Personality Color-Coding at Work

This is a simple personality assessment for the workplace. Score yourself honestly, the value isn't in the label, it's in the conversation it starts with the people around you.

Instructions. Below are 15 rows of four words each. Read across each row and score the words from **1** (least like you) to **4** (most like you). Each row should contain one of each: a 1, a 2, a 3, and a 4. Then total each column at the bottom.

Your highest column score is your primary color, or "brightest color." Your lowest is the color that is least like you. Most of us live in two of the four.

BLUE		GOLD		GREEN		ORANGE	
Real		Loyal		Flexible		Active	
Agreeable		Traditional		Resourceful		Spontaneous	
Caring		Responsible		Capable		Daring	
Unique		Practical		Curious		Impactful	
Affectionate		Dependable		Conceptual		Impatient	
Open		Sensible		Knowledgeable		Competitive	
Devoted		Parental		Theoretical		Realistic	
Sensitive		Reasonable		Questioning		Open-minded	
Poetic		Organized		Creative		Adventuresome	
Tender		Concerned		Determined		Opportunistic	
Many ideas		Methodical		Complex		Impulsive	
Dramatic		Cooperative		Calm		Fun	
Energetic		Orderly		Thinking		Exciting	
Sympathetic		Conventional		Principles		Courageous	
Warm		Caring		Rational		Skillful	
BLUE TOTAL		**GOLD TOTAL**		**GREEN TOTAL**		**ORANGE TOTAL**	

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What Each Color Means

A quick read of what motivates each color at work, in relationships, and as kids. Use it to interpret your own results, and to recognize the patterns in the people around you.

BLUE

I am

Warm · Compassionate · Communicative · Feeling

"I want to find ways to make my life count."

AT WORK

I have a strong desire to help others. I often work in the arts, in communications, in education, or in the helping professions. I am good at motivating others.

IN LOVE

I seek warm and close relationships. I am a true romantic. I believe in perfect love that lasts forever. I enjoy the symbols of romance, and I cherish the small gestures of love.

IN CHILDHOOD

I was extremely imaginative. I reacted with great sensitivity to discord or rejection. I sought recognition. I responded to encouragement rather than to competition.

GOLD

I am

Responsible · Helpful · Sensible · Dependable

"I value home, family, and traditions."

AT WORK

I provide stability and maintain organization. My ability to handle details and to work hard makes me the backbone of many organizations. I believe work comes before play, and I work overtime to complete the job.

IN LOVE

I am serious. I tend to have traditional views of both love and marriage. I want a mate who can work alongside me to build a secure, predictable life together. I demonstrate love through practical acts.

IN CHILDHOOD

I wanted to follow the rules of the school. I understood and respected authority. I was comfortable with academic routine. Of all types of children, I adapted most easily to the educational system.

GREEN

I am

Curious · Logical · Inventive · Conceptual

"I need freedom to pursue knowledge and understanding."

AT WORK

I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge. I like to explore ideas and develop models. Once I have perfected an idea, I prefer to move on and leave it to be maintained by others.

IN LOVE

I let my head rule my heart. I dislike repetition. It is difficult for me to always express feelings – once I state them, I believe they are obvious. I want to establish a relationship and then turn my energies back to my career.

IN CHILDHOOD

I acted older than my years. I focused on my greatest interests. I achieved in subjects that were mentally stimulating. I was impatient with routine. I questioned authority and had to respect teachers before I could learn from them.

ORANGE

I am

Adventuresome · Competitive · Skillful · Spontaneous

"I need to be free to act on a moment's notice, to use my skills, and have fun."

AT WORK

I am bored and restless with routine jobs. I am satisfied in careers that give me independence and freedom. I love tools – I see them as an extension of myself. I am a natural performer.

IN LOVE

I seek a relationship with shared interests. I like to explore new ways to energize the relationship. I need to be bold. I thrive on physical contact and enjoy buying gifts that bring pleasure to my loved ones.

IN CHILDHOOD

Of all the types of children, I was the most difficult to fit into academic routine. I learned by doing and experiencing, rather than listening and reading. I was motivated by my own competitive nature and sense of fun.

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How to Work with Each Color

Adapt your style to the person in front of you. None of this is about being someone you're not, it's about meeting people where they actually live.

FOR BLUES

- Make eye contact, but look away periodically.
- Speak at a moderate pace and with a softer voice.
- Avoid a harsh tone or harsh language.
- Ask them for their ideas and opinions.
- Do not try to counter their ideas with logic alone.
- Encourage them to express doubts or concerns.
- Avoid putting excess pressure on them to decide.
- Mutually agree on all goals, action plans, and dates.

FOR GOLDS

- Look and act professional at all times.
- Stick to the business at hand.
- Maintain direct eye contact.
- Handle their concern in an orderly fashion, no meandering.
- Let them know the procedure up front.
- Use time-saving, user-friendly ways of dealing with them.
- Let them lead the conversation and direct you.
- Show how your approach has little risk.

FOR GREENS

- Emphasize the rational, objective aspects of what you're discussing.
- Give them details of the process involved in policies and actions.
- Be more formal in your speech and manners.
- Present ideas with pros and cons, as well as options.
- Do not overstate the benefits of something.
- Follow up in writing.
- Be on time and keep it brief.

FOR ORANGES

- Shorten the process whenever possible.
- Make direct eye contact.
- Speak at a fast pace.
- Get down to business quickly.
- Arrive on time and do not linger.
- Be clear, specific, and brief. Do not over, explain or ramble.
- Use humor.
- Recognize them and call them by name.

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