

# Blues on Your Team

## Questions Blues May Ask Themselves or Others...

**Blues** are motivated by connection and personal relationships. They seek meaning in their work and opportunities to help develop potential in themselves and others.

Future oriented, Blues are able to see many options and possibilities and are generally optimistic. They empathize with individual members and try to involve everyone in the group process and increase team cohesiveness whenever possible.

- ♥ Does this topic/project have a “higher purpose”?
- ♥ What do other people think?
- ♥ Is everyone being included?
- ♥ Is this contributing to the harmony of the group? Can we all get along?
- ♥ How can I bring enthusiasm and motivation to the team?
- ♥ Is there some flexibility here?
- ♥ Can everyone freely express their opinions and feelings?
- ♥ Does this proposal contribute to the success of everyone?
- ♥ Is this important for one’s life – for the long term?
- ♥ Is what I’m hearing honest and sincere?
- ♥ How can I show that I care about the other team members?
- ♥ What can I do to praise and acknowledge others?

Wanting to bring out the best in others and support their growth, Blues hope to bridge barriers and get everyone on the same page by bringing up an experience (sharing a story) they can all relate to. They view “verbal processing” as positive and worthwhile because they know it is a good investment of their time for the progression of future plans.

# Golds on Your Team

## Questions Golds May Ask Themselves or Others...

**Golds** are motivated by fulfilling responsibilities. They enjoy membership on a team and with an organization and derive pleasure from a job well done.

Past conscious, Golds rely on the lessons they have learned from the past and provide a great historical perspective. They approach problem-solving in a step-by-step, structured, methodical way, gravitating towards solutions that respect rules and existing procedures.

- ☒ Am I completely prepared? How can we plan ahead?
- ☒ Are the rules being followed?
- ☒ Am I on schedule?
- ☒ Is the project carefully structured?
- ☒ Will this result in something of high quality and respect?
- ☒ Am I doing the right thing?
- ☒ Am I doing the best job that I can?
- ☒ Has this been done before?
- ☒ Does this conform to high standards?
- ☒ Are others doing their part? Whose responsibility is this?
- ☒ What are the details? I'd like to know/share them from the beginning.
- ☒ Are we completing one thing before moving on to the next?

Golds keep meticulous notes and records to preserve the integrity of ideas. They provide great team loyalty, continuity, respect for authority, and may ask for information about role clarification. They help to build a strong team culture, uphold traditions and provide dependable follow-through to completion.

# Greens on Your Team

## Questions Greens May Ask Themselves or Others...

**Greens** are motivated by projects that increase knowledge and competence. They enjoy control over their own direction and seek intellectually interesting work.

Future focused, Greens may pay less attention to past or current experiences and concentrate instead on patterns and possibilities. They have a tendency to be more interested in ideas, theories, and strategy than in planning out all the details.

- ▶ What is the full logic behind this idea and where is all the data?
- ▶ Can I help solve problems?
- ▶ Do people know the depth of my expertise?
- ▶ Will I look competent?
- ▶ Are my team members competent? What is my proof?
- ▶ What is the big picture...the purpose or desired result of the project?
- ▶ What is the long-term value of this project?
- ▶ Are there important ideas to explore here?
- ▶ Is there enough intellectual challenge for me?
- ▶ What have personal feelings got to do with this?
- ▶ What are the flaws or possible pitfalls of this strategy?
- ▶ Let's debate potential approaches and view this from several angles.

Greens like to think before responding. They tend to be pragmatic and don't get distracted by relationships and emotional pleas. They are able to produce logistical parameters and avoid double effort. They deliver quality, well thought-out solutions and enjoy the intrinsic satisfaction of a job well done.

# Oranges on Your Team

## Questions Oranges May Ask Themselves or Others...

**Oranges** are motivated by action and excitement. They derive joy from seeing the direct tangible results from what they do.

Now focused, Oranges operate in the moment and like to get to the point quickly and keep moving from there. Able to see current problems in an instant, they want to find the most expedient solution and implement it immediately.

- ★ Is this topic/project exciting, fun or appealing?
- ★ Is there something new to try out?
- ★ What are our options?
- ★ Are there other people participating and how can I involve them?
- ★ What's the bottom line? Can we cut to the chase?
- ★ Okay, fine, what's next?
- ★ Can we compete in some way?
- ★ What else is going on that's interesting?
- ★ How does this relate or pertain to me? What can I do?
- ★ What are the opportunities here?
- ★ How can we keep things moving quickly?
- ★ What kind of action can we take right now? What can be delegated elsewhere?

Oranges are playful, like to be involved and have a tendency to share their ideas the minute they hit their brain. They are quick decision makers and because they like to leave their options open, they may also may change their minds frequently as well. With their entertaining manner and gusto, they can make even the mundane seem like a fun adventure.