Personality DIMENSIONS®

Professional Report

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About this Report

An overview of the Personality Dimension® Professional Report

Your Personality Dimensions® Professional Report identifies which of the four different personality dimensions, or colours, best describes you – your personal colour spectrum – based on your responses to the assessment. When reading through this guide, keep in mind your preference for Introversion or Extraversion. Often this preference is the first thing that you will come to see in another person – and they in you. You will learn about the characteristics and work styles for each preference, along with what causes each stress, and how to thrive in the workplace.

For each personality, or colour preference, you will find information on needs and values, strengths, potential weaknesses, leader behaviour, employee behaviour, and stressors. As well you will gain valuable information on how to "read" each colour preference and how to communicate with them effectively. Pay particular attention to your preferred and secondary colour preference, as your secondary colour will have an impact on the way you present yourself. It is also valuable to read about the other two colours as it will increase your understanding of yourself, and especially, others with those preferences.

Use this report as a reference to help you put your Personality Dimensions® into action at work and in all aspects of your life.

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Results

Your results from the Personality Dimension® assessment

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November 02, 2026

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

Extraversion | Introversion

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Introversion & Extraversion

How do you get your energy?

An important element of the Personality Dimensions® system, critical for understanding ourselves and others, is our preference for Introversion or Extraversion. Introversion and Extraversion impacts all four colour preferences and play an important role in our interpersonal communications.

Most people think of an Introvert as a shy person and an Extravert as an outgoing, gregarious person. Personality theorists like Carl Jung, Isabel Myers and Katharine Briggs take a different approach and define Introversion and Extraversion as terms to describe where a person gets their energy.

Extraverts tend to seek their energy from the outside world. They thrive on being around people and interacting with them, and they direct their energy outwards in the form of action.

Introverts tend to seek their energy from within themselves. They need time alone to recharge their batteries and they direct their energy inwards in the form of reflection.





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Introverts...

- Tend to get their energy by spending some time alone.
- Prefer to think things through in their head before sharing their ideas with the larger group. They will often listen to other ideas, conversations, and reactions, taking it all in, digesting it, and then share their thoughts and ideas with the larger group. By the time they share an idea it has been given a lot of consideration -- they are not just thinking out loud.



- Learn best when they have the time for quiet reflection and are able to work through it on their own.
- May actually find that the standard brainstorming process shuts down their creative juices as it does not allow them the time they need to internally process information before building on it or reacting to it.
- Often prefer to keep their thoughts and feelings to themselves until they are totally comfortable with the people they will be sharing them with.
- Have a tendency to think through the consequences of a situation before acting.
- Preferred mode of problem solving is to have some quiet time alone to think, reflect on the situation and formulate a solution. They often become energized by this process.
- Project a sense of quiet and calmness. Their body language and tone of voice tends to be softer.
- Tend to have a small circle of people who they call true friends. These are people with whom they are comfortable and are willing to share their thoughts and feelings with.

What causes an Introvert stress at work?



Introverts tend to like things to be quieter than Extraverts. A noisy work environment can cause real stress for an Introvert.

They can find it exhausting to work with Extraverts. If an Introvert has to work in situations where they constantly have to interact with others without any downtime, this can cause them stress.

They often find it stressful when they have to initiate discussions, especially when meeting someone for the first time. They much prefer it if they can respond as opposed to being the one to start the conversation.

They can become stressed in group situations where they are not given the opportunity or space to share their ideas. They often feel they are not being heard in group situations and don't appreciate it when ideas they have shared are ignored then taken up by an Extrovert as his or her own idea.

How to thrive at work as an Introvert

Introverts will find they are happier in positions where they have the opportunity to have at least some time working on their own. This gives them much-needed recharge time. If their job does not afford them this opportunity, they should make use of lunch and break time to take some time for themselves.



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Extraverts...



- Tend to get their energy from the outside world, either by being around people and interacting with them or by being active in some way.
- Prefer to think out loud because it allows them to verbalize a thought, listen to others' reaction and fine-tune their ideas as the discussion ensues.
- Learn best when they have the opportunity to interact with others, discuss their thoughts and brainstorm new and creative ideas.
- Are comfortable expressing their thoughts and feelings in the moment.
- Have a tendency to speak or act first and then reflect on what they have said or done. In reflection, they may change or rethink their original thought or action.
- Preferred mode of problem solving is to talk it through with others. They become energized by this process.
- Project a sense of enthusiasm and energy. Their body language and tone of voice tends to be upbeat & expressive.
- Tend to have a broad circle of people who they call friends. These are people they enjoy chumming around with.
- Feel energized after a day of working with others - like their batteries are fully charged.

What causes an Extravert stress at work?



Extraverts like to work with others. If they find themselves in situations where they are isolated or working virtually alone for long periods of time, this can be stressful. They need interaction with others to keep their own energy levels up.

Most Extraverts prefer to work with other Extraverts. They can feel stressed when working in a group of Introverts because they tend to be uncomfortable with silence.

Other situations that Extraverts can find stressful include sitting through long meetings or presentations where they don't have the opportunity to interact with others, lack of action and lack of feedback.

How to thrive at work as an Extravert

Extraverts will find they are happier in positions where they have the opportunity to engage with others. They will thrive in situations where they can share their ideas, brainstorm or talk off the cuff about their thoughts. They enjoy meeting new people, networking and getting to know others. If their job does not afford them these opportunities, they should make use of lunch and break times to have this interaction with others.



As Extraverts tend to share whatever is on their mind, they need to be cautious in some circumstances. As an example, in politically charged situations they may need to be careful about what they say. If they want to engage an Introvert they should give the Introvert time to both think and respond; a pause in the conversation is not a bad thing.

Understand if an Introvert is quiet it does not mean they have nothing to say. It often means they don't feel they have been given the space to talk or perhaps they don't feel comfortable enough yet to share their ideas, thoughts, and feelings.

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If an idea is important introverts must find the space to get their ideas out. If they don't they can be underestimated in the workplace.

If they want to engage an Extravert, they must jump into the conversation, changing the tone of their voice to be more energetic. They don't need to yell but they may need to take up the volume. Understand that Extraverts tend to think out loud; just because an Extravert shares an idea it does not mean they necessarily think it is a good one. They tend to dislike pauses and often incorrectly assume if others are quiet they have nothing to share or add to the conversation.

How to "Read" Introverts and Extraverts

The following chart will help you to read whether a person prefers Introversion or Extraversion.

Extraverts	**Introverts**
Tend to think out loud	Tend to think inside their head
Express their thoughts and feelings	Keep thoughts and feelings to themselves
Tend to act first and then reflect; and might say something inappropriate	Tend to reflect and then act, sometimes missing an opportunity to share their ideas
Prefer to problem solve by talking it through with others	Prefer to problem solve by working through it on their own
Are seen as outgoing	Are seen as quiet and calm
Have a broad circle of friends	Have an intimate circle for friends
Tend to be energized after a day working with others	Tend to be energized after a day working on their own
Like to be active and tend to move at a faster pace	Don't need to be as active and enjoy a calmer pace
Tend to project a sense of enthusiasm and energy	Tend to project a sense of calmness and tranquility
Tend to demonstrate more spirited body language	Tend to demonstrate less animated body language

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Resourceful Orange

Needs and Values



Resourceful Oranges value their independence and freedom to do, above all else – they want to live their lives the way they choose and they want control over how they accomplish their work. They value excitement and are generally close to the centre of action. For them, variety is the spice of life and they love change and unpredictability in both their personal and professional life. They take pride in developing their skills and abilities in their chosen endeavour and like to be recognized for their successes. They enjoy being challenged.

Strengths



Resourceful Oranges have many strengths. They are highly adaptable - they respond flexibly to change and are excellent in crisis situations. They are willing to take risks and fix mistakes as they occur. Effective problem solvers and trouble-shooters, their talent generally lies in their ability to come up with practical, realistic solutions. They are decisive and quick to act. They can be masterful negotiators and promoters because they have a natural instinct for opportunity, can think quickly, and present their ideas persuasively. Taking pride in being skilful performers, they will work hard to perfect their technique in a chosen area whether it is a sales pitch or a software application. They are generally light-hearted and often bring a welcome sense of fun and playfulness to the workforce.

Potential Challenges



Resourceful Oranges need freedom and can become bored easily. This can lead to problems in the workplace as they look for ways to amuse themselves - they may even feel justified when breaking rules. Because of their need for action, they may act too quickly and miss the big picture. They may also be lax with details and fail to follow through on issues.

Resourceful Oranges get an adrenalin rush from taking risks and it is important that they find productive outlets for this energy; otherwise, they can end up getting themselves and their organizations into trouble.

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Resourceful Orange Leaders



Resourceful Oranges are pragmatic, persuasive leaders. Their strength lies in dealing with concrete problems and they are not constrained by the past, rules, organizational structure, relationships or the future. Skillful negotiators and trouble shooters, they are excellent at putting out fires, cleaning up messy situations and leading in crises. They will act quickly using whatever tools are available to achieve tangible results. Resourceful Oranges can be very effective change agents because they are highly adaptable, willing to take risks and embrace a new direction. As they value freedom themselves, they are willing to give their followers freedom regarding how tasks are accomplished. Believing in competition, they may motivate their employees by challenging them to perform better than their peers or even beat their own records.

As leaders, Resourceful Oranges may pay a heavy price for their "in the moment" action orientation. Sometimes they act too quickly before truly understanding the big picture and the long-term consequences of their actions. At times, their leadership style can be seen as abrasive and domineering by the other personalities. While they are highly effective troubleshooters, setting long-term goals or maintaining rules, procedures and organizational routines is not their strength.

Tips for Working for a Resourceful Orange Leader

- Present your ideas in clear language, get to the point quickly and explain the benefits. Don't take offence - Resourceful Orange leaders can be abrasive
- Demonstrate that you are adaptable and open to change. Step up to the challenge in a crisis situation
- Use your initiative – once the task is assigned, run with it and only ask questions if really necessary. Resourceful Orange leaders do not micromanage
- Be willing to work hard and have fun at work

Resourceful Orange Employees



Resourceful Oranges are hard workers who take pride in getting things right - preferably the first time. They need the freedom to achieve their work goals in the manner they see fit and do not like to be micromanaged. They like to keep busy and if they find themselves with free time, they will look for ways to fill it by taking on additional tasks or helping others. As they have a great need for fun and adventure, they will often look for ways to make their workplace fun and enjoyable. They are able to excel and take charge in crisis situations - their unique ability to observe and analyze a situation enables them to make a decision and quickly act on it. They are flexible, adaptable and resilient and this is a great asset in today's workplace. Resourceful Oranges are often persuasive - they can read people and situations and respond quickly to individuals in a persuasive manner.

Resourceful Oranges sometimes get into trouble because they may question, bend or break rules if they don't make sense. Likewise if they get bored or if they are micromanaged, they may have a tendency to become unproductive or act out. Sometimes they can make decisions too quickly before they have gathered enough information or considered the long-term consequences of their actions.

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Tips for Managing Resourceful Orange Employees



- Use humour, plain, clear language, be concise and get to the point quickly
- Make sure the task/position involves action, variety and, if possible, some form of competition and fun
- Do not micromanage, tell them what you want accomplished, not how to do it. Make use of their skills in crisis situations
- Allow them the freedom to make the job their own, to use their skills and to feel part of the team

What Causes Resourceful Oranges Stress?



Resourceful Orange's happy-go-lucky approach to life can help them manage stress more effectively than some of the other personalities. However, they do not function well when there are tightly enforced rules and procedures, rigid schedules, a lack of flexibility in how to do things, micro-management, or repetitive tasks. Feeling used and unappreciated can also cause them stress. Routine and boredom can be major stressors, and if forced to attend endless meetings, discussions, or presentations, they can become quite agitated.

What a Stressed-Out Resourceful Orange Looks Like



Stressed out Resourceful Oranges can become confrontational and at times physically aggressive. Under duress, they can lash out at people at work, home, or in life generally. They may procrastinate, break rules, and take risks that have negative consequences for themselves and others. When extremely stressed, some may resort to stimulants such as cigarettes, coffee, drugs, alcohol, or engage in other addictive behavior such as gambling or overeating. Although Resourceful Oranges don't generally experience physical symptoms, they may experience appetite loss.

Ways Resourceful Oranges Can Overcome Stress



When stressed out, Resourceful Oranges need to use their creativity and ingenuity to find different ways to bring spontaneity, freedom, fun and excitement back into their lives. A new challenge can re-energize the Resourceful Orange. At work, this may take the form of applying for a more challenging job or a demanding project. Physical activity and physical labour can also help to relieve their psychological stress.

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How to "Read" Resourceful Oranges

Appearance: ***The way they look***	• Like to dress in a comfortable, relaxed manner which allows them room to move • They like to look good (but in an easy going way) and are aware of the details - they won't have a missing button or frayed collar • Extraverted Resourceful Oranges may dress somewhat flamboyantly depending on circumstances
Body Language: ***The way they move***	• Tend to move at a constant, fast pace and are very graceful and comfortable with their bodies • Often like to have something to play with like a pen or small change. If bored, they can start to fidget
Communication: ***The words they use***	• Sentence structure tends to be casual and uncomplicated with use of latest slang, contractions and sometimes sports metaphors • When explaining something will make use of real life experiences – their own or others
Disposition: ***The way they present themselves***	• Have an easy going, uncomplicated and happy approach to life • They live in the present and are very aware of what is going on around them • They respond very well in crisis situations
Passions and pastimes	• Sports – especially the more active, exciting ones (e.g. skydiving or car racing) appeal to Resourceful Oranges • Because they are adept at using their hands and tools, they enjoy hobbies such as home renovations, gardening or metal work

How to Communicate with Resourceful Oranges

General Approach	• Be open and relaxed in your approach • Give them information they can use right away and keep the pace moving
How to Influence them	• Keep the information practical, tangible and concise • Present things in an action orientated manner and use demonstrations if possible - make it fun • Explain how your approach will impact things immediately or in the very near future
Words to Use	• Make use of jargon, colloquialisms, slangs, humour and sports metaphors • Keep concise and to the point, don't use a lot of ten dollar words. Use action oriented, graphic words to paint a picture
Body Language	• Demonstrate an assertive approach through your body language • Present yourself in a calm, respectful manner - don't be overly expressive

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Authentic Blue

Needs and Values



One of the major driving forces for Authentic Blues is self-actualization and they strive to find meaning and significance in their lives. Relationships are very important to them – especially those that are empathic and meaningful. They also strive to be authentic and they live by their values and strong code of ethics. Having a belief in human potential, they tend to gravitate to situations where they can help others grow and develop. Of all the personalities, they tend to be the most spiritual; however, they are not necessarily attracted to mainstream religions. They see themselves as unique and want others to acknowledge their individuality.

Strengths



Authentic Blues have many strengths. They often excel in communicating with others because they are empathetic listeners and express themselves persuasively through stories, analogies, and metaphors. Although they don't like conflict, they can be very effective mediators. When it comes to identifying and developing the potential of others, Authentic Blues are at their best and often excel in coaching and mentoring people. They have a keen sense of intuition which can help them when dealing with people. They gravitate towards conceptual information and the "big picture" and they often see connections and patterns that are not always clear to others. Because they are imaginative and creative, they have the ability to generate new ideas and innovative solutions. Of all the personalities they are the most altruistic.

Potential Challenges



Authentic Blues are sensitive to criticism and conflict and don't like dealing with either. They may spend too much time working on how people communicate with each other rather than on the task at hand. Also, they can find it difficult to say "No" and as a result may overload themselves with too much work and ultimately burn out. Sometimes they can be overly helpful and cause people to become dependent on them. They tend to use overstatement in the language they use. They may also have difficulty describing things in a detailed manner or doing highly detailed work. As a result of their ability to see connections and patterns they can sometimes make incorrect assumptions based on only limited facts.

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Authentic Blue Leaders



As leaders, Authentic Blues are most comfortable playing the role of mentors, change agents or advocates. What they bring to the role is a real commitment to their people; they work to identify each individual's true potential and motivate, coach and encourage them towards that end. Their leadership style is participative and they tend to develop a team-based environment. Because of their ability to see the big picture and their gift with words, they are able to inspire others. They can make a significant contribution during times of change because they will take into account the needs of their followers and attempt to get "buy-in."

As with all personalities they will have some leadership challenges. Because they don't like conflict, they may find it difficult to deal with an employee who is not performing well. A non-cooperative, non-team-filled environment can also be stressful for the Authentic Blue Leader. They have to be careful not to "burn out" just because they are willing to give time and energy to their employees. They may not spend enough time on practicalities and details which can be frustrating to some of their employees.

Tips for Working for an Authentic Blue Leader

- Focus on the big picture and the future - don't get bogged down in details
- Relationships are important to Authentic Blues, so listen, be willing to dialogue and keep to the niceties of communication
- When presenting ideas use more of a humanistic approach rather than a facts and data approach
- Explain how your ideas either will make a positive impact on people or fit in with their values or the values of the organization

Authentic Blue Employees



Authentic Blue employees prefer to work in a positive environment where they are able to interact with their co-workers and make use of their speaking and writing skills. People tend to find Authentic Blues easy to talk to, good listeners and safe to confide in. They are often able to give feedback in a way that is constructive and supportive, allowing others to grow and develop. Genuineness is very important to Authentic Blues and they prefer to be honest with others – however, wherever possible, they try to avoid inflicting emotional pain. Because of their intuitive ability and affinity for relationships, Authentic Blues can often be very effective at inspiring and motivating team members. They are imaginative and creative and can come up with new and inventive solutions to work problems. Many Authentic Blues are gifted at mediating and resolving conflict.

Authentic Blue employees tend to be very sensitive to criticism and conflict and at times need to develop a "thicker skin." They may take on too much because they find it hard to say "No." Doing highly detailed work, goal setting and time management are not usually their strengths.

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Tips for Managing Authentic Blue Employees

- Treat them with respect, don't micromanage them, always be genuine and authentic, and remember to positively recognize them for a job well done
- Attend to their relationship needs by: listening when they are upset and letting them share their emotions. Present new ideas from the perspective of the positive impact it will have on people
- Create a positive work environment which allows them the opportunity to express themselves creatively and generate ideas
- When presenting new ideas or tasks start with the big picture and then drill down to the detail if necessary and use personal examples, metaphors, and analogies to illustrate points



What Causes Authentic Blue Stress?



Working in hostile, critical, or confrontational environments can be highly stressful for Authentic Blues. Guilt is a major factor in their life and it can cause them to feel quite stressed. If they find themselves in a work environment which does not allow for innovation or which is very structured or scheduled, this can lead to stress. Also, if their work environment is impersonal, inauthentic, or they have to deal with people who they believe are hypocritical or insincere it will cause them stress. Additionally, they can become stressed in a situation where they believe people are being exploited or treated unfairly.

What a Stressed-Out Authentic Blue Looks Like

Some Authentic Blues become very quiet and withdrawn and may seem remote and rigid. If pushed too far they can become quite short tempered, impatient, irritable, moody and even sarcastic. To avoid their own problems they may become overly involved in helping other people to the extent that they rescue rather than help the person. They may fi nd it impossible to say "No." They can become depressed, obsessive-compulsive, impatient, disorganized and overlook and forget details even more than they normally do. Finally, they often suff er physical symptoms such as sleep disturbances, headaches, stomach problems and overeating, which can result in physical illness.



Ways Authentic Blues Can Overcome Stress



Authentic Blues need to re-examine what gives them a sense of purpose and find new ways to provide themselves with meaning in their life. They also need to learn how to say "No," by deciding what is most important to them in life, and setting their priorities accordingly.

They also need to recognize that feeling guilty is a trap that they can easily fall into and they must identify and stop this self-defeating behaviour before it causes them harm.

They need to ensure they work in an environment that meets their needs for relationships and gives them the opportunity to be creative and innovative.

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How to "Read" Authentic Blues

Appearance: ***The way they look***	• Because they value being unique and original, Authentic Blues don't often dress with consistency • The more free-flowing Authentic Blues tend to have fun with clothes– others tend to be a little more conventional
Body Language: ***The way they move***	• Extraverts tend to be very expressive, using flowing arm gestures, body movement, and facial expressions to convey their ideas • Introverts may hang back initially and come across as a little distant until they feel comfortable
Communication: ***The words they use***	• They prefer to use global, expressive language and convey general impressions – may have difficulty giving precise information • They are gifted at using metaphors, analogies and personal experiences to explain their viewpoint
Disposition: ***The way they present themselves***	• As a rule, they present themselves as the warm, nurturing people they are • They enjoy conversations that focus on personal issues, self-development, their values, or helping others • They are most comfortable using global language
Passions and pastimes	• People and relationships are very important to them and they are dedicated to helping others • Personal growth is also a passion for them. They enjoy reading self help books, attending courses etc • They can be deeply spiritual

How to Communicate with Authentic Blues

General Approach	• Be friendly, warm and sincere in your approach • Listen to them and show empathy when appropriate
How to Influence them	• Present the big picture first - your approach can be creative • Explain how your approach will positively impact people or fit into the values of your listener and then ask for their thoughts and feelings
Words to Use	• Use global language and concepts as well as metaphors, analogies and stories • Don't bore them with too much practical information
Body Language	• Smile, demonstrate warmth and that you are listening • Use your hands to emphasize points

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Inquiring Green

Needs and Values



A primary need for Inquiring Greens is to be competent and to be seen this way by others. They have an ongoing quest for knowledge and highly value logical reasoning - they pride themselves on their logical thought patterns. They also place a high value on achievement and intelligence and are independent thinkers who don't want others telling them what to do or how to think. Inquiring Greens are oriented to the future and progression which makes them highly effective change agents. They are also drawn towards scientific inquiry.

Strengths



Inquiring Greens are great conceptual problem solvers, especially with complex issues; they tend to think systemically and like to focus on improving the whole system. They are often champions of change because they have the ability to look at the overall situation, gather information, analyze it logically and find innovative ways to move ahead. They enjoy new challenges as well as having the opportunity to use their intelligence and logical approach to life.

They bring a healthy scepticism to everything that they are involved in. If they do find a flaw, Inquiring Greens are not scared to voice their opinions and fight for what they believe is right. Even in stressful situations, Inquiring Greens prefer to stay cool, calm and in control of themselves.

Potential Challenges



Inquiring Greens often feel there is no need for the niceties of social interactions; as a result others sometimes see them as cold and uncaring. Disliking repetitive or illogical arguments and incompetence they will often show their impatience with people. Because they are not afraid to critique other's ideas or stand up for their beliefs they can come across as argumentative and arrogant.

They can have difficulty explaining detailed information. Things make sense to them at a big picture level and they don't realize others need the details. Because they enjoy gathering information they can suffer from information overload and analysis paralysis when making decisions. Some Inquiring Greens focus so much on a task or a thinking process that they become oblivious to what's going around them and this can have negative consequences for them in an organization.

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Inquiring Green Leaders



Inquiring Greens can be visionary change agents and leaders because they use logical reasoning and systematic thinking to analyze potential possibilities and pitfalls and determine the best direction. They tend to be innovative, finding new ways for their organization, department or team to move forward. Once they have created their vision, they develop meaningful objectives for their followers to implement it. As conceptual thinkers, they relate information to underlying theories and philosophies from a wide range of sources. By bringing a cool-headedness and calmness to situations, Inquiring Greens can be very effective in stressful, rapidly changing times. They can be effective coaches and teachers because they value learning and want to contribute to the competence and knowledge level of their employees and the organization as a whole.

Like all personalities, Inquiring Green leaders do have some leadership challenges. Sometimes they can confuse their followers by being too abstract, overly technical or not stating their message clearly. Additionally, Inquiring Greens may not tune in to the positive or negative feelings of others. Their perfectionist tendencies and their natural tendency to find flaws in everything can make it difficult to work for them.

Tips for Working for an Inquiring Green Leader

- Small talk is not usually necessary - present ideas in a logical manner at the conceptual level and be ready to debate them
- Be a problem solver; come to the table with innovative solutions - be open to new ideas, feedback and being critiqued
- Keep your cool and demonstrate confidence - don’t get flustered
- Be future focused, don’t dwell on the way we have always done it and don’t be redundant

Inquiring Green Employees



Inquiring Greens are motivated by their curiosity and need to know why. They require freedom to figure things out and then act on what they have discovered. Given this freedom, they can be major contributors to any workplace. They are global and strategic thinkers who are able to draw insightful conclusions from complex information. They are in their element when gathering data, logically analyzing it, strategizing, and using it to create a new and improved design, process, or structure. When explaining their thought processes, they are able to use logical, precise language. They enjoy the early stages of a project. However, once this stage is complete, they are often ready to move on. Good career choices for Inquiring Greens are those that allow them to put their analytical skills, intelligence, and ingenuity to good use.

The Inquiring Green's dry wit can sometimes come across as being sarcastic or even cold. They don't enjoy small talk, sloppy thinking, or redundancy. This can lead to some team problems. Their need to constantly gather facts to make sure they have all the information can sometimes bog them down. They don't generally excel in careers that require them to deal with others' emotions or to do repetitive or highly detailed tasks.

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Tips for Managing Inquiring Green Employees



- Explain the "why" behind what you are asking them to do and allow them to decide how to do it - don't micromanage them
- Give them opportunities to use their analytical skills, problem solve and be innovative - don't give them highly detailed or repetitive tasks
- Expect them to challenge the status quo and be prepared for a logical debate
- Don't be put off by their cool exterior and help them understand the effect it can have on others. Don't become emotional with them

What Causes Inquiring Green Stress?



Anything to do with emotions is potentially stressful for Inquiring Greens. Sometimes their own emotions can overwhelm them and they can find it uncomfortable dealing with the emotions of others. They pride themselves on competence and become stressed when they don't feel competent or believe others are incompetent. They can also find it stressful when others are too dependent on them or are unable to make decisions. They find themselves in situations that are very detail oriented, rigid or routine, it can be stressful. Finally, as they have an ongoing quest for achievement and knowledge, they can become stressed if they don't have a new challenge or an opportunity to learn.

What a Stressed-Out Inquiring Green Looks Like



When stressed, Inquiring Greens can become quite short-tempered, impatient or frustrated, appearing quite cold and unfeeling, and often use sarcasm to express their feelings. They may become very self-critical and question their own competence. Some Inquiring Greens may start to make mistakes, focus on unimportant details or avoid situations where they feel incompetent. Under extreme stress, they may isolate themselves from situations and people and can find it difficult to reconnect with the real world.

Ways Inquiring Green Can Overcome Stress



If they have isolated themselves, Inquiring Greens might find it useful to reconnect with the important people and activities in their lives. Because of their tendency to be overly self critical, they may need to take the time to reflect on their successes and achievements, or work on projects that confirm their competence and knowledge.

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How to "Read" Inquiring Greens

Appearance: ***The way they look***	• Introverts are often not concerned about appearance and may not even be aware of the way they look • Extraverts tend to take great pride in their appearance and believe it demonstrates their success e.g.: may wear designer clothes
Body Language: ***The way they move***	• Don't use excessive arm gestures or body movements and face will generally not show emotion • Tone of voice will tend to be neutral - may come across as arrogant and cold
Communication: ***The words they use***	• Often have large vocabularies and use precise language, puns, complex terms and double meanings - can use long drawn out sentences • Will use models, schematic diagrams, analogies and metaphors as clarification techniques
Disposition: ***The way they present themselves***	• Come across as competent people who are confident in their own abilities – but can be seen as arrogant or dismissive at times • Very good at debating and critiquing the ideas of others, enjoy playing devil's advocate – like to associate with well respected people
Passions and pastimes	• For many their career is all important - enjoy challenging themselves and applying their knowledge, skills and strategic thinking • Like to take courses, study on the Internet, listen to CDs and read books to increase their knowledge

How to Communicate with Inquiring Greens

General Approach	• Be logical and rational, know your facts and don't bluff • Talk about concepts and patterns rather than specific details • Acknowledge their expertise and competence
How to Influence them	• Present the big picture first, be logical and present a coherent argument – explain the rationale behind your idea • Use diagrams and models to explain your ideas • To engage them, define the end goal and allow them to problem solve
Words to Use	• Use logical, precise language and avoid too much practical detail • They appreciate complex ideas and words with the use of metaphors and analogies to clarify ideas
Body Language	• Present in a confident way • Avoid overly demonstrative body language and maintain a calm exterior

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Organized Gold

Needs and Values



An Organized Gold's sense of self worth comes from belonging, whether it is to their family, work or social group. They embrace duty and responsibility, believing that if everyone contributes their fair share then the world will be a better place. They value security and tend to take on the role of safety and security protector both for themselves and for others. Institutions such as the monarchy and the military are often admired by Organized Golds because these institutions are hierarchical in nature and rules and procedures are clearly laid out. They value traditions and don't believe that things should be changed without a good reason.

Strengths



Planning and organizing skills are great strengths of Organized Golds. They set goals, prioritize and develop action plans. Common sense thinking is another strength that they bring to the table - they use sound judgment and logical thinking based on the facts of the situation. They are dependable, reliable and hard working and live by the saying "work now, play later." Believing in excellence, they have high standards for themselves and others. Because they have a strong need to belong, they are cooperative and willing team members. Lastly, they provide cultural stability by maintaining the traditions of their family, work and community.

Potential Challenges



Organized Golds see it as their duty to uphold quality in everything, however, they may use criticism or become authoritarian to do this. They can take a very pessimistic view of things and constantly worry about what could go wrong. Because they believe in respecting their leaders they can sometimes do what they are told to do and not challenge when the task does not make sense. Organized Golds tend to take the weight of the world on their shoulders and, as a result, others may become dependent on them. Consequently, they may become overworked and sometimes even overwhelmed to the point of exhaustion. At times they can be inflexible and resistant to change.

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Organized Gold Leaders



The Organized Gold leader's supreme strength is in ensuring that an organization runs efficiently by clarifying goals and developing a clear set of procedures, rules, and guidelines for employees. As leaders, they have high standards for themselves and others and they are effective at managing the work of employees. As realists, they know that at any time anything can and does go wrong and they put security measures and contingency plans in place to protect their followers and bring stability to the workplace. They are decisive and practical, possess common sense and weigh consequences before acting.

Like all personalities, they have some leadership challenges. Because they tend to focus on the specifics in the here and now and on past experiences, they can lack vision as leaders. They can sometimes be rigid and resistant to change because they want to hold onto what has worked well in the past and only implement those changes that they believe will improve the situation. Because of their perfectionist tendencies they can sometimes be too hard on themselves and others and they may be perceived as negative or pessimistic by their followers.

Tips for Working for an Organized Gold Leader

- Present your ideas in a detailed, systematic way and be prepared and open to criticism
- Stick to the rules, standards and procedures and do what you say you are going to do
- Demonstrate loyalty, be a team player and help others
- Complete tasks on time and see things through to conclusion

Organized Gold Employees



Doing a job well and being recognized for it is very important to Organized Golds. Because belonging is important to them, they strive to be successful and productive members of their organization. They are organized and effective administrators, who are good at taking on tasks that have a defined process, milestones and a specific time frame. If the task is clearly laid out for them they will go above and beyond to make sure they complete it effectively, on time and within budget. Organizations that have a set structure and hierarchy, with clear boundaries, set expectations and firm lines are most comfortable for them. They respond well to and respect authority. They have a strong sense of community and tradition and act as stabilizers in their work place. Possessing common sense, they weigh consequences before acting and follow through once they have made a decision to act.

In the workplace Organized Golds are sometimes viewed as pessimistic or negative and because of their focus on excellence they can be very hard on themselves and others. They can be perceived as rigid and resistant to change because they prefer stability and routine. They can get so caught up in the details that they sometimes fail to see the big picture.

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Tips for Managing Organized Gold Employees



- Show your commitment as a leader by communicating clearly, logically and sequentially, being sure to explain the what, when and how of a task
- Provide an organized and predictable work environment, with set policies and procedures and hold them accountable to working within those boundaries
- Give them a sense of belonging. Recognize their accomplishments with tangible rewards
- Give them opportunities for purposeful service and practical applications

What Causes Organized Gold Stress?



Organized Golds high standards can lead to stress and guilt as they often feel they are not doing enough or just cant seem to get it right. If they find themselves in a situation that is not going according to plan, or worse yet there is no plan, they can become very agitated (even a vacation can be stressful). Frequent change can also cause them to feel lost and anxious. Because they need to plan and be prepared at all times they can find surprises very uncomfortable and usually don't enjoy them. Finally, an Organized Gold can find it very difficult when there is dysfunction amongst their family, friends or co-workers as they like to maintain order in their own and others' lives.

What a Stressed-Out Organized Gold Looks Like



Their need to be prepared causes them to think of all the possible negative outcomes in any situation - making them very tense and/or depressed. Many experience a sense of fatigue and/or muscle tension and have reported they are much more likely to overeat or crave the wrong foods. Some may seem quiet, calm and mature on the outside as a way of hiding their tension and depression on the inside. At other times, they may become quite irritable, experience temporary memory loss, or have an inability to think clearly because they feel overwhelmed by everything they believe they are responsible for. They will often exhibit a very assertive or authoritarian attitude, taking on a "my way or the highway" approach to life.

Ways Organized Gold Can Overcome Stress



One of the best ways an Organized Gold can reduce stress is to know when to ask for help. They must learn how to say "No" so that they do not become overloaded with too much to do. They can also benefit from learning how to relax. As they respect tried and true techniques that have worked in the past, they should look for these types of relaxation methods.

If possible, they should avoid situations that are unfamiliar to them. When they do find themselves in unfamiliar situations they should try to acclimatize as quickly as possible by drawing on past experiences, reflecting on change that went well, figuring out a process and timeline for dealing with change, and then sticking to that process and timeline

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How to "Read" Organized Golds

Appearance: ***The way they look***	• Traditional and appropriate would be the way to describe how Organized Golds present themselves to the world. • Like to present themselves as neat, practical, well dressed people who do not stand out in a crowd.
Body Language: ***The way they move***	• Body language reflects their pragmatic, matter of fact approach to life - body movements are measured and deliberate. • Reflecting their purposeful approach to life, they usually have good posture, walk briskly and make good eye contact.
Communication: ***The words they use***	• They will use clear no-nonsense words to get their message across. • They usually present information in a logical, sequential way, focusing on facts, details and information.
Disposition: ***The way they present themselves***	• Organized Golds tend to come across as cooperative, responsible, serious people who do what they say they are going to do. • Generally, they believe in hierarchy, rules, standards and procedures and they like routine.
Passions and pastimes	• They enjoy belonging to groups and they tend to do volunteer work for their community or work, e.g. church, local hospital, service clubs, etc. • Their hobbies include activities where they can be physical e.g. sports or gardening as well as activities where they can use their hands e.g.: knitting or carpentry.

How to Communicate with Organized Golds

General Approach	• Be organized and practical, draw on the past, give background information and lots of data • Dress appropriately and pay attention to details
How to Influence them	• Present the information in a clear, organized manner – give detailed data • Explain how your approach will positively impact the bottom line or save time/energy • Use examples from the past to illustrate points
Words to Use	• Be well mannered and use traditional language • Put things into quantifiable terms and make use of rating scales • Explain rather than demonstrate
Body Language	• Demonstrate an assertive approach through your body language • Present yourself in a calm, respectful manner - don't be overly expressive

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Conclusion & Reflection

Important things to consider

Now that you have reviewed your profile you will have a sense of each of the four dimensions, as well as Introversion or Extraversion. You will have a better understanding of yourself, your strengths and your values. In your continuing process of self-discovery you may want to think about any challenges that you want to work on. Remember that we are all 'Plaid' — a blend of the four dimensions, and can draw on each of them as necessary. Now you will have an increased understanding, tolerance, and acceptance for those whose personality is different from your own.

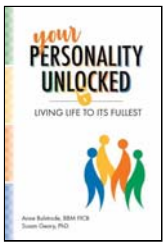
If you have any questions or concerns about your results, the theory, or Personality Dimensions® please speak with your facilitator. You can also find a variety of Personality Dimensions® resources at https://personalitydimensions.com.

Remember, this process of self-discovery and learning is just the beginning of your journey. We recommend that you revisit your profile from time to time to see how you have changed and grown.

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Resources

Grow your Personality Dimensions®

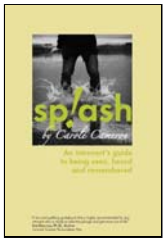


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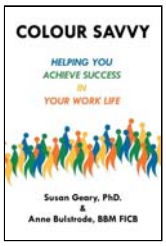


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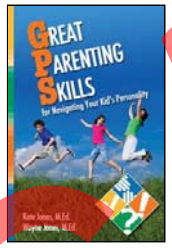


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