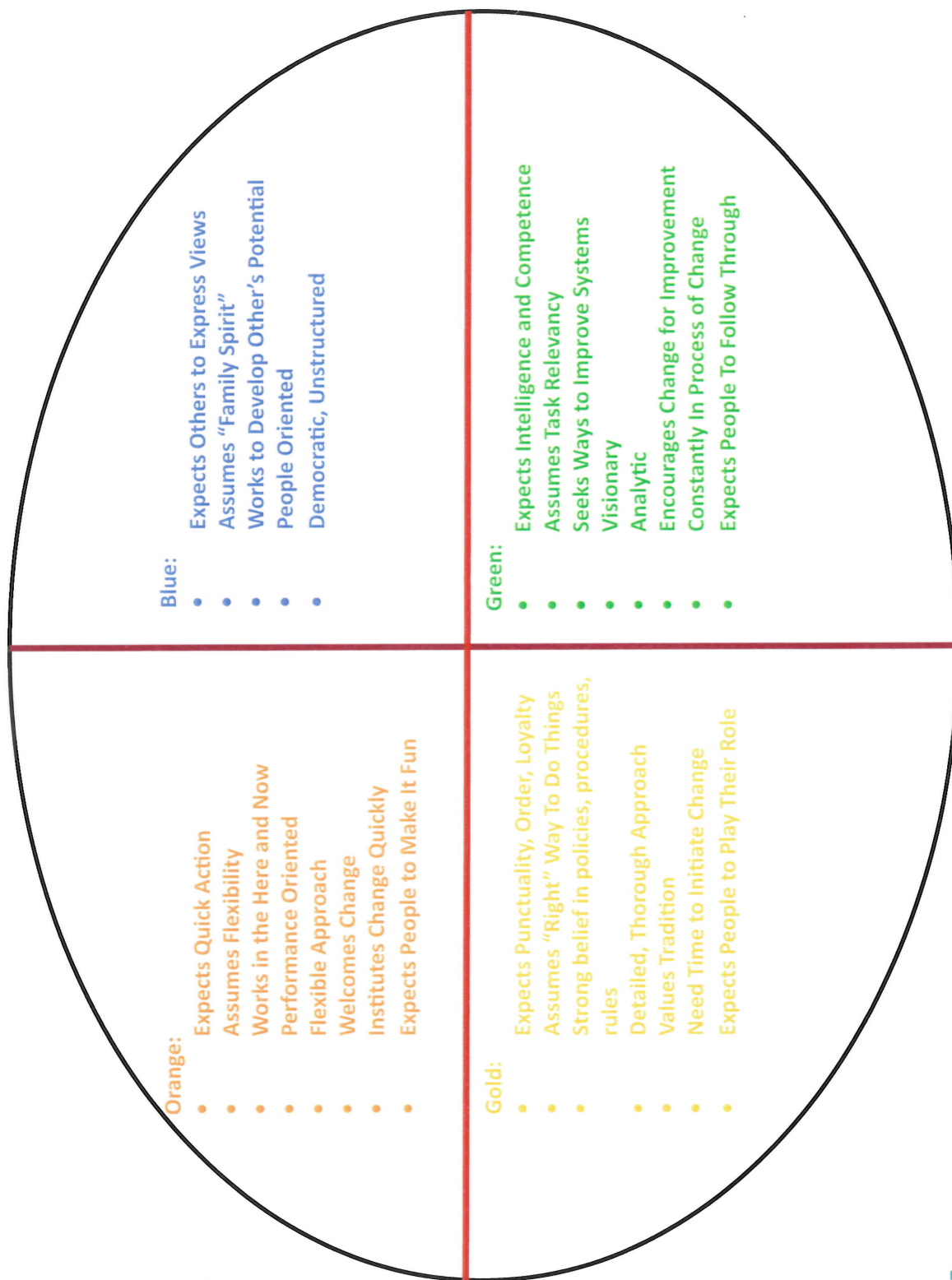


# True Colors Leadership Styles Wheel



1.1d



## True Colors Communication Tips

### Communicating With **BLUES**

A **Blue's** world revolves around people, relationships, and fostering growth in themselves and others. When speaking, they first focus their attention on establishing a relationship or reconnecting with the person. The information they wish to convey is woven into this relationship-building endeavor.


Friendly, Helpful, Empathetic

Optimistic

Expressive with Emotion

Fostering or Maintaining Harmony


May use metaphors to embellish points

 Acknowledge Them

 Show Appreciation

 Include Them

 Have Patience

 Don't "Bark" Orders

### Communicating With **GOLDS**

**Gold's** are generally respectful and responsible. They listen for details so they know what their part is. They usually size up a situation for what would be most appropriate before responding.

Purposeful, Plans Ahead

Respectful, Appropriate


Supportive of Policies and Rules

Detail Oriented, Chronological

Loyal, Devoted

 Be Prepared, Give Details

 Stay on Target, Be Consistent

 Show Respect

 Don't Interrupt

 Recognize Their Contributions

## Communicating With GREENS

**Greens** for the most part, communicate for the purpose of gaining or sharing information. During a conversation, their attention is usually focused on the matter at hand, not on the relationship.






Logical and Objective

Includes Facts and Information

Big Picture, Conceptual

Questioning, Critiquing

Wry Sense of Humor

-  Allow Them Time to Ponder
-  Skip the "Small Talk"
-  Avoid Redundancy
-  Give Big Picture or Point first, then fill in details if asked
-  Don't misinterpret their need for info as interrogation

## Communicating With ORANGES

Generally, **Oranges** want to share their opinion the minute it hits their mind. Interested in taking action and being expedient, they may skip the softeners and go straight for the "punch-line".






Casual, Playful

Spontaneous, Now Oriented

Fast-Paced, Changes Subjects Quickly

Straightforward

Active, Involved, Mobile

-  Use "Sound Bites"
-  Move with Them While They Multi-task
-  Appreciate Their Flair
-  Allow Options and Flexibility
-  Lighten Up



# TIPS ON HOW TO COMMUNICATE WHEN WORKING TOGETHER

## (True Colors)

Blue	ORANGE	GOLD	GREEN
<ul style="list-style-type: none"> <li>Clearly outline your expectations for performance in a friendly, but frank way. Recognize their contribution often.</li> <li>Identify rewards for achievement individually and in teams. This builds cooperation and excitement.</li> <li>Couch comments in feelings terms. "I value your uniqueness and your contribution. You are important to me as a person, and I care about how you feel."</li> <li>Provide personal contact through pats on the back or a light touch of approval.</li> <li>Recognize their creativity and the depth of feeling they put into their work.</li> </ul>	<ul style="list-style-type: none"> <li>Outcome based short-term goals will be most effective.</li> <li>Focus on behavior and performance more than the finished products.</li> <li>Reward by freeing them to act on their own initiative.</li> <li>Tangible rewards and competitive situations create stronger incentives.</li> <li>Set high expectations, which challenge their skills causing them to know they have really earned the recognition received.</li> <li>Clearly identify the impact their performance has on the organization.</li> </ul>	<ul style="list-style-type: none"> <li>Clearly established expectations, short and long- term goals, and plans for achieving them.</li> <li>Give specific measures of their performance and achievement.</li> <li>Tangible rewards have the greatest appeal.</li> <li>Provide clear, specific feedback regarding the work accomplished and its contribution to the organization.</li> <li>Traditions, rituals and ceremonies are meaningful. When pre-planned, they provide incentives for performance.</li> <li>Hierarchical structure and clearly defined roles aid Gold performance.</li> </ul>	<ul style="list-style-type: none"> <li>Clear expectations and project outcomes with the latitude to figure out how to accomplish them works well.</li> <li>Provide sincere recognition only when warranted. This color group does not appreciate "hoopla".</li> <li>Assign tasks requiring designing new models or think up new approaches.</li> <li>Compliments relating to his/her intelligence are the greatest source of esteem.</li> <li>Reinforce through the contributions their knowledge provides for completing projects.</li> </ul>
<p><b>Praise Their:</b></p> <p>Unique contributions Personal achievements Personal characteristics that are valued and meaningful Honesty and sincerity Energetic and enthusiastic manner Contributions to the performance of the group and the organization</p>	<p><b>Praise Their:</b></p> <p>Cleverness Skill Quickness Spontaneity Versatility Quick and timely responses Creativity Motivational skills</p>	<p><b>Praise Their:</b></p> <p>Accomplishments Thoroughness and sense of responsibility Provide a "pat on the back" regularly and consistently Contributions to the growth and development of the organization and its performance traditions</p>	<p><b>Praise Their:</b></p> <p>Competence Quality of work Language capabilities Independent initiative Ingenuity Analysis abilities Clear, logical explanations in precise terms Good ideas and capabilities</p>
<p><b>They Dislike:</b></p> <ul style="list-style-type: none"> <li>Insincerity</li> <li>Hypocrisy</li> <li>Deception</li> </ul>	<p><b>They Dislike:</b></p> <ul style="list-style-type: none"> <li>Rigidity</li> <li>Authority</li> <li>Rules</li> </ul>	<p><b>They Dislike:</b></p> <ul style="list-style-type: none"> <li>Non-conformity</li> <li>Ambiguity</li> <li>Waste</li> </ul>	<p><b>They Dislike:</b></p> <ul style="list-style-type: none"> <li>Incompetence</li> <li>Unfairness</li> <li>Injustice</li> </ul>