

What's My Leadership Color?

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Agenda and Introductions

- “True Colors” Quiz
 - Leadership Colors
 - Attributes and Stressors
 - Esteem and Colors
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- Based on “True Colors – An Approach to Understanding Self and Others” by Julie Ray, Partners in Learning

Blue Leadership Style

- Democratic, unstructured approach
- Encourages change through human potential
- Expects people to develop their potential
- Assumes “family spirit”
- Works to develop others’ potential
- Expects others to express views
- People oriented

Gold Leadership Style

- Rules oriented
- Detailed/thorough approach
- Threatened by change
- Seldom questions tradition
- Expects punctuality, order, loyalty
- Slow to initiate change
- Expects people to stay within their roles

Green Leadership Style

- Visionary, analytical
- Encourages change for improvement
- Expects intelligence and competence
- Assume each task has relevance
- Seeks ways to improve systems

Orange Leadership Style

- Assumes flexibility
- Expects quick action
- Works in the 'here and now'
- Performance oriented
- Welcomes change
- Incorporates change quickly
- Expects people to make it "fun"

Characteristics

Blue Characteristics

- Mediators
- Caretakers
- Cooperative vs competitive
- Motivate and encourage others
- Peacemakers
- Sensitive to the needs of others

Gold Characteristics

- Be prepared, enjoy planning
- Detail and service oriented
- Punctual predictable and precise
- Value order and the status quo
- Duty, loyalty, useful, responsible
- Have a “right” way to do everything
- Prefer formal environments

Green Characteristics

- Intellectual, theoretical
- Abstract, conceptual , global-thinker
- Can never know enough
- Idea people
- Philosophical
- Perfectionist, standard setter
- Visionary, futurist

Orange Characteristics

- Playful, energetic, charming, risk-taker
- Push the boundaries
- Prefer informal environments
- Appreciated immediate feedback
- Like tangible rewards
- High need for mobility
- Thrive on competition

Stressors

Blue Stressors

- Too much negative talk/thinking
- Too much conformity
- Being compared to others
- Completing paperwork as a priority
- Placing the system before people
- Lack of social contact
- Conflict, lying, insincerity

Gold Stressors

- Incomplete tasks
- Disorganization, irresponsibility
- Changing details, lack of details
- Ambiguous tasks, lack of structure
- Not following through
- Too many tasks going on at once

Green Stressors

- Lack of recognition of their ability
- Incompetence
- Small talk, social situations
- Lack of independence
- Subjective judgment
- Not being in charge

Orange Stressors

- Rules and regulations
- Imposed structure, repetition
- Routine, deadlines, inactivity
- Too much responsibility
- Lack of variety, fun
- Personal criticism

- Thanks for listening!
- Enjoy the rest of the conference!
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