centered	Unmotivated	Unexpressive
Inventive	Self-regulated	Indirect communicator	Unproductive
Patient		Reluctant	

Needs (circle top 2)	Wants (circle top 2)
To feel good inside	To withhold insecurities
To be given space	To please self and others
To be respected	To be independent
To be accepted	Contentment

When communicating w/ Whites – DO: (circle top 3)	When communicating w/ Whites - DON'T: (circle top 3)
<ul style="list-style-type: none"> • Accept and support their individuality • Create a relaxed atmosphere • Provide comfortable, non-threatening structure • Combine firmness with kindness • React gently • Show patience, try not to rush them • Share ideas with them • Be open and direct when possible • Look for nonverbal cues to their feelings • Hear them out and listen quietly and carefully 	<ul style="list-style-type: none"> • Be cruel or insensitive • Expect them to need much social interaction • Force immediate verbal expression • Be domineering or too intense • Demand conformity to unrealistic expectations • Overwhelm them with too much at once • Force confrontation • Speak too fast • Take away all their daydreams • Demand leadership

List 3 Behaviors of Whites Operating Under Stress:
1. _____
2. _____
3. _____

My Big Dream: _____

YELLOWS

Driving Core Motive: FUN

Natural Gifts/Talents: Enthusiasm, Optimism

Strengths (circle top 3)		Limitations (circle top 3)	
Carefree	Happy	Afraid to face facts	Obnoxious
Charismatic	Insightful	Disorganized	Self-centered
Creative thinker	Persuasive	Poor follow-through	Uncommitted
Engaging of others	Positive	Impulsive	Undisciplined
Enthusiastic	Sociable	Inconsistent	Unfocused
Flexible	Spontaneous	Interrupter	Vain
Forgiving	Inclusive	Irresponsible	Forgetful
Fun-loving		Naive	

Needs (circle top 2)	Wants (circle top 2)
To look good socially	To hide insecurities (loosely)
To be noticed	To achieve happiness
To be praised	To be free
To receive approval from the masses	To enjoy playful adventure

When communicating w/ Yellows – DO: (circle top 3)	When communicating w/ Yellows - DON'T: (circle top 3)
<ul style="list-style-type: none"> • Take a positive upbeat approach • Offer praise and appreciation • Accept some playful teasing or joking • Maximize the opportunity for them to enjoy work • Recognize publicly the value of their participation • Encourage their verbal self-expression • Reinforce trust with appropriate physical gestures • Remember they are more sensitive than they appear • Value their social interaction skills and people connections • Promote creativity and fun activities with them 	<ul style="list-style-type: none"> • Be too serious or sober in criticism • Push them too intensely • Ignore them • Forget that they have “down” time also • Demand perfection • Expect them to dwell on problems • Give them too much rope or they might hang themselves • Classify them as just lightweight social butterflies. • Attack their sensitivity of be unforgiving • Control their schedules or totally consume their time

List 3 Behaviors of Yellows Operating Under Stress:

- _____
- _____
- _____

My Big Dream: _____