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GREEN
I seek knowledge and understanding.
Analysis • Global • Conceptual
I live life by my own standards.
Cool • Calm • Collected
I need explanations and answers.
Inventive • Logical • Perfectionist
I value intelligence, insight, fairness and justice.
Abstract • Hypothetical
I am by nature a non-conformist, a visionary, and a problem solver.
At work, I am conceptual and an independent thinker. For me, work is play. I like to develop models, explore ideas, or build systems to satisfy my need to be innovative. I prefer to perfect an idea, and then move on to the next challenge, leaving the support to others.
Personally, it is difficult for me to express feelings. I am much more comfortable with logic and facts. I am uneasy when my emotions control me. I want to establish a relationship and have it maintain itself, without the need for constant reaffirmation.
As a child, I appeared older than my years. I was focused on my greatest interests, and achieved more in areas that were mentally stimulating. I was impatient with routine. I questioned authority and found it necessary to respect someone before I could learn from them.
"Measure twice, cut once."

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ORANGE
I act on a moment's notice.
Vital • Charming • Spontaneous
I consider life as a game, here and now.
Impulsive • Generous • Impactful
I need fun, variety, stimulation, and excitement.
Optimistic • Eager • Bold
I value skill, resourcefulness, and courage.
Fertile • Immediate • Fraternal
I am by nature a trouble-shooter, a multi-tasker and a competitor.

At work, I am bored and restless with jobs that are routine and structured, and satisfied in careers that allow me independence and freedom while using my physical coordination and my love of tools. I am tactile, working best with a 'hands on' approach. I am a natural performer.

Personally, I seek a relationship with shared activities and interests. I explore new ways to energize the relationship. In love, I need to be bold. I thrive on physical contact. I believe in minimal plans and maximum flexibility so I can live in the moment.

As a child, I had the most difficult time fitting into any academic routine. I learned by doing and experimenting rather than listening and reading. I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

"Go big, or go home!"

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GOLD
I follow the rules and respect authority.
Loyal • Dependable • Prepared
I have a strong sense of right and wrong.
Thorough • Sensible • Punctual
I need to be useful, and to belong.
Faithful • Stable • Organized
I value home, family, and tradition.
Caring • Concerned • Concrete
I am by nature a preserves, a good citizen, and helpful.

At work, I provide stability and can maintain organization. My ability to handle details and to work hard makes me the backbone of many organizations. I believe that work comes before play. I am task oriented, ordered and linear in my approach.

Personally, I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure life together. I demonstrate love and affection through the practical things I do for those I care about.

As a child, I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routines. I easily adapted to the educational system.

"A place for everything, and everything in its place."

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BLUE
I need to feel unique and authentic.
Enthusiastic • Sympathetic • Personal
I look for meaning and significance in life.
Warm • Communicative • Compassionate
I need to contribute, to encourage and to care.
Idealistic • Spiritual • Sincere
I value integrity and unity in relationships.
Peaceful • Flexible • Imaginative
I am by nature highly intuitive and genuine.

At work, I have a strong desire to influence others so that they lead more significant lives. I address the impact of decisions on everyone in the workplace. I seek work where I can make a personal difference. I am adept at motivating people and interacting with others.

Personally, I seek harmonious relationships and believes in true love. I am a romantic, and cherish small gestures. I am affectionate, supportive and a good listener. I enjoy doing thoughtful things for others. I bring warmth and empathy to relationships.

As a child, I was imaginative and creative. I nourished with encouragement rather than competition, and wanted others to like me. I would react with great sensitivity to criticism or rejection, and sought recognition. I responded best to teachers who were warm and friendly.

"Be the change you wish to see in the world."

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ENERGY
Recognizing when you are worn out and ways to re-energize or enhance each color

Signs you are worn out:

**BLUE**
- Fantasizing and daydreaming
- Doing anything to get attention
- Lying to save face
- Withdrawing so others will feel sorry for you
- Crying, pouting
- Showing passive resistance
- Yelling and screaming
- Fishing for compliments

**GREEN**
- Becoming overly indecisive
- Refusing to cooperate with others
- Becoming more aloof or withdrawn
- Putting others down, using sarcasm
- Refusing to communicate
- Becoming highly critical
- Turning a cold shoulder to others
- Demanding unreasonable perfection

**ORANGE**
- Becoming rude
- Breaking the rules for spite
- Lying or cheating to control the situation
- Running away
- Using drugs or alcohol
- Acting out boisterously
- Becoming physically aggressive

**GOLD**
- Complaining
- Wallowing in self-pity
- Worrying
- Complaining of psychosomatic problems
- Blindly following the letter of the law
- Becoming overly authoritative
- Feeling a lot of anxiety or stress

To re-energize

**BLUE**
- Reassure them of their self-worth
- Recognize their accomplishments
- **Provide opportunities for them to:**
  - Demonstrate their creativity
  - Help others
  - Please those in authority
  - Motivate the group

**GREEN**
- Provide feedback on the quality of their work
- Provide assistance in choosing achievable tasks
- **Provide opportunities for them to:**
  - Learn and build competence
  - Build logical processes
  - Display their competence
  - Explore options

**ORANGE**
- Provide frequent change
- Challenge their imagination
- **Provide opportunities for them to:**
  - Express themselves
  - Act quickly
  - Defy risk
  - Use their intuition

**GOLD**
- Provide consistency
- Establish clear rules and regulations
- **Provide opportunities for them to:**
  - Display responsibility
  - Be of service to others
  - Demonstrate leadership
  - Organize things or people
HOW TO SPEAK TO COLORS

BLUE
In order to speak to a blue in a way they will understand, you should:
Relate what you are saying to feelings
Avoid open criticism
Put peoples' needs ahead of procedures
Use references to how it will help others
Be honest and genuine
Refrain from relying on facts to make your point
Leave room for input and questions
Ask the person how they feel about the issue
Reassure them through body language
Keep your promises
Recognize their creativity
Talk about the importance of enthusiasm

GREEN
In order to speak to a green in a way they will understand, you should:
Use clear and precise language
Use logic in support of your decision
Get right to the point
Use proven references and facts
Be honest
Be willing to debate issues without emotion
Keep the conversation relevant
Ask meaningful questions
Talk about actual data/accomplishments
Show sincere appreciation for their ideas
Talk about possibilities
Avoid talking about feelings

ORANGE
In order to speak to an orange in a way they will understand, you should:
Cut to the heart of a problem
Give them the straight stuff
Talk about how to do things
Use references to past experiences
Be honest
Be bold and say what is on your mind
Keep the conversation lively
Talk about getting things done now
Praise them for the things they do
Focus on action
Talk about results
Talk about how they can get things done

GOLD
In order to speak to a gold in a way they will understand, you should:
Use clear and precise language
Give straightforward direction
Get right to the point
Use references to the past and tradition
Be honest
Not get sidetracked
Keep the conversation in order
Follow and agenda or plan
Talk about actual accomplishments
Show sincere appreciation for what they do
Talk about responsibilities
Talk about how they can keep things going
GOLD

I FOLLOW THE RULES AND RESPECT AUTHORITY
Loyal  Dependable  Prepared

I HAVE A STRONG SENSE OF WHAT IS RIGHT AND WRONG IN LIFE
Thorough  Sensible  Punctual

I NEED TO BE USEFUL AND TO BELONG
Faithful  Stable  Organized

I VALUE HOME, FAMILY AND TRADITION
Caring  Concerned  Concrete

I AM A NATURAL PRESERVER, A GOOD CITIZEN AND HELPFUL.

WORK:
I provide stability and can maintain organization
My ability to handle details and to work hard make me the backbone of many organizations
I believe that work comes before play, even if I must work overtime to complete the task

LEADERSHIP:
Expects punctuality, order, loyalty
Assumes "right" way to do things
Seldom questions tradition
Rules oriented
Detailed/thorough approach-threatened by change
Prolonged time to initiate any change
Expects people to "play" their roles

STRESS:
Complaining and self-pity
Anxiety and worry
Depression and fatigue
Psychosomatic problems
Malicious judgments about yourself or others
Herd mentality exhibited in blind following of leaders
Authoritarianism and phobic reactions

JOYS: Home, order, tidy, organized, achievement

NEEDS: stability, consistency, order, respect

STRFTNCTHS:  loyal, structured, reliable, responsible
FRUSTRATIONS: inefficiency, slobs, procrastinators, change, lack of control
VALUES: punctuality, family, quality, honesty

FAMOUS GOLDS:
Harry Truman  Luci (Peanuts)
Joan Rivers  Mr. Rogers
Santa Claus  Gerald Ford
George Washington  Nancy Reagan
ORANGE

I ACT ON A MOMENT'S NOTICE
Witty Charming Spontaneous

I CONSIDER LIFE A GAME, HERE AND NOW
Impulsive Generous Impactful

I NEED FUN, VARIETY, STIMULATION, AND EXCITEMENT
Optimistic Eager Bold

I VALUE SKILL, RESOURCEFULNESS, AND COURAGE
Physical Immediate Fraternal

I AM A NATURAL TROUBLESHOOTER, A PERFORMER, A COMPETITOR

WORK:
I am bored and restless with jobs that are routine and structured
I am satisfied in careers that allow me independence and freedom
I view any kind of tool as an extension of myself
I am a natural performer

LEADERSHIP:
Expect quick action
Assumes flexibility
Works in the here and now
Performance oriented
Flexible approach
Welcomes change
Expect people to “make it fun”

STRESS:
Rudeness and Defiance
Breaking the rules intentionally
Running away and dropping out
Acting our bolsterously
Lying and cheating
Physical aggressiveness

JOYS: people, adventure, thrills, life, success
NEEDS: freedom, expression, challenge, stimulation
STRENGTHS: independence, humor, adaptable, leaders
FRUSTRATIONS: interruptions, deadlines, criticism, nagging, lies
VALUES: integrity, optimism, risk taking, interaction

FAMOUS ORANGES: JFK Amelia Earhart
Charlie Brown Garfield
Ernest Hemmingway Teddy Roosevelt
Winston Churchill Lucille Ball
BLUE

I NEED TO FEEL UNIQUE AND AUTHENTIC
   Enthusiastic  Sympathetic  Personal
I LOOK FOR MEANING AND SIGNIFICANCE IN MY LIFE.
   Warm  Communicative  Compassionate
I NEED TO CONTRIBUTE, TO ENCOURAGE, AND TO CARE
   Idealistic  Spiritual  Sincere
I VALUE INTEGRITY AND UNITY IN RELATIONSHIPS.
   Peaceful  Flexible  Imaginative
I AM A NATURAL ROMANTIC, A POET, AND A NURTURE

WORK:  I have a strong desire to influence others so they may lead more significant lives.
       I often work in the arts, communication, education, and helping profession.
       I am adept at motivating and interacting with others.

LEADERSHIP:  Expect others to express views
               Assumes “family spirit”
               Works to develop others potential
               Individuals oriented
               Democratic, unstructured approach
               Encourages change via human potential

STRESS:  Attention-getting misbehaving
           Lying to save face
           Withdrawal
           Fantasy, day-dreaming, and trancing out
           Crying and depression
           Passive resistance
           Yelling and screaming

JOYS: Romance, hugs, acceptance, helping others, sharing

NEEDS: Understanding, security, sensitivity, support

STRENGTHS: Communication, optimism, compassion, giving

FRUSTRATIONS: Disharmony, injustice, conflict, disorder

VALUES: Honesty, friendship, trust, faith, empathy

FAMOUS BLUES:  Mozart
               Cinderella
               Ghandi
               Emily Dickenson
               President Bill Clinton
               Mohammad Ali
               Martin Luther King, Jr.
               Dorothy (Wizard of Oz)
GREEN

I SEEK KNOWLEDGE AND UNDERSTANDING
Analytical Global Conceptual
I LIVE BY MY OWN STANDARDS
Cool Calm Collected
I NEED EXPLANATION AND ANSWERS
Inventive Logical Perfectionist
I VALUE INTELLIGENCE, INSIGHT, FAIRNESS, AND JUSTICE
Abstract Hypothetical Investigative
I AM A NATURAL NON-CONFORMIST, A VISIONARY, A PROBLEM SOLVER

WORK: I am conceptual and an independent. For me, work is play
I am drawn to constant challenge in careers, and like to develop models and explore ideas
Once I have perfected an idea, I prefer to move on, leaving the project to be maintained by others

LEADERSHIP: Expects Intelligence and competence
Assumes task relevancy
Seeks ways to improve systems
Visionary
Analytical
Encourages change for improvement
Constantly “in process” of change
Expects people to follow through

STRESS: Indecisiveness
Refusal to comply or cooperate
Extreme aloofness and withdrawal
Snobbish, put-down remarks, and sarcasm
Refusal to communicate
Perfectionism due to severe performance anxiety

JOYS: high achievement, recognition, challenge of possibilities, big picture process
NEEDS: autonomy, accuracy, closure, space
STRENGTHS: confidence, persistent, insightful, inventive
FRUSTRATIONS: noise, unfairness, control, boxed
VALUES: logic, detail, freedom, information

FAMOUS GREENS: Socrates
Frank Lloyd Wright
Thomas Edison
Sherlock Holmes
Abe Lincoln
Madame Curie
Dwight Eisenhower
Eleanor Roosevelt