Personality DIMENSIONS®

Profile Report

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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:

Provide a basis for understanding
Express yourself appropriately
Respect individual differences
Succeed with style!
Organize efficient teams
Negotiate more effectively
Appreciate yourself and others
Learn to improve communications
Identify potential problems early
Take steps to avoid or defuse problems
Yield higher productivity

Delegate tasks appropriately
Interact with others more effectively
Manage others more efficiently
Elevate morale and enthusiasm
Nourish interpersonal relationships
Support and encourage others
Influence others positively
Optimize team performance
Narrow gaps and differences
Succeed with style and ease!!

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November 02, 2026

My Personality DIMENSIONS®

	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

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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

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

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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
rigidly enforced procedures
unclear, manipulative communication
theoretical or abstract material

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

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Authentic Blue

Core Needs: Relationships & Becoming a Better Person

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 need 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
communicates empathy
dedicated to people issues
natural team builders/players
good intuition and imagination
inspires and motivates others
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
may be too compliant
too caught up in process
may create dependencies in an attempt to be helpful
sensitive to criticism and conflict
can't say no; takes on too much
may show favouritism

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Authentic Blue Team Members

Needs

interaction with others
unconditional support
validation of personal worth
freedom from control and detail
encouragement and reassurance
approval and public recognition
understanding and popularity

Gaining Their Cooperation

create a relaxed people-centered environment
ask their help in resolving team conflicts
encourage cooperation/fairness
show interest in them as a person
recognize feelings as valid
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 other's 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
lack of personal recognition
unrealistic expectations
dishonesty and unethical behaviour

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

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Inquiring Green



Core Needs: Knowledge & Know How

Characteristics

logical and rational	quality conscious	improvement oriented
analytical and systematic	investigative and inquisitive	seeks the big picture
emotionally self-controlled	strategic thinker	innovative and ingenious
needs independence	requires private time	sets high expectations & standards

Functional Skills

visualizing and creating	analyzing and problem-solving	researching and developing
observing and diagnosing	conceptualizing and reasoning	planning and organizing
getting to the core of complexity		

Strengths

determination	conceptual skills	global and strategic thinking
absorbing and storing knowledge	clarity of thought and precise language	seeking comprehensive information
drawing insightful conclusions		establishing standards
big picture perspective	analytical ability	systematic and logical approach
gathering data and information	contributing optimum effort	

Potential Weaknesses

explaining detailed information	insensitivity to the feelings of others	lack of follow-through
information overload	lack of understanding toward emotional arguments	lack of concentration if disinterested
can be impatient and arrogant		argumentative
analysis paralysis		

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Inquiring Green Team Members

Needs

knowledge and competence
quiet time to think and process information
intellectual stimulation
freedom to ask "why?"
precision and accuracy
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
use policies as guidelines when possible
provide the rationale for decisions
ask for their input at the initial stages

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
being forced to speak before thinking it through
incompetence
hasty decisions without enough info
perceived negative criticism
boredom
being kept on a need-to-know basis
having ideas summarily dismissed

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

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Organized Gold

Core Needs: Belonging, Duty & Responsibility

Characteristics

organized and orderly	maintains traditions	responsible and practical
dependable and reliable	loyal to organizational goals	always prepared
service-oriented	helpful and trustworthy	completes tasks on time
strong belief in policy & procedure	respects authority and rules	patient and cooperative

Functional Skills

planning and organizing	handling details	supervising and coordinating
following directions	collecting and classifying data	setting up and following procedures
budgeting and computing	budgeting and computing	managing and monitoring
helping and implementing	good informational listener	

Strengths

dependability and stick-to-itiveness	seeks closure and follows through	strong sense of right and wrong
focusses on productivity	attention and concern for detail	organization and planning skills
stabilizer to the organization	honours time-lines	provides and maintains order
cooperative and willing to help out	good quality and quantity of work	caretaker of group maintenance
weighs consequences before acting	possesses common sense	

Potential Weaknesses

guardedness and lack of vision	narrow focus	righteousness, my way or no way
unforgiving once trust is broken	rigid and resistant to change	sometimes pessimistic or negative
too hard on self and others		

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Organized Gold Team Members

Needs

security, stability, order and a plan
time to complete tasks
to see things through to the end; closure
rules, standards, and procedures
details of specific requirements
to feel needed and useful
consistency, accuracy, productivity
recognition of efforts and job done
sense of belonging

Gaining Their Cooperation

be organized and punctual
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
have viable options if things go wrong

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.
reward their loyalty, efficiency and dependability

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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 simulation 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.

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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.

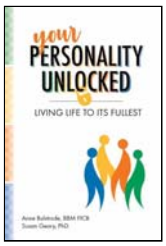
Differences Are Desirable

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.

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Grow Your Personality Dimensions®

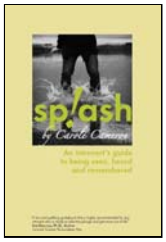


Your Personality Unlocked – Living Life to its Fullest

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.

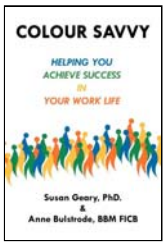


Splash! - An Introvert's Guide to Being Seen, Heard & Remembered

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.

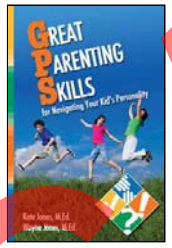


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By: Susan Geary Ph.D. & Anne Bulstrode, BBM FCB

ISBN# 978-1-89-442249-9

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

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