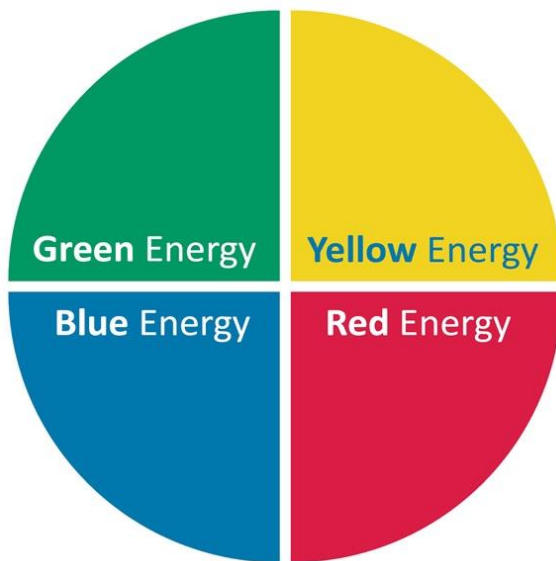




Four Colour Overview



Green Energy

Intimate, Accommodating, Collaborative, Empathetic, Adaptable

Red Energy

Takes Charge, Tough, Competitive, Logical, Purposeful

Blue Energy

Reliable, Practical, Evidence-Based, Cautious, Observing

Yellow Energy

Spontaneous, Conceptual, Imaginative, Radical, Sociable

	Red	Yellow	Blue	Green
Verbal Style	<ul style="list-style-type: none"> • Direct • To the point • Blunt • Fills Silence • More telling than asking • Little louder than others 	<ul style="list-style-type: none"> • Variety of inflection and expression • Humor • Talkative – more words in person and in emails • Informal Organic Stream of consciousness 	<ul style="list-style-type: none"> • Quiet voice, pauses • Minimal small talk • Thinks first • Keeps to self • Questioning • Less inflection • controlled 	<ul style="list-style-type: none"> • Quieter, softer speech • Relaxed • Calming tone • Conscious not to offend • Harmonious win/win • Collaborative • Conscious of positive language
Body Language	<ul style="list-style-type: none"> • Authoritative • Strong stance/presence • Leans forward • Aggressive • Firm handshake • Quick gestures 	<ul style="list-style-type: none"> • Open • Demonstrative • Lots of facial expressions and gestures • Can spill over into the space of others • Fashionable 	<ul style="list-style-type: none"> • Avoids touch • Classic/conservative dress • Hard to read – poker face • Less animated 	<ul style="list-style-type: none"> • Informal • Reserved • Flexible • People focused, may hug • Visually engaged • Open • Active Listening
Interactions	<ul style="list-style-type: none"> • Forthright • Brief and to the point • Direct – cut to the chase • Time aware • Want to complete their own sentences 	<ul style="list-style-type: none"> • Humor • Fun Positive • Informal • Interactive • Animated 	<ul style="list-style-type: none"> • Factual - questioning • Punctual • More observant when leading in groups • Analyzes • Pragmatic Systematic • Challenge generalities • Neutral • Quiet arrival • Prefers agenda 	<ul style="list-style-type: none"> • Active listening • Visually engaged • Don't need a lot of personal space • Reserved, not closed • Lean forward • Avoids conflict
Working Environment	<ul style="list-style-type: none"> • Can easily access what they need • Degrees, certifications • Time saving gadgets • May be piles of paper yet knows where everything is 	<ul style="list-style-type: none"> • Cluttered – many projects/lots going on • Personal and people oriented • Fun Informal 	<ul style="list-style-type: none"> • Formal, possibly cold • Organized and systematic • Reference books • Information at hand • May be untidy yet they will know where everything is • Clock 	<ul style="list-style-type: none"> • Family photographs • Warm and friendly • Comfortable, lived-in, plants • Team/Inspirational sayings • Free flowing • Symbols of nature • Hand made things

Improve 2 Relationships with Lumina Spark

Name or Initials of Person	3 – 5 Qualities you have noticed	New Strategies you will try
1)		
2)		

Speed Reading Using the Twenty-Four Qualities

Red	Yellow
<p>Demonstrative – Enthusiastic and expresses positive emotions</p> <p>Takes Charge – Seizes the initiative in a group and is drawn towards authority positions</p> <p>Tough – Argues forcefully and is comfortable with conflict</p> <p>Competitive – Strong willed with a win/lose mind set</p> <p>Logical – Objective and rigorously applies reason</p> <p>Purposeful – Sets ambitious goals and then works diligently towards them</p> <p>Structured – An organized and effective planner</p>	<p>Flexible – Easy going and informal</p> <p>Spontaneous – Makes quick gut-feel decisions</p> <p>Conceptual – An abstract thinker comfortable with complexity and ambiguity</p> <p>Imaginative – A source of new and creative ideas</p> <p>Radical – Embraces change and is willing to challenge tradition</p> <p>Sociable – Friendly and energized by interacting with others</p> <p>Demonstrative – Enthusiastic and expresses positive emotions</p>
Blue	Green
<p>Structured – An organized and effective planner</p> <p>Reliable – Disciplined and meets commitments</p> <p>Practical – Adopts a realistic and commonsense approach</p> <p>Evidence-based – Focussed on observable facts and attentive to details</p> <p>Cautious – Resists change – prefers to stick with tried and tested methods</p> <p>Observing – Boundaried and energized by their inner world</p> <p>Measured – Serious minded and contains positive emotions</p>	<p>Measured - Serious minded and contains positive emotions</p> <p>Intimate – Listens first and gravitates towards one-on-one conversations</p> <p>Accommodating – Strives for harmony and is willing to adjust their stance in a conflict</p> <p>Collaborative – Team player with a win/win mind set</p> <p>Empathetic – Considerate and in touch with other people’s feelings</p> <p>Adaptable – Works in passionate bursts towards emergent goals</p> <p>Flexible – Easy going and informal</p>

Suggestions for Enhanced Rapport Building

Red

Demonstrative – Allow opportunities for them to influence others, express self and assert their ideas

Takes Charge – Get to the point quickly and stay to the point. Allow them to take over when you can

Tough – They like to debate so be prepared and do not take this as being contrary to your idea or being difficult

Competitive – Allow them opportunity to “WIN” and showcase their excellence and/or the excellence of your team

Logical – Present information factually in an ordered way. Do not be emotional or personalize your data

Purposeful – Ask them what their goals are and show how your ideas can help them satisfy their goals

Structured – Make an appointment. Have an agenda and stick to it. Be clear, calm and organized

Yellow

Flexible – Ask for their ideas and include these often. Do not tell them there is only one option. They prefer a few options with flexibility to adapt along the way

Spontaneous – Give them freedom where you can to try new ways and to change their mind

Conceptual – Give them the big picture and let them play with this before you demand written plans

Imaginative – Give them the big picture and allow them time to dream and evolve to provide back many ideas, options

Radical – Provide them big picture and/or outcomes and allow them to bring forward dynamic, extreme options. Be comfortable with their need for change and quick action

Sociable – Ask them about their life and be comfortable sharing information about yourself. Respect their preference to work with others

Demonstrative – Allow opportunities for them to influence others, express self and assert their ideas

Blue

Structured – Make an appointment. Have an agenda and stick to it. Be clear, calm and organized

Reliable – Do what you say you are going to do. Take responsibility for your actions

Practical – Focus on concrete, realistic results and options that make a difference in the moment

Evidence-based – Be objective, precise, detailed and stay focused on what is evident and observable, irrefutable

Cautious – Inform them how you have considered all of the risks and be patient with their questions needed for clarity

Observing – Realize that they may seem distant and detached. They are busy thinking so do not take this personally. Give them time to reflect

Measured – Give them accurate information, data, proof

Green

Measured – Give them accurate information, data, proof

Intimate – Slow down, speak authentically – tell your truth, stay focused

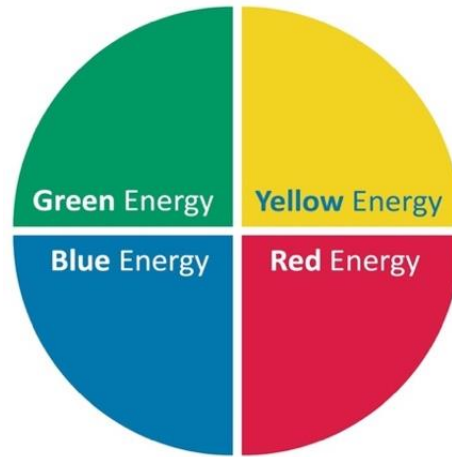
Accommodating – Discuss how you have considered the needs of others in your plan **Collaborative** – Show how your ideas are win/win for everyone impacted

Empathetic – Give them time to express THEIR ideas, issues, concerns and impact on others. Inform them of how you have considered others and been fair

Adaptable – Be open to their new ideas, options they may provide

Flexible – Ask for their ideas and include these often. Do not tell them there is only one option. They prefer a few options with flexibility to adapt along the way

How to Relate to the Following Colours



GREEN ENERGY

- Remember that someone with a lot of green energy likes it when you take the people side of things into account
- Don't abuse the fact that they are a good listener - do give them time to speak
- Be willing to talk about things from a personal perspective

BLUE ENERGY

- Give facts and details
- Give them time to think instead of pushing too early for their opinion
- Be formal and respect their personal boundaries

YELLOW ENERGY

- Engage with them when they are showing a lot of energy and let your own enthusiasm show
- Be open to new perspectives and try to engage in group discussions
- Be willing to have a wide ranging and conceptual discussion

RED ENERGY

- Be direct and to the point
- Be willing to stand your ground and present your argument in a logical manner
- Be prepared to take action on things very quickly, once they're decided