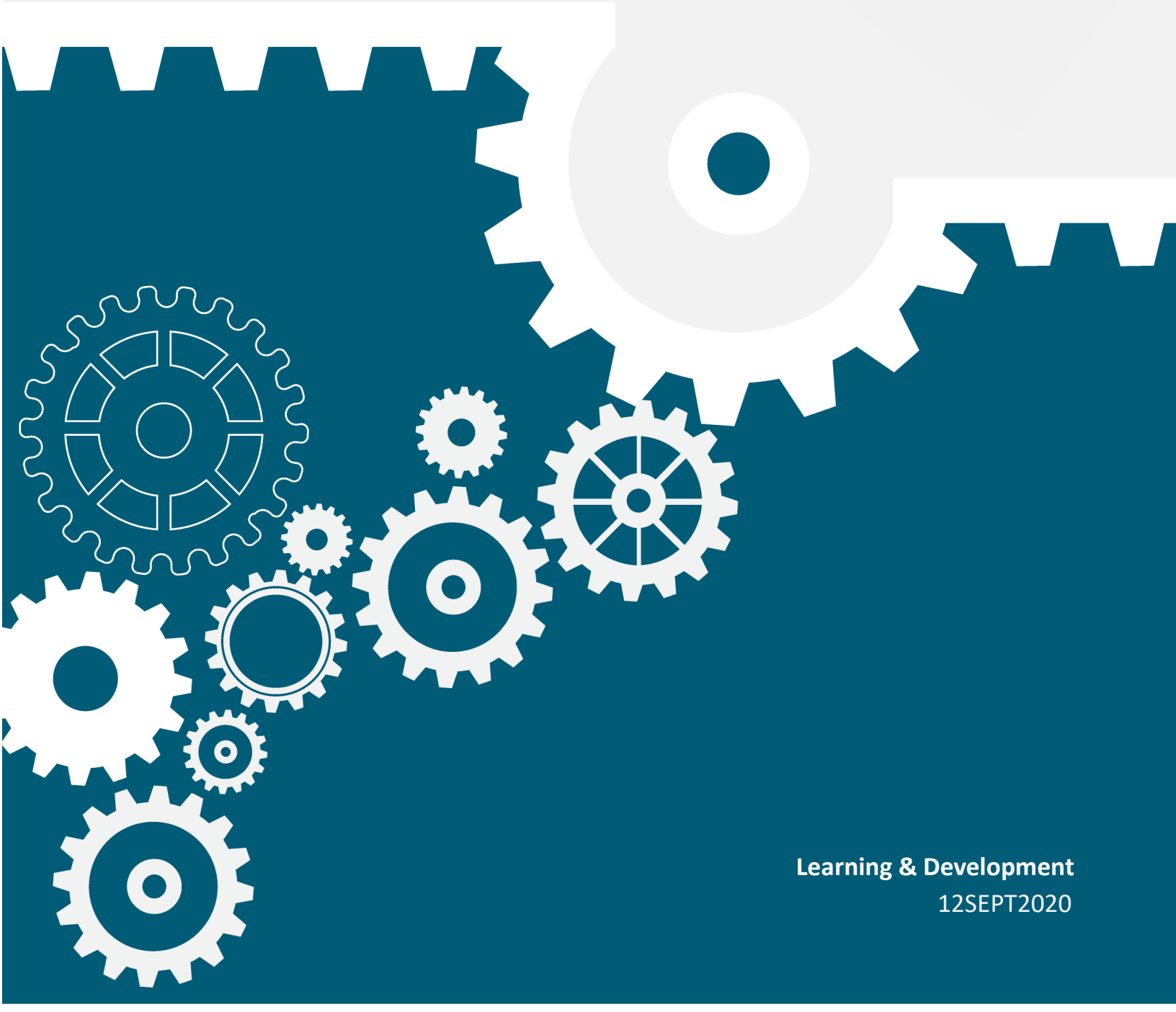


GEAR UP!

COMMUNICATION COLORS



Participant Guide



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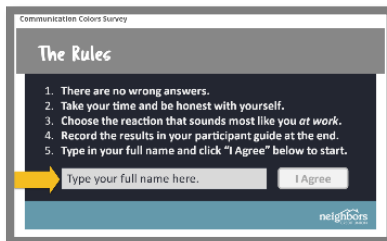
START HERE

1. Navigate to www.davidkolmer.com under “Portfolio”, and launch “Communication Colors Survey”.



2. Type your full name on the 3rd slide titled “The Rules”.

- Preferably your name as it appears in ADP, as this will be tracked by Learning and Development based on the name you enter.



3. Answer the 20 questions honestly. There are no wrong answers.
 - A strong team has all four communication styles present.
4. Record the 4 percentages on the next page.



COMMUNICATION COLORS



NAME: _____

DATE: _____

RECORD YOUR %

Record the percentages of each of your communication styles below.

%

ORANGE - ACTION



%

BLUE - EMOTION



%

GREEN - ANALYTIC



%

GOLD - PUNCTUAL



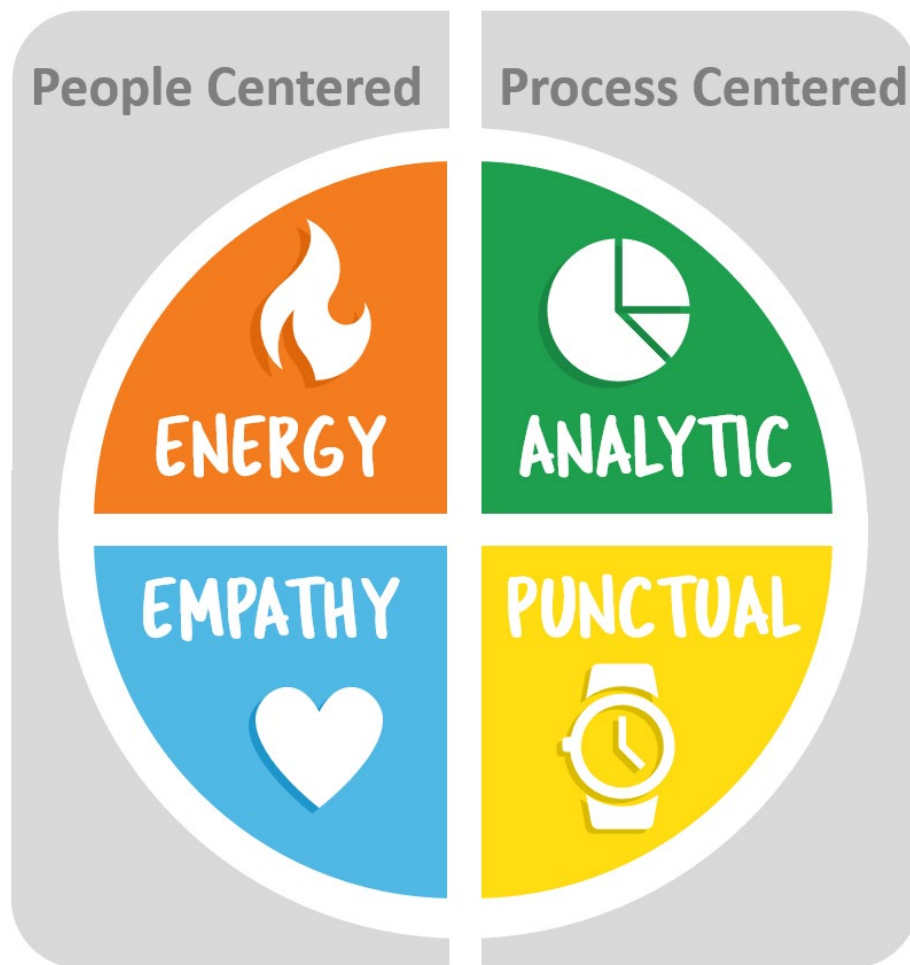
Be sure to identify your top two ranking colors. If it helps, circle to two top colors now.

Your top two colors fully define your communication style. The highest score is the primary color, and this drives your communication style. The second highest score is the secondary and it influences the primary color. Read the information for those two colors in this participant guide.





THE COLOR MATRIX



YOUR OPPOSITE

This matrix identifies the communication color categories, but it also defines their opposites.

- An **Empathetic Blue** and an **Analytical Green** will often have a challenge communicating.
- In the same way, an **Energetic Orange** and a **Punctual Gold** might have difficulty understanding each other's motivation.





CONSIDER THIS

Remember not one color is better than the other and it is a combination of colors that are needed to make a strong team. There is no real way to fully quantify a person's style or personality. Your primary color does not lock you into a concrete category. However, this base generalization does give us a strong starting point to discuss who we are and how we tend to communicate most of the time.

This information can be helpful when you are having difficulty communicating with someone. The goal is to be able to adjust our approach based on who we are speaking with and move toward a score that is more in the center of the color matrix (on the previous page).



PEOPLE OR RELATIONSHIP DRIVEN

Oranges and **Blues** are driven by people and relationships. They tend to have a knack for working with others and are described as a “people person”. If *both* your primary *and* secondary colors are **Orange and Blue**, then you are exceptionally driven by people and relationships.



PROCESS OR TASK DRIVEN

Greens and **Gold**s are driven by processes and tasks. They tend to have a knack for working with technology and or data and are often described as “tech people”. If *both* your primary *and* secondary colors are **Green and Gold**, then you are exceptionally driven by processes and completing tasks.

WHAT IF I HAD A TIE?

If you had a Tie- a mix of communication styles. This is a very good thing. Depending on the situation you probably have a skill to communicate easily with an action-oriented **Orange**, data-driven **Green**, emotionally available **Blue**, or a rule-keeping **Gold**. * Pay attention to your lowest ranking score, as that is your blind spot.





ORANGE- ACTION

Oranges tend to be action-oriented and are comfortable taking risks. You probably also tend to be competitive and seek out adventures with opportunities to push the boundaries. You value living in the moment and being adaptable.

PERCEIVED AS BEING

Others describe you as energetic, spontaneous and charming. You are motivated to get started on a project as soon as possible. If somebody needs something to get done quickly with little or no direction, they think of you.

You are perceived as being spontaneous and easily distracted. It would not hurt to practice taking a pause before moving into action. You can easily fall into the trap of being reactive instead of proactive.

WORKS EASILY WITH

Oranges work very well with other people-oriented types, namely the **Blues**. The color type you will find the most challenging to work with is the color that you scored the lowest in. This is often the **Gold** because that type is very focused on structure and following rules. **Greens** can be a challenge for you because they very focused on using analytics and data to make decisions and find it difficult to just “roll with it”.

POPULAR **ORANGE** PERSONALITIES

Jimmy Fallon, Michelangelo (Ninja Turtle), Dory (Finding Nemo),
Whoopi Goldberg, Ellen DeGeneres, Agent J (Men in Black), Jennifer Lopez,
John F. Kennedy, Captain Jack Sparrow, Iron Man (Marvel) Shaggy (Scooby-Doo).





BLUE – EMPATHY

Blues tend to be very social people. You value relationships and harmony. Genuine kindness, sincerity, and compassion are important to you. You enjoy opportunities to collaborate and any opportunity to develop a connection.

PERCEIVED AS BEING

Others describe you as empathetic, compassionate and cooperative. You have a knack for reading other people's emotional states and find it easier than some to know what to say in challenging social situations. You value harmony and are willing to sacrifice your own preference

It would not hurt to practice identifying when your emotions are taking over your decision making. You can be perceived as being overly emotional or someone who is not in control of their emotions.

WORKS EASILY WITH

Blues work very well with other people-oriented types, namely the **Oranges**. The color type you will find the most challenging to work with is the color that you scored the lowest in. This is often the **Greens** because that type is very focused on analytics and data and they tend to be less emotionally available. **Gold** can be a challenge for you because they are very focused on the process of getting things done correctly and often overlook other people's feelings.

POPULAR BLUE PERSONALITIES

Rue (Hunger Games), Daphne (Scooby-Doo), Nelson Mandela, Oprah Winfrey, Tom Hanks, Leonardo (Ninja Turtle), Fred Rogers (Mr. Rogers), Buddy Hobbs (Elf), Donkey (Shrek), Abraham Lincoln, Mahatma Gandhi.





GREEN – ANALYTIC

Greens tend to find innovative thinking and problem solving exciting. If you're a Green, you tend to be able to see the big picture and can effectively analyze most situations. Thinking outside the box is a real strength for you.

PERCEIVED AS BEING

Others describe you as observant, logical and a big-picture thinker.

You don't always show it, but you probably have an extreme need to be right. When you have a decision to make you run as many possible scenarios as you can in your head to get a better understanding.

Sometimes your actions are perceived as being unemotional, aloof, disengaged and or a "know-it-all".

WORKS EASILY WITH

Greens work very well with other process-driven types, namely the **Golds**. The color type you will find the most challenging to work with is the color that you scored the lowest in. This is often the **Blues** because that type is very focused on their emotional side. They use their feelings, not data, to make decisions. **Oranges** can be a challenge for you because they are quick to act, and you often think they don't spend enough time planning their big decisions.

POPULAR GREEN PERSONALITIES

Velma (Scooby-Doo), Donatello (Ninja Turtle), Lisa Simpson, Socrates, Hermione (Harry Potter), Shrek, Kathleen Zellner, Elon Musk, Marie Curie, Nikola Tesla, Galileo, Benjamin Franklin, Stephen Hawking.





GOLD – PUNCTUAL

Golds tend to prefer structure and organization. If you're a Gold, then order, rules, respect, and dependability are important to you. Your idea of success is directly linked to setting action items and completing them. Time management and being on time, in general, is a key part of your lifestyle.

PERCEIVED AS BEING

You like getting things done. When it comes to being a taskmaster, you take the cake. People come to you when they need something done on time in a systematic or logical way.

Because of this drive for checking things off your list, you can be perceived as overly structured or even rigid.

WORKS EASILY WITH

Golds work very well with other process-driven types, namely the **Green**s.

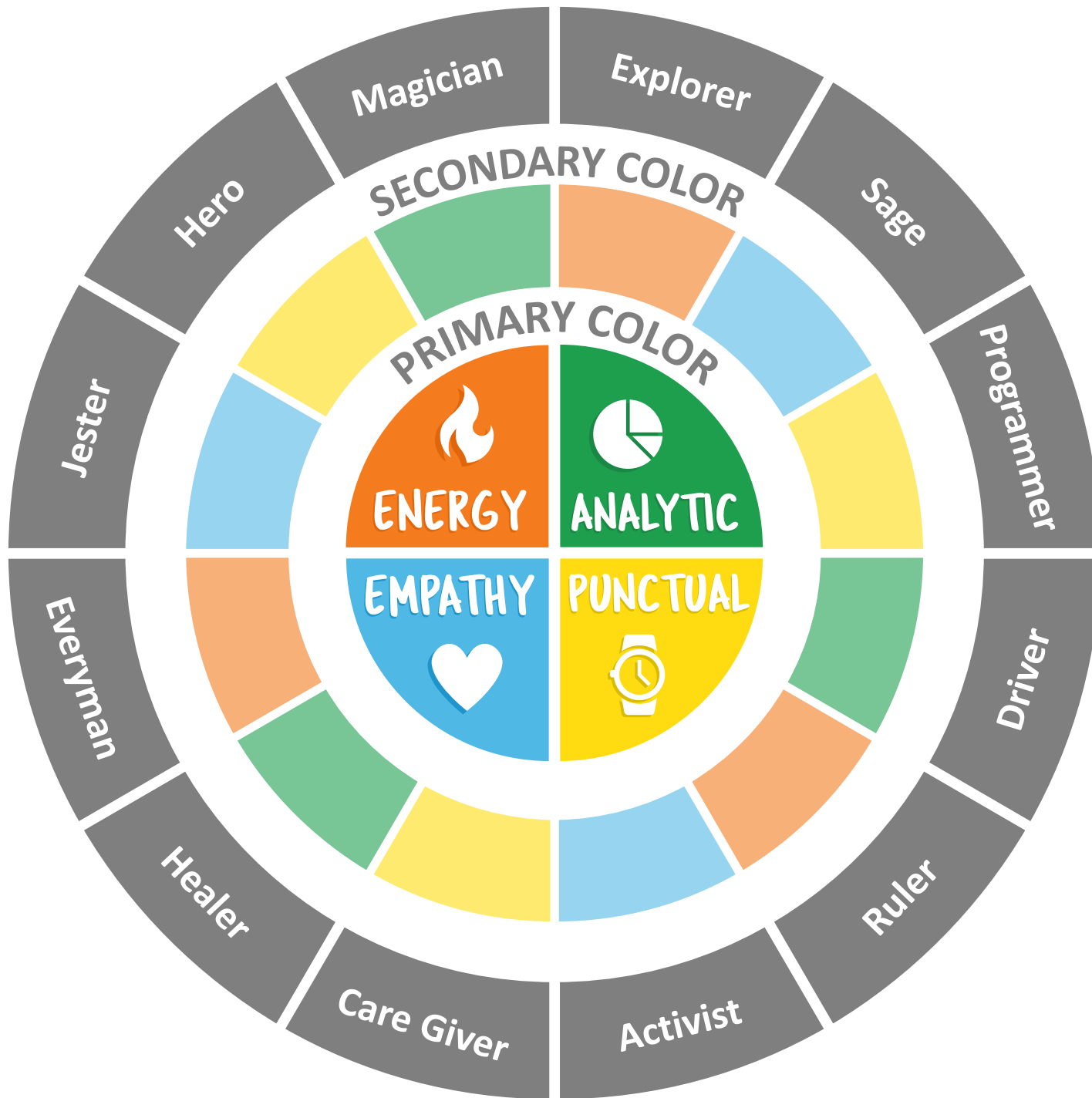
The color type you will find the most challenging to work with is the color that you scored the lowest in. This is often **Orange** because although they *are* quick to act, you often think they don't spend enough time planning their big decisions. From your perspective **Oranges** just seem unorganized.





Blues can also be a challenge for you because that type is very focused on their emotional side and tend to use analytics and data to make decisions.

POPULAR **GOLD** PERSONALITIES

Storm (X-Men), Elastigirl (The Incredibles), Marge Simpson, Fred (Scooby-Doo), Katniss Everdeen (Hunger Games), Monica Geller (Friends), C3PO (Star Wars), Alex Foley (Beverly Hills Cop), Forrest Gump, Mother Teresa, Batman.





		STRENGTHS	PRIORITIES	STRESS	I CAN BE	I COMMUNICATE	YOU SHOULD
PEOPLE CENTERED	 ORANGE	Resourceful Acts urgently Results oriented Takes risks	Flexibility Practicality Decisiveness Adventure	Impulsive Belligerent Angry Abrupt	Decisive to Impulsive Funny to Insensitive Stylish to Inappropriate Motivating to Pushy	With confidence Loudly In a casual manner With brevity	Challenge me Give me an audience Lighten up Use sound bites
	 BLUE	Inspirational Nurturing People Oriented Peace maker	Perceptiveness Collaboration Harmony Optimism	Emotional Withdrawn Neglectful Depressed	Sociable to Too talkative Good listener to Nosy Genuine to Over-emotional Concerned to Smothering	In personal terms In a friendly manner To be helpful Emotionally	Show you care Be congruent Include me Listen for feelings
PROCESS CENTERED	 GREEN	Sees big picture Abstract Analytical Innovative	Logical Privacy Knowledge Systematic	Cynical Reserved Perfectionist Indecisive	Analytical to Aloof Observant to Critical Rational to Unemotional Thinker to Know-it-all	Logically I think first Big picture Theoretically	Be informed Give me time Paint the big picture Debate me, it's fun!
	 GOLD	Organized Attention to detail Follows direction Accountable	Dependability Loyalty Organization Trustworthiness	Self-righteous Controlling Complaining Bullying	Consistent to Inflexible Responsible to Controlling Stable to Narrow-minded Resolute to Stubborn	In writing Purposefully Detail oriented Task focused	Outline priorities Be specific Plan ahead Stay on point
		STRENGTHS	PRIORITIES	STRESS	I CAN BE	I COMMUNICATE	YOU SHOULD