PD Basics Profile Report

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PD in Action®

Your Personality Dimensions® Report talks about the personality styles, or colours, that best describe you. It is based on your answers. This report can help you to get to know yourself better. It talks about the things you do easily and what is important to you. It also reports how you see the world.

This report has information about each of the four colours. This will help you understand yourself and others around you.

Use this report to help you put your Personality Dimensions® into action at work, at home, with friends and where you live.

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My Personality DIMENSIONS®

	Inquiring Green	Organized Gold	Authentic Blue	Resourceful Orange
Picture Cards	2	1	4	3
Life Values	2	3	1	4
At Work	3	4	1	2
In Relationships	1	2	3	4
In Communications	3	2	4	1
In Conflict	4	3	2	1
Traits and Characteristics	4	3	2	1
FINAL SCORE	19	18	17	16

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About you:

Most Like You	A Lot Like You	A Bit Like You	Not Much Like You
Inquiring Green	**Organized Gold**	**Authentic Blue**	**Resourceful Orange**

Where does your energy come from?

Extraverted | Introverted

Inquiring Green



Core Needs: Knowledge & Know How

Characteristics

wants things to make sense
expects high quality
makes improvements
creates systems that work
investigates
asks questions
controls emotions
thinks of new ideas/methods
sets high standards

Likes

exploring ideas
discovering
designing models
improving quality
creating plans
solving hard problems
explaining things
lots of information

Needs

knowledge
high standards
freedom to ask "why?"
independence
thinking time
privacy

Skills

creating a mental picture
solving problems
researching and developing
observing
figuring things out
planning and organizing
understanding difficult ideas

Strengths

thinking about ideas
figuring out "how" and "why"
learning
working hard on a project
clear thinking
using exactly the right words
analyzing
understanding meanings

Potential Weaknesses

complicated explanations
loses focus if bored
doesn't worry about other's feelings
can be impatient
may not complete a boring project
gives too much information
argues (for fun, sometimes!)
dislikes emotional outbursts
too analytical

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Getting Along With Inquiring Greens

encourage their ideas
argue facts, not feelings
look at the whole situation, not the details
assign tasks that challenge them
give space and time for work
ask for their ideas first
refer to rules when questions come up

Problems Caused By

not being able to be independent
showing a lot of emotion
ideas being snubbed by others
incompetence
being forced to make quick decisions
feedback thought to be negative
being bored
being kept on a need-to-know basis
having to speak before thinking it through

Rewarding Inquiring Greens

give them opportunities to learn new skills
praise their creativity and skill
recognize how well they have done their work
listen to their ideas
be open to their thoughts and opinions

Work Environment

Inquiring Greens like to work on jobs that make them think and be creative. They prefer to work on their own without a lot of interruptions. They enjoy working in a team to solve problems and like talking about and sharing ideas with co-workers. Inquiring Greens like to be involved in a job from the start so they understand what needs to be done and why. Inquiring Greens do their best work when they are allowed to use and show their own abilities.

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Organized Gold

Core Needs: Belonging, Duty & Responsibility

Characteristics

organized and neat
plans ahead/always prepared
enjoys traditions
responsible and practical
reliable and loyal
serves others, helpful
someone to be trusted
finishes jobs on time
likes rules, respects leaders
patient, works well with others

Likes

things in order
finishing a job well
being known as part of a group
being prepared
getting things done quickly
practical rewards (e.g., money)
making things stable
creating structure

Needs

stability
a plan
details
rules
steps to follow
predictable routines
to belong
to feel needed and useful
to finish things

Skills

planning and organizing
taking care of details
supervising/managing
following directions
collecting/sorting information
doing routine work
bookkeeping/counting
getting things done/helping
listening

Strengths

dependable and stable
gets things done
meets deadlines
provides order
clear sense of right/wrong
thinks carefully before doing
produces good quality
cares about details
willing to help
works very hard

Potential Weaknesses

doesn't look at the future
narrow focus on "now"
can be stubborn
unforgiving, if trust is broken
hard to change
may seem negative/critical
expects too much from self
expects too much from others

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Getting Along With Organized Golds

be organized and on time
have a backup plan
give them what they need to get the job done
help them understand what you expect
expect
make requests clear
have a plan and keep to it
give good reasons for changing things
keep promises

Problems Caused By

vague roles and duties
unclear or changing rules
being bothered a lot while working
messy workspace
unplanned changes
not knowing who's in charge
not enough time to finish a task
doing many things at the same time

Rewarding Organized Golds

compliment them on their work
reward their loyalty and efforts
recognize their value to the team
tell them how much they are valued
welcome their organized style
give rewards like money, plaques cards, etc.

Work Environment

Organized Golds like to work where things are structured and predictable. They like to know in advance what they are going to work on, and prefer to work on one thing at a time. They have a strong work ethic which means they like to plan their work in advance so they can be sure that it is done well and on time. They work best when they understand what needs to be done. Organized Golds are happy working on their own, but also enjoy belonging to a team where everyone shares in the work to get the job done.

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Authentic Blue

Core Needs: Relationships & Becoming a Better Person

Characteristics

likes most people
understands people
shares feelings
full of energy
supportive and warm
expressive
honest
cares about other people
thinks positively

Likes

meeting new people
honesty
harmony and peace
quotes that inspire
being respected
being cared for
entertaining others
changing to meet others' needs
friendships

Needs

harmony
being with others
few details
approval from others
support without any limits
encouragement
attention
being popular
being accepted

Skills

motivating
leading
speaking and writing
mentoring and training
listening and communicating
maintaining harmony
building teams
mediating conflicts
encouraging others

Strengths

working well with others
creative thinking
sharing thoughts
showing true concern
strong instincts
seeing potential in others
commitment to helping people
helping others grow
building harmony
helping with contents

Potential Weaknesses

setting unrealistic goals
being too compliant
not using time wisely
not being able to say "no"
trying to do too much
getting too involved
being slow to decide
being too sensitive to conflict
seeing too many potential problems
showing favouritism
making people dependent (by helping them too much)

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Getting Along With Authentic Blues

make people feel welcome
allow them to show their feelings
ask for their help in resolving team conflicts
encourage people to get along
show interest in them as a person
let them be creative
argue feelings not just facts

Problems Caused By

too many things to remember
being rude or dishonest
people being ignored
too many projects at the same time
mean or unkind comments
lying and cheating
lack of praise
expecting too much of them

Rewarding Authentic Blues

give them opportunities to learn new people skills
compliment them in front of others or send a note
praise their creative ideas
value how they work with others and how they motivate them
recognize how they help people get along
value their feelings and ideas

Work Environment

Authentic Blues like to work in a place that is friendly and welcoming. They prefer to work in a group where they can share ideas. Talking about problems and reaching a decision together is important to them. Authentic Blues prefer it when the people they work with are calm and helpful. They enjoy doing a lot of different tasks that use their creativity. Authentic Blues work best in a team that values honesty and cooperation, but also work well on their own.

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Resourceful Orange



Core Needs: Freedom, Activity & Variety

Characteristics

open to anything new
looks for change
makes quick decisions
independent
competitive
very generous
funny and clever
clear and direct
realistic risk taker
does not judge other people

Likes

taking risks
adventures
fixing problems
taking care of emergencies
being the boss
learning by doing things
finishing things quickly

Needs

to be in control
to work with little supervision
freedom to decide quickly
a chance to perform
freedom to create
results
feedback
to try new things often
to have skills noticed

Skills

getting things done
leading others, being "in charge"
convincing other people
talking in front of groups
making "deals", selling
creating and designing
responding to emergencies
fixing mistakes
managing many projects

Strengths

flexible and relaxed
gets quick results
good problem solver
good in a crisis
speaks clearly
thinks quickly
can work long and hard
works well under pressure
sees opportunities
fun and entertaining

Potential Weaknesses

impatient with theory
not willing to argue about words
may not see past today
not interested in abstract ideas
not completing some jobs
not focussing on details
being "pushy"
acting too quickly
too willing to argue
may bend rules to get things done

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Getting Along With Resourceful Oranges

give challenging tasks
make tasks a competition
let them have fun with the job
give them leadership or hands-on tasks
supervise them less
give them a variety of tasks
don't tell them "how" to do it

Problems Caused By

not being valued for efforts
too much structure
lack of praise
too many rules
long meetings and a lot of paperwork
work with too much theory
strict rules
being unclear or sly

Rewarding Resourceful Oranges

give rewards like money, plaques, time off, etc.
compliment them on their efforts
praise their strength and ability to adapt
applaud their approach to problem-solving
value how well they work under pressure

Work Environment

Resourceful Oranges like to work where things get done quickly, without a lot of rules, and where conditions change to suit the job. Being able to do things their own way and at their own fast pace is really important to them. Resourceful Oranges enjoy doing a variety of tasks, often at the same time. They tend to do things at the last minute and don't like a lot of detailed instructions. Resourceful Oranges like working in a team, but also work well on their own.

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Where does your energy come from?

Personality Dimensions® teaches about four types of people. There is another important part of us which is how we get our energy. This is called being an Introvert or Extravert. There are Introverts and Extraverts in all four groups.

Often we think that Introverted means “shy” and Extraverted means “outgoing.” Instead, these words talk about how people get their energy. Introverts get their energy by having quiet time. Extraverts get their energy from keeping in touch with the people, places and things around them.

Introverts often prefer to do their thinking and planning by themselves. Extraverts enjoy talking and being part of a group. Some Introverts enjoy being with a group of people but they may need a quiet time after. Some Extraverts can be quiet and a bit shy at first, but they will become more involved once they are comfortable.

What the Extravert says out loud is not always what they decide to think or do. They are just throwing thoughts out. When Introverts are quiet and not talking they are not necessarily bored. They may simply be listening and thinking about what they are hearing. Give them some time and then ask what they think and you may be surprised.

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Important Tips to Remember



You will get the most out of Personality Dimensions®
if you use it to understand and appreciate others rather than putting them into boxes.
Everyone is a mix of all four personality styles
and has the ability to see and do things from different perspectives.
Most people have one or two stiles they are most comfortable with, but each person is different.

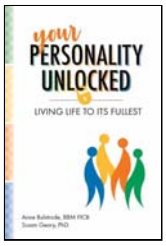
Differences Are Good

THIS IS JUST A TOOL!

It does not explain everything about people.
Use it to understand yourself and others better.
Use it to improve how you communicate.
Use it to encourage and work well with others.
Do not use it when it is not helpful.

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Grow Your Personality Dimensions®

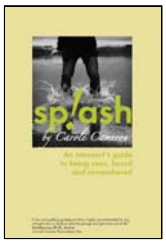


Your Personality Unlocked – Living Life to its Fullest

By: Anne Bulstrode, BBM FCIB & Susan Geary, PhD

ISBN# 978-1-89-442260-4

Discover what makes you tick and why others see the world differently. This book helps you understand yourself and those around you, making interactions smoother and relationships stronger. With each chapter, you'll gain insights into personality differences, helping you navigate life with more clarity and connection. Unlock your potential and build better relationships by seeing the world through a new lens.

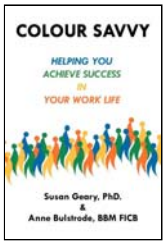


Splash! - An Introvert's Guide to Being Seen, Heard & Remembered

By: Carole Cameron

ISBN# 978-1-89-442250-5

A slightly irreverent look at Introversion with a practical twist. If you're ready to break past obstacles and create more opportunities, without changing who you are, this book is for you. Based on real experiences and research, *Splash!* is a hands-on guide to understanding what you want, what's getting in your way, and how to build new habits for personal and professional success.

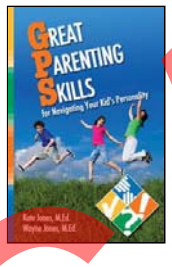


Colour Savvy - Helping You Achieve Success in Your Work Life

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

ISBN# 978-1-89-442249-9

Succeed at work by understanding yourself and those around you. This easy-to-read book explores the four Personality Dimensions®, helping you appreciate differences, communicate more effectively, and reach your career goals. With these insights, you'll navigate workplace challenges with confidence and build stronger professional relationships. *Colour Savvy* might just change your life!



Great Parenting Skills for Navigating Your Kid's Personality

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

ISBN# 978-1-89-442255-0

Ever wonder why your child sees the world so differently? This book, based on Personality Dimensions® parenting workshops, helps you understand what makes your kid tick. With practical strategies tailored to their natural personality, you'll learn how to parent more effectively while boosting their self-esteem, and yours, without losing your mind in the process!

Order from your Personality Dimensions® Certified Facilitator,

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