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PD
in Action[®]

Your Personality Dimensions[®] Profile Report identifies which of the four different personality temperaments, or colours, best describes you – your personal colour spectrum – based on your responses to the assessment. It gives you a better understanding of yourself, your strengths, values and needs and how you perceive the world. Key information on each of the other temperaments will help you gain a greater understanding of those whose colour is different from your own.

Use this report as a reference to help you put your Personality Dimensions into action at work, at home, with friends and in your community – in all aspects of your life.

Use Personality Dimensions[®] to:

- P**rovide a basis for understanding
- E**xpress yourself appropriately
- R**espect individual differences
- S**ucceed with style!
- O**rganize efficient teams
- N**egotiate more effectively
- A**ppreciate yourself and others
- L**earn to improve communications
- I**dentify potential problems early
- T**ake steps to avoid or defuse problems
- Y**ield higher productivity
- D**elegate tasks appropriately
- I**nteract with others more effectively
- M**anage others more efficiently
- E**levate morale and enthusiasm
- N**ourish interpersonal relationships
- S**upport and encourage others
- I**nfluence others positively
- O**ptimize team performance
- N**arrow gaps and differences
- S**ucceed with style and ease!!

| |  Inquiring Green |  Organized Gold |  Authentic Blue |  Resourceful Orange |
|-------------------------------------|---|---|--|--|
| Picture Cards | 2 | 1 | 4 | 3 |
| Life Values | 3 | 1 | 4 | 2 |
| At Work | 1 | 2 | 4 | 3 |
| In Relationships | 4 | 3 | 1 | 2 |
| In Communications | 1 | 3 | 2 | 4 |
| In Conflict | 2 | 1 | 3 | 4 |
| Traits & Characteristics | 1 | 2 | 3 | 4 |
| FINAL SCORE | 14 | 13 | 21 | 22 |

Your highest score is your preferred style, your lowest score is your least preferred style.

| | | | |
|---|---|--|--|
| My Preferred Style Resourceful Orange | My Secondary Style Authentic Blue | My Third Style Inquiring Green | My Shadow / Least Preferred Style Organized Gold |
|---|---|--|--|

Extraversion  Introversion

Resourceful Orange

Core Needs: Freedom, Activity & Variety

Characteristics

seeks change and variety
independent and competitive
seeks new ways to do things
eager to try new things

action-oriented doers
extremely generous
takes initiative
open and non-judgemental

makes quick decisions
quick witted and funny
realistic, practical risk-taker

Functional Skills

producing results
negotiating and improvising
responding to emergencies
jack-of-all-trades

leading, motivating others
public speaking and presenting
fixing mistakes

selling and persuading
creating and designing
managing multiple projects

Strengths

flexible, adaptable, resilient
determination and drive
appreciates and gets quick results
natural instinct for opportunity
seeks and appreciates harmony

troubleshooting and problem-solving
decisive & quick to act, thinks well on the spot
excellent in crisis situations
sees facts and realities
optimistic, ethical, honest, and sincere

clear, direct communicator
expedites and makes things happen
endurance and stamina
easy-going and entertaining
concerned for others

Potential Weaknesses

impatient with theory and semantics
bend/break rules to get things done
may be lax with detail

may be pushy in seeking a decision
little interest in abstract material
may not follow through

may be confrontational and impulsive
may act too quickly, miss the big picture

Resourceful Orange Team Members

Needs

independence and control of self
opportunity to create and perform
freedom of expression and control

freedom to act quickly
recognition for skill and performance

results and immediate feedback
challenge and variety

Gaining Their Cooperation

assign critical and challenging tasks
appeal to their love of competition
let them have fun with the job

give them leadership or hands-on tasks
limit controls, details and supervision

give them a variety of tasks
don't tell them "how" to do it

Likes

taking risks and testing limits
being in charge (of, at least, self)
completing tasks quickly

dealing with problems/crises
learning by experience
multi-tasking (more productive)

"putting out fires"
competition and contests

Problems Caused By

feeling used or unappreciated
too much unnecessary structure
lack of positive recognition

rule-bound environment
long meetings and excessive paperwork
theoretical or abstract material

rigidly enforced procedures
unclear, manipulative communication

Rewarding the Resourceful Orange Team Member

give concrete rewards – money, plaques, time off, etc.
give immediate positive and specific feedback on their performance
acknowledge their flexibility, adaptability, energy and endurance

compliment their ingenious approach to problem-solving
recognize their ability to cope and react well in crisis situations

Authentic Blue

Core Needs: Relationships & Self Actualization



AUTHENTIC BLUE

Characteristics

people-oriented
creates cohesive environment
supportive, empathetic, inspirational
ethical, honest, and sincere

relates well to others
enthusiastic and stimulating
expressive and animated
concerned for others

makes a favourable impression
sensitive to the needs of others
seeks and appreciates harmony
optimistic

Functional Skills

motivating, persuading and leading
care-taker of group process
synthesizing and maintaining harmony
mediating conflicts

public speaking and presenting
recruiting and training
acting as a catalyst
quick to praise and encourage

counselling, guiding, and mentoring
listening and communicating
creativity and aesthetic taste
flexible approach to reaching goals

Strengths

ability to persuade and cooperate
creative thinker
facilitates personal & organizational growth
expresses thoughts and feelings
inspires and motivates others

communicates empathy
dedicated to people issues
natural team builders/players
good intuition and imagination

quick to offer praise and support
mediates and resolves conflict
sees/promotes potential in others
fosters harmony

Potential Weaknesses

goal-setting and time management
may avoid confronting problems
slow to make decisions and act

too caught up in process
may create dependencies in an attempt to be helpful
may be too compliant

sensitive to criticism and conflict
can't say no; takes on too much
may show favouritism

Authentic Blue Team Members

Needs

interaction with others
unconditional support
validation of personal worth

freedom from control and detail
encouragement and reassurance
attention, acceptance, appreciation

approval and public recognition
understanding and popularity

Gaining Their Cooperation

create a relaxed people-centered environment
recognize feelings as valid
ask their help in resolving team conflicts

encourage cooperation/fairness
show interest in them as a person

encourage/support creativity
argue opinion and feelings, not just facts

Likes

meeting new people
self help and personal growth
personal validation

honesty and harmony
influencing/entertaining others
observe and "read" people

inspirational quotes and speeches
using imagination and creativity
changing to meet others' needs

Problems Caused By

too much specific data to remember
blunt/dishonest communication
perceived disregard for people issues

too many simultaneous projects
put downs and discouraging comments
dishonesty and unethical behaviour

lack of personal recognition
unrealistic expectations

Rewarding the Authentic Blue Team Member

provide opportunity for professional development in human relations
compliment them in public or send a little note
praise their imagination, creativity, participation and cooperation

acknowledge their uniqueness, people skills, and ability to motivate
recognize their contribution to a harmonious environment
demonstrate understanding/appreciation of their feelings/ideas

Inquiring Green

Core Needs: Knowledge & Competence



Characteristics

logical and rational
analytical and systematic
emotionally self-controlled
needs independence

quality conscious
investigative and inquisitive
strategic thinker
requires private time

improvement oriented
seeks the big picture
innovative and ingenious
sets high expectations & standards

Functional Skills

visualizing and creating
observing and diagnosing
getting to the core of complexity

analyzing and problem-solving
conceptualizing and reasoning

researching and developing
planning and organizing

Strengths

determination
absorbing and storing knowledge
drawing insightful conclusions
big picture perspective
gathering data and information

conceptual skills
clarity of thought and precise language
analytical ability
contributing optimum effort

global and strategic thinking
seeking comprehensive information
establishing standards
systematic and logical approach

Potential Weaknesses

explaining detailed information
information overload
can be impatient and arrogant

insensitivity to the feelings of others
lack of understanding toward emotional arguments
analysis paralysis

lack of follow-through
lack of concentration if disinterested
argumentative

Inquiring Green Team Members

Needs

knowledge and competence
precision and accuracy
quiet time to think and process information

intellectual stimulation
freedom to ask "why?"

clear quality standards
personal autonomy

Gaining Their Cooperation

encourage/validate their ideas
argue facts, not feelings
communicate the big picture

assign critical and challenging tasks
provide space and time for research/work
ask for their input at the initial stages

use policies as guideline when possible
provide rationale for decisions

Likes

exploring the unknown
improving quality/effectiveness
solving complex problems

discovering new possibilities
creating strategies
explaining complexity

designing conceptual models
acknowledgement from colleagues
lots of data and information

Problems Caused By

lack of independence
emotional displays by others
having ideas summarily dismissed

incompetence
hasty decisions without enough info
perceived negative criticism

boredom
being kept on a need-to-know basis
being forced to speak before thinking it through

Rewarding the Inquiring Green Team Member

provide opportunity for professional development
compliment their creativity and ingenuity
recognize their accuracy and the quality of their work

listen to their ideas and innovations
be open and receptive to their observations and opinions

Organized Gold

Core Needs: Belonging Through Duty & Responsibility

Characteristics

organized and orderly
dependable and reliable
service-oriented
strong belief in policy & procedure

maintains traditions
loyal to organizational goals
helpful and trustworthy
respects authority and rules

responsible and practical
always prepared
completes tasks on time
patient and cooperative

Functional Skills

planning and organizing
following directions
budgeting and computing
helping and implementing

handling details
collecting and classifying data
budgeting and computing
good informational listener

supervising and coordinating
setting up and following procedures
managing and monitoring

Strengths

dependability and stick-to-itiveness
focuses on productivity
stabilizer to the organization
cooperative and willing to help out
weighs consequences before acting

seeks closure and follows through
attention and concern for detail
honours time-lines
good quality and quantity of work
possesses common sense

strong sense of right and wrong
organization and planning skills
provides and maintains order
caretaker of group maintenance

Potential Weaknesses

guardedness and lack of vision
unforgiving once trust is broken
too hard on self and others

narrow focus
rigid and resistant to change

righteousness, my way or no way
sometimes pessimistic or negative

Organized Gold Team Members

Needs

security, stability, order and a plan
time to complete tasks
sense of belonging

rules, standards, and procedures
details of specific requirements
to feel needed and useful

consistency, accuracy, productivity
recognition of efforts and job done
to see things through to the end; closure

Gaining Their Cooperation

be organized and punctual
have viable options if things go wrong
provide adequate resources to do the job

keep expectations/procedures clear
make requests explicit
have agenda and maintain schedules

give rationale for change; don't rush it
keep promises and commitments

Likes

sense of order and structure
serving and enjoying time with others
stabilizing/structuring the process

satisfaction from a job well done
being prepared and efficient

responsible and practical
tangible rewards

Problems Caused By

confusion re: roles/responsibilities
unclear or changing rules
frequent disruptive interruptions

disorganized work place
unplanned/unanticipated change
vague lines of authority

lack of time or changing time-lines
too many priority tasks at once

Rewarding the Organized Gold Team Member

compliment them on the quality and quantity of their work
reward their loyalty, efficiency and dependability
recognize their value to the team or organization (belonging)

let them know how much they are appreciated
value their organized style
give concrete rewards – money, plaques, cards, etc.

Introversion/Extraversion

An element of personality theory that is not actually a part of temperament theory, but is critically important to understanding ourselves and others, is the preference for Introversion or Extraversion. This preference affects all four temperament styles so it is important that we are aware of this element and make allowances for it in our interpersonal communications. Following is a brief explanation of Introversion and Extraversion.

In common terms, Introversion might be described as shy or reserved and Extraversion as outgoing or gregarious. However, Jung (1923) and Myers-Briggs (1960) used these terms to describe how individuals are energized. Extraverts seek stimulation from outside themselves and tend to direct their energies outward in action. Therefore, when extraverts spend the day working with others, they tend to be pumped up. When they spend hours working on their own in quiet reflective work or planning, they may be quite tired by the end of the day.

Introverts are just the opposite. Introverts seek stimulation from within and direct their energies inward in reflection. They can work just as effectively with others all day long, but when they go home, they may be exhausted and will want quiet time to rejuvenate. If Introverts spend all day working on individual tasks with very few interruptions, they tend to go home energized.

Introverts do their best thinking, learning, and decision-making through quiet reflection and individual study. Extraverts are at their best when discussing and sharing ideas with others. Extraverts find brainstorming effective in getting their creative juices flowing, whereas Introverts may find it intrusive and confusing because it does not allow them time to process the information internally. Extraverts will often think out loud and will sometimes surprise even themselves with the things they say. They can have a real “aha” experience, or they can “put their foot in their mouth,” by speaking as they think. Introverts always think things through before sharing their thoughts, so “foot in mouth” is rarely a problem for them. However, their internal processing time can sometimes be misread by others as disinterest or disagreement with what is going on. Sometimes Introverts will choose not to share their thoughts with others.

These definitions of Introversion and Extraversion are not the same as those in common usage. Unlike commonly held beliefs, Introverts can be very good at interacting with others, as well as very warm and outgoing. By the same token, Extraverts can sometimes be more reserved on first meeting. We know from discussion and observation that there are Reserved and Outgoing Introverts and Reserved and Outgoing Extraverts. What significance, therefore, does this knowledge have for people learning about Personality Dimensions®?

Personality Dimensions® teaches about the four temperament types, but to be truly effective in understanding and communicating with others, you also need to be aware of Introversion and Extraversion. You need to realize that what the Extravert says out loud is not necessarily his/her final decision. They are just throwing it out there as it comes to mind. You also need to recognize that Introverts, when quiet and non-communicative, are not necessarily disinterested.... they may simply be taking in and processing what they are hearing. Give them some time and then ask for their input, then be prepared to be surprised at their insights.

Important Tips to Remember

We're All Plaid

You do this tool a grave injustice if you use the information you learned here to stereotype or label others. Remember, we can and do function from all perspectives, but some require less effort and will feel more comfortable than others and this is different for each person.

Differences Are Desirable

THIS IS JUST A TOOL!

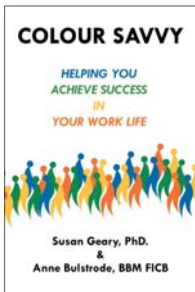
- It cannot and does not** explain all human behaviour.
- Use it** when it is helpful for understanding yourself and others.
- Use it** for improving your communication with others.
- Use it** for motivating and gaining cooperation from others.
- Set it aside** when it is not helpful.

Keep the conversation going...

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Grow Your Personality Dimensions®

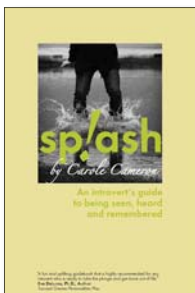


Colour Savvy - Helping You Achieve Success in Your Work Life

By: Susan Geary Ph.D. & Anne Bulstrode, BBM FCB

How can you succeed and thrive in the challenging work world that exists today? One way is by understanding yourself and those around so you can maximize your success in the workplace. This easy to read book will help you gain further insight into the four Personality Dimensions®. This knowledge will help you appreciate others, interact with them more effectively, and achieve your work related goals. **Colour Savvy** could change your life!

\$21.95 ISBN# 978-1-89-442249-9

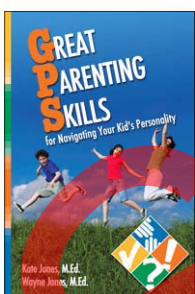


Splash! - An Introvert's Guide to Being Seen, Heard & Remembered

By: Carole Cameron

Splash! is a slightly irreverent look at Introversion, with a very practical goal. It will help you reach the personal and professional success you dream of. Tired of missing out on opportunities, recognition or relationships? **Splash!** is a "Boot Camp for Introverts" who want to get more things out of life, while remaining true to your nature. **Splash!** is based on input from real-life Introverts: clients and workshop participants, as well as exhaustive research. It's a hands-on exploration of what you want, what's getting in your way and practical strategies for forming new habits and attitudes.

\$17.95 ISBN# 978-1-89-442250-5



Great Parenting Skills for Navigating Your Kid's Personality

By: Kate Jones, M.Ed. & Wayne Jones, M.Ed

Do you sometimes wonder if your child is trying to drive you crazy? Or do you sometimes ask the question, "Why can't they be more like me?" **Great Parenting Skills for Navigating Your Kid's Personality** is the product of the authors' Personality Dimensions® based parenting workshops that help parents understand better "what makes our kid tick." The book acts as a Roadmap (...or GPS!) that provides effective parenting techniques geared to your child's specific and natural way of behaving, while promoting positive self-esteem.

\$19.95 ISBN# 978-1-89-442255-0

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