

People of Color

Adapted from Quality Partners of Rhode Island

Included:

Instructions
At Work I Am More.... Table
Group Thoughts and Discussion Worksheet
Behavioral Style Comparisons Table
Behavioral Combinations Table
The Story of the Colors

People of Color

Instructions

- Step 1:** Start with the Strengths' side from left to right. Circle the appropriate word that best describes your personality while at work. (How your co-worker might see you - not how you want to be.) Continue down through the list of strengths and when that is completed go to the Weaknesses' side and do the same thing, keeping in mind to go from left to right and choose the word that best describes you. If none of the words are appropriate, circle the closest answer.
- Step 2:** Tally all of the **R**s on the Strengths' side and put that number in the Sub-Total column then do the same for the **Y-B-G**. Go to the Weaknesses' side and do the same.
- Step 3:** Total the **R**s from both the Strengths' and Weaknesses' sides and place that number in the **R Grand Total** section and continue to do the same for the other letters.
- Step 4:** Divide into groups based on your dominant color trait. The letter with the highest number is your dominant personality color. You may be tied or very close with two or more colors, in this case, refer to the Behavioral Combination page. Reading these traits will usually help you pinpoint your dominant trait color.
- Step 5:** The participants in the groups should work together to answer the five questions on the discussion sheet. Your group will need 15-30 minutes to work through this activity. Your presenter will walk around to assist as needed.
- Step 6:** After the groups have worked out their answers, each should share with all participants, focusing on traits. Each person should acknowledge the importance of each other's strengths and weaknesses as they continue growing. This recognition will contribute to improved relationships within the team. By now, you should realize the importance of including People of all Colors to have a perfect team and to learn to rely on each other's strengths.

Strengths

Weaknesses

R	Y	B	G		R	Y	B	G
Bold	Popular	Inoffensive	Behaved		Bossy	Show-Off	Doubtful	Skeptical
Chief	Lively	Contented	Perfectionistic		Stubborn	Changeable	Mumbles	Critical
Leader	Bouncy	Permissive	Chart Maker		Crafty	Restless	Timid	Suspicious
Confident	Demonstrative	Tolerant	Loyal		Rash	Loud	Indifferent	Too Sensitive
Forceful	Spontaneous	Reserved	Thoughtful		Impatient	Scatterbrained	Sluggish	Revengeful
Resourceful	Playful	Controlled	Musical		Frank	Disorganized	Reluctant	Loner
Competitive	Delightful	Patient	Detailed		Workaholic	Messy	Lazy	Withdrawn
Positive	Funny	Mediator	Analytical		Resistant	Talkative	Compromising	Introvert
Persuasive	Sociable	Friendly	Scheduled		Unsympathetic	Inconsistent	Reluctant	Depressed
Productive	Talker	Satisfied	Cultured		Headstrong	Wants Credit	Aimless	Moody
Daring	Cute	Adaptable	Faithful		Tactless	Forgetful	Plain	Fussy
Sure	Mixes Socially	Listener	Sensitive		Proud	Repetitious	Unenthusiastic	Unpopular
Adventurous	Promoter	Obliging	Respectful		Argumentative	Brassy	Blank	Resentful
Independent	Spirited	Consistent	Self-sacrificing		Brazen	Naïve	Indecisive	Insecure
Decisive	Optimistic	Diplomatic	Persistent		Domineering	Angered Easily	Fearful	Pessimistic
Mover	Inspiring	Dry Wit	Considerate		Crafty	Haphazard	Uninvolved	Negative
Outspoken	Animated	Peaceful	Planner		Short Tempered	Permissive	Worrier	Bashful
Strong Willed	Refreshing	Shy	Orderly		Unaffectionate	Interrupts	Hesitant	Unforgiving
Self-Reliant	Cheerful	Balanced	Deep		Manipulative	Unpredictable	Nonchalant	Picky
Tenacious	Convincing	Submissive	Idealistic		Selfish	Undisciplined	Slow	Alienated
Sub - Total Red	Sub - Total Yellow	Sub - Total Blue	Sub - Total Green		Sub - Total Red	Sub - Total Yellow	Sub - Total Blue	Sub - Total Green

Grand Totals: **R**_____ **Y**_____ **B**_____ **G**_____

People of Color

Group Thoughts and Discussion

My Greatest Strength is.....

My Greatest Weakness is.....

I Prefer Working with (what color trait)

My Biggest Fear Is

Team Motto or Song.....

If I Had a Choice: (Please Circle One)

Time to get things done **OR Get things done timely**

People of Color

Behavioral Style Comparisons

Type	Strengths	Weaknesses	Fears
Red	Self Confidence Ambitious Direct	Abrupt Impatient Impulsive	Being taken advantage of
Yellow	People Oriented Flexible Loves to talk	Doesn't listen Inattention to details Time problems	Loss of social approval – Not being liked by others
Blue	Loyal Good listener Calm, Patient	Possessive Slow to change Low profile	Loss of security Change
Green	Precise/Accurate Logical Diplomatic	Perfectionist Overly sensitive Too detail—oriented	Criticism of the job Being wrong

Type	What You See	Why It's Used	If Overdone, They Appear
Red	Strong gestures Firm stance Stands close	To appear confident and in control	Intimidating Domineering Aggressive
Yellow	Big Smiles/Grins Alert eyes Active Gestures	To appear interested, open and friendly	Too nice, naïve Overselling Too emotional
Blue	Attentive Not many gestures Relaxed	To appear calm and interested	Aloof Inflexible Passive
Green	Controlled gestures Questioning look Keeps a distance	Too appear knowledgeable	Overly critical Perfectionist Loner

People of Color

Behavioral Combinations

	Strengths	To Be More Effective
High Red/ Low Blue	Red-blues are go-getters who want to be where the action is and they usually are. They are innovative, direct, and sometimes aggressive. They have an intense desire to be winners and have no time for nonsense or status quo.	Red-blues need to learn patience when others drag their feet or when “needless” rules and regulations get in the way of progress. They need to realize and slow down to lessen stress and adverse reactions from others.
High Red/ Low Green	Red-greens are direct and persistent, and they pull no punches. They can be counted on to get the job done. They don’t ask questions and don’t worry about details. They may not win the “nice guy” award, but their success earns them admiration and respect.	Red-greens need to temper their greatest asset - their forcefulness – to keep it from becoming a liability. They need to guard against the temptation of allowing “the ends to justify the means”.
High Red/ Low Yellow	Red-yellows demonstrate a quiet confidence in themselves and their abilities. They are strongly self-motivated, especially toward accomplishing their own goals. They may have difficulty with communication, but their firm, low-key approach does produce results.	Red-yellows need to take themselves less seriously and rely on their managers to help them channel their energy toward more harmonious relationships. They need to spend more time becoming acquainted with colleagues and others on a personal basis.
High Yellow/ Low Blue	Yellow-blues have natural ability in all aspects of the job. They sell ideas or services with emotions and word pictures. They are well organized and have a competitive spirit. They get along with most everyone and welcome change.	Yellow-blues need to consciously deal with their high energy level and need for change to control discontentment, restlessness, impulsiveness, and fault-finding. They need a variety of tasks and help with the more routine tasks.
High Yellow/ Low Green	Yellow-greens are emotional and love people. They are highly articulate and vibrant, and they know how to motivate others. They are not interested in details, paperwork, and other “minor nuisances.”	Yellow-greens need to use good time management principles and to be better organized. They need self-discipline to avoid missed appointments, being late, and errors due to carelessness.
High Yellow/ Low Red	Yellow-reds love people and are outgoing but not pushy. They have a sincere interest in others and their needs, but don’t like confrontation or criticism. They are sharp dressers and compliment others for the way they are dressed.	Yellow-reds need to temper their love for people with more concern for task. They need to be more assertive and more persistent and need to use principles of good time management.

	Strengths	To Be More Effective
High Blue/ Low Green	Blue-greens are productive day in and day out, especially in a stable environment where there is no fear of constant change. They are warm and friendly and have a firm desire to succeed.	Blue-greens need to be more flexible to take advantage of undetected opportunities. They need to pay more attention to details and to guard against a tendency to lose their cool.
High Blue/ Low Red	Blue-reds are skilled in “winning friends and influencing people”. They avoid conflict, but handle complaints efficiently and courteously. They are good listeners and are generally well organized.	Blue-reds need to be more forceful in dealing with dominant others. They need to project more enthusiasm. They need prior notice to adjust to changes. They have strong family and other non-work ties.
High Blue/ Low Yellow	Blue-Yellows are steady performers who “plan their work and work their plan”. They are thorough, persistent, calm and collected. They are logical and analytical, and although friendly, they prefer a low profile.	Blue-yellows need to demonstrate the same interest in people as they do in “product”. They need to focus more on others and their needs and project more confidence and enthusiasm.
High Green/ Low Blue	Green-blues excel in applied creativity. They are systematic change agents who move quickly but only after having all the facts. They are quiet and forceful, and their knowledgeable, determined, and low-key approach is often effective in relating to others.	Green-blues need to learn that others may see them as aloof because of their depth of thought. They may seem too critical because they have little tolerance for carelessness or nonsense. They can improve their image by being less serious about themselves and by being more patients with others.
High Green/ Low Red	Green-reds are very skilled at using logic. They are reserved and prefer to work with facts and data. They are gracious with people, but avoid conflict of an emotional or subjective nature.	Green-reds need to be more assertive and rely less on logic in dealing with aggressive people. They can reduce internal stress by worrying less about things they cannot control.
High Green/ Low Yellow	Green-yellow are deep thinkers who will exert great energy to ensure things are done exactly right. They are conscientious and will master any task they take on. They work long hours and don't ask for help.	Green-yellows need to keep attention to detail from making them lose sight of the big picture and getting them bogged down to time-consuming activities. They need to set realistic time limits and accept less than perfect results.

The Story of the Colors

Once upon a time the colors of the world started to quarrel; **all claimed that they were the best, the most important, the most useful, the favorite.**

Green said: “Clearly I am the most important. **I am the sign of life and of hope.** I was chosen for grass, trees, leaves – without me all the animals would die. Look out over the countryside and you will see that I am in the majority.”

Blue interrupted: “You only think about the earth, but consider the sky and the sea. **It is water that is the basis of life, and this is drawn up by the clouds from the blue sea. The sky gives space and peace and serenity.** Without my peace you would all be nothing.”

Yellow chuckled: “You are all so serious. **I bring laughter, gaiety and warmth into the world.** The sun is yellow, the moon is yellow, and the stars are yellow. Every time you look at a sunflower the whole world starts to smile. Without me there would be no fun.”

Orange started next to blow its own trumpet: “**I am the color of health and strength.** I may be scarce, but I am precious for I serve the inner needs of human life. I carry the most important vitamins. Think of carrots and pumpkins and oranges, mangoes, and pawpaws. I don’t hang around all the time, but when **I fill the sky at sunrise or sunset,** my beauty is so striking that no one gives another thought to any of you!”

Red could stand it no longer. Red shouted out: “I’m the ruler of you all, I am blood, **life’s blood!** I am the color of **danger** and of **bravery.** I am willing to fight for a cause. I bring fire in the blood. Without me the earth would be empty as the moon. I am the color of **passion** and of **love;** the red rose, the poinsettia & the poppy.”

Purple rose up to his full height. Purple was very tall and spoke with great pomp: “I am the color of **royalty and power.** Kings, chiefs and bishops have always chosen me, for I am a sign of **authority and wisdom.** People do not question me – they listen and obey.”

Finally, **Indigo** spoke, much more quietly than all the others, but with just as much determination: “Think of me. I am the **color of silence**. You hardly notice me, but without me you all become superficial. I represent **thought and reflection**, twilight and deep water. You need me for balance and contrast, for prayer & inner peace.”

Their quarreling became louder and louder. Suddenly there was a flash of brilliant white lightning; thunder rolled and boomed. Rain started to pour down. The colors all crouched down in fear, drawing close to one another for comfort.

Then Rain spoke: “You foolish colors, fighting among yourselves, each trying to dominate the rest. Don’t you know that you were each made for a special purpose, unique and different? Join hands with one another and come to me!

Doing as they were told, the colors united and joined hands.

The rain continued: “From now on, when it rains, each of you will stretch across the sky in a great bow of color as a reminder that you can all live in peace. The rainbow is a sign of hope for tomorrow.”

And so, whenever a good rain washes the world, and a rainbow appears in the sky, let us remember to appreciate one another.

~Based on Native American legend

Accessed at <http://members.aol.com/olhppie/colors/>
4/06/05

