

# THE ROLE OF PERSONALITY

## **RED – Dominant (Leaders/Take Charge)**

### QUALITIES INCLUDE:

- Results oriented
- Likes recognition
- Likes to be on the move
- Doesn't like to be late
- Enjoys individual sports
- Generally honest

### CAUTION:

THIS PERSONALITY IS VERY RESULTS ORIENTATED. THEY CAN BE COUNTED ON TO GET THE WORK DONE, BUT MAY 'BULLY' OR STEAMROLL PEOPLE IN THE PROCESS. CAN BE PERCEIVED AS BOSSY, ABRASIVE AND/OR INTIMIDATING. OFTEN HAS VERY LITTLE PATIENCE FOR THINGS THAT APPEAR UNIMPORTANT...LIKE PEOPLE'S FEELINGS.

**SUPERPOWERS:** Direct communicator (always know where you stand with them), quick decision maker, can delegate easily.

**BLINDSPOTS:** Don't take the time to 'read the room' and adjust their style accordingly – sometimes their honesty can be brutal, often focused on the next goal so they don't celebrate the current victories and can wear their teams out, often don't explain how they arrived at a solution (assuming everyone arrives at the same conclusion they do) and can leave others feeling lost or out of the loop.

**FEARS:** Appearing vulnerable or being taken advantage of.

## **YELLOW – Influence (Social/Outgoing)**

### QUALITIES INCLUDE:

- People oriented
- Expressive
- Friendly, optimistic
- Loves to talk
- Extravagant
- Enjoys team sports

### CAUTION:

THIS PERSONALITY FOCUSES MORE ON FUN THAN ON GETTING THE WORK DONE. THERE IS AN EMPHASIS ON FRIENDSHIP, SO DISCIPLINE CAN BE DIFFICULT FOR THIS PERSONALITY TYPE AND CONFLICT IS AVOIDED WHENEVER POSSIBLE. CAN BE PERCEIVED AS BEING 'TOO NICE' AND TELLING PEOPLE ONLY WHAT THEY WANT TO HEAR.

**SUPERPOWERS:** Can read a room and body language really well, natural connectors – make people feel like they belong quickly, genuinely care about those they work with and for – often help without being asked.

**BLINDSPOTS:** Conflict is very difficult for them so when they are forced to have a tough conversation, they often sugar-coat the message, bathe it in humor or sandwich the issue between two positive attributes - muddying the intent of the conversation. This personality type also can have difficulty focusing, often distracted by what's happening around them.

**FEARS:** Disapproval/being rejected or being ignored.

## BLUE – Steadiness (Perceptive/Innovative)

### QUALITIES INCLUDE:

- Creative
- Free-thinking
- Sincere
- Loyal
- Understanding/open-minded
- Enjoys nature and the arts

### CAUTION:

THIS PERSONALITY PREFERS TO SIT BACK AND OBSERVE RATHER THAN GET DIRECTLY INVOLVED...UNLESS SPECIFICALLY ASKED FOR THEIR OPINION. CAN BE PERCEIVED AS BEING TOO PATIENT AND TOO LENIENT. THIS PERSONALITY ALSO PREFERS TO AVOID CONFLICT...OFTEN THINKING THAT THINGS WILL WORK THEMSELVES OUT.

**SUPERPOWERS:** Can read a room and body language really well, are very curious and creative – natural tendency to ask ‘why’. As a result, are able to envision doing work in a different way, very open to change. People tend to trust this personality type quickly, often sharing information with them because the blue personality asks good questions and can be counted on to keep the responses confidential.

**BLINDSPOTS:** Can struggle making decisions quickly because they want to weigh out all of the possible options and really think through the results, often don’t get involved in conflict-type issues soon enough, don’t often demonstrate a sense of urgency as they prefer a more steady-as-she-goes pace.

**FEARS:** Being singled out, offending others and loss of stability.

## GREEN – Conscientious (Organized/Precise)

### QUALITIES INCLUDE:

- Detail oriented
- Controlled
- Likes to do things ‘right the first time’
- Likes to complete tasks
- Likes order and process
- Like to do things themselves

### CAUTION:

THIS PERSONALITY IS VERY TASK ORIENTED AND CAN GET CAUGHT UP IN THE PROCESS RATHER THAN THE END RESULT. DUE TO THEIR METICULOUS NATURE, THERE IS A TENDENCY FOR THIS PERSONALITY TO BELIEVE THAT THEIR WAY IS THE ‘RIGHT’ WAY. CAN BE PERCEIVED AS BEING RIGID AND HAVING VERY LITTLE PATIENCE FOR MISTAKES.

**SUPERPOWERS:** Can take complex information/processes and break it down into logical, sequential, bite-sized pieces – excellent for training, will work hard to ensure their outputs are of a high quality, can have direct conversation when they have all of the facts.

**BLINDSPOTS:** Need time to process before making a decision, struggles with change for the sake of change – can lead to ‘because that’s how we’ve always done it’ thinking, takes criticism to their work outputs personally, has difficulty delegating, can be guilty of believing that their way is the ONLY way or the RIGHT way.

**FEARS:** Criticism, being wrong or lack of control/predictability.

## Personality Test Page

CIRCLE ONE WORD OR PHRASE PER LINE THAT BEST DESCRIBES YOU OR WHAT YOU LIKE:

- |                            |                          |                             |                          |
|----------------------------|--------------------------|-----------------------------|--------------------------|
| 1. self-confident          | structured               | sensitive                   | trusting                 |
| 2. spontaneous             | checks with others       | dreamer                     | analytical               |
| 3. likes involvement       | likes organization       | likes being straightforward | likes to explore         |
| 4. stubborn                | dictatorial              | rebellious                  | easily offended          |
| 5. demanding               | nurturing                | persistent                  | quiet                    |
| 6. joiner                  | likes to brainstorm      | resists change              | takes charge             |
| 7. cautious                | overgenerous             | harmonious                  | energetic                |
| 8. caring/helpful          | outspoken                | steadfast behavior          | mild mannered            |
| 9. believable              | forceful                 | disciplined                 | possessive               |
| 10. daring                 | idealist                 | dutiful                     | playful                  |
| 11. logical                | contented                | friendly                    | bold/audacious           |
| 12. eager beaver           | imaginative              | accurate/precise            | well liked               |
| 13. reserved               | inventive                | charismatic                 | optimistic               |
| 14. authoritative          | team worker              | independent                 | conservative/traditional |
| 15. talkative              | restless                 | conscientious/attentive     | modest/unassuming        |
| 16. leader                 | counselor                | designer                    | controller               |
| 17. meticulous             | workaholic               | supportive                  | self-directed            |
| 18. industrious            | attentive to details     | prolific mental imager      | positive thinker         |
| 19. task-oriented          | people-oriented          | idea-oriented               | result-oriented          |
| 20. emotional              | flexible/adaptable       | likes recognition           | particular               |
| 21. irritable              | rigid                    | easily slighted             | easily threatened        |
| 22. indirect               | frank/candid             | careful                     | strict                   |
| 23. goal-oriented          | capable                  | volunteers for tasks        | schedule-oriented        |
| 24. excels in emergencies  | thrives on compliments   | dry sense of humor          | avoids causing attention |
| 25. enjoys watching people | strong-willed/determined | enthusiastic                | sets very high standards |
| 26. very self-confident    | cautiously makes friends | likes to be thorough        | dresses in trendy ways   |
| 27. neat & tidy            | looks good on outside    | avoids conflicts            | usually right            |

## Tally Sheet

1. red	green	blue	yellow
2. red	yellow	blue	green
3. yellow	green	red	blue
4. green	red	yellow	blue
5. red	yellow	green	blue
6. yellow	blue	green	red
7. green	blue	yellow	red
8. yellow	red	green	blue
9. yellow	red	green	blue
10. red	blue	green	yellow
11. green	blue	yellow	red
12. red	blue	green	yellow
13. green	blue	red	yellow
14. red	yellow	blue	green
15. yellow	red	green	blue
16. red	yellow	blue	green
17. green	red	yellow	blue
18. red	green	blue	yellow
19. green	yellow	blue	red
20. blue	yellow	red	green
21. red	green	blue	yellow
22. yellow	red	blue	green
23. red	blue	yellow	green
24. red	yellow	blue	green
25. blue	red	yellow	green
26. red	blue	green	yellow
27. green	yellow	blue	red

**Totals:**

RED \_\_\_\_\_

YELLOW \_\_\_\_\_

BLUE \_\_\_\_\_

GREEN \_\_\_\_\_