Assessing Your True Color

Learning About Yourself to Manage Stress

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What is Stress?

Stress: The state of mental or emotional strain resulting from adverse or very demanding circumstances.

Occupational stress is inevitable but is seen more frequently with greater intensity in occupations related to human health.

The operating room is the most complex, unpredictable, and high pressure environment within the healthcare setting.
Manifestations of Burnout and Stress

Physical illness

Mental health issues

Substance abuse

Early retirement

Presenteeism

Disease
Stats and Facts

- Journal Of Obstetrics, Gynecology and Neonatal Nursing (JOGNN) 2012
  - Nurse leaders consistently reported stress averages above the midpoint of stress scales
  - Best predictors of stress included;
    - Role Overload
    - Organizational constraints
    - Role ambiguity
    - Personal factors did NOT significantly predict stress
Stats and Facts

● **American Nurse Today 2017**
  ○ 60% of health care providers reported they often have to work through breaks, arrive early, and stay late to get the job done.
  ○ 82% reported significant levels of health and safety risks as a result of workplace stress. (Other risk factors highlighted in the study include lifting, repositioning heavy objects, and prolonged standing)

● **Journal of Occupational and Environmental Medicine 2017**
  ○ Showed the level of health among nurses was linked to an increased rate of medical errors
  ○ More than 50% reported relatively poor mental and physical health
Color Personality Assessment
## Color Personality Assessment

<table>
<thead>
<tr>
<th>Active Opportunistic Spontaneous</th>
<th>Parental Traditional Responsible</th>
<th>Authentic Harmonious Compassionate</th>
<th>Versatile Inventive Competent</th>
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</thead>
<tbody>
<tr>
<td>COMPETITIVE IMPETUOUS IMPACTFUL</td>
<td>PRACTICAL SENSIBLE DEPENDABLE</td>
<td>UNIQUE EMPATHETIC COMMUNICATIVE</td>
<td>CURIOUS CONCEPTUAL KNOWLEDGEABLE</td>
</tr>
<tr>
<td>REALISTIC OPEN-MINDED ADVENTUROUS</td>
<td>LOYAL CONSERVATIVE ORGANIZED</td>
<td>DEVOTED WARM POETIC</td>
<td>THEORETICAL SEEKING INGENIOUS</td>
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<tr>
<td>DARING IMPULSIVE FUN</td>
<td>CONCERNED PROCEDURAL COOPERATIVE</td>
<td>TENDER INSPIRATIONAL DRAMATIC</td>
<td>DETERMINED COMPLEX COMPOSED</td>
</tr>
<tr>
<td>EXCITING COURAGEOUS SKILLFUL</td>
<td>ORDERLY CONVENTIONAL CARING</td>
<td>VIVACIOUS AFFECTIONATE SYMPATHETIC</td>
<td>PHILOSOPHICAL PRINCIPLED RATIONAL</td>
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<table>
<thead>
<tr>
<th>TOTAL ORANGE</th>
<th>TOTAL GOLD</th>
<th>TOTAL BLUE</th>
<th>TOTAL GREEN</th>
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<tbody>
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Dominant Gold

Golds

- Are dutiful and stable
- Need to be useful
- Want to be self-sufficient
- Value organization
- Desire punctuality
- Schedule their lives
- Make and keep commitments
- Measure worth by completion
- Are goal-oriented
- Value rules
- Prepare for the future
- Are inclined to join groups
- Believe work comes before play
- Safeguard tradition
- Prefer order and cleanliness
- Are responsible and dedicated
- Are drawn to respected occupations
- Enjoy positions of authority
- Desire structure
- Bring stability to society

Gold Personality Types are: Natural Leaders: Like Automobile Manufacturer – Henry Ford

Born in 1863 on his family’s farm near Dearborn, Michigan, Henry Ford’s natural abilities became evident early on, when at 15 years of age his father gifted him a pocket watch, which he promptly took apart and reassembled. Friends and neighbors were impressed and requested that he fix their timepieces too.

Unsatisfied with farm work, Ford left home the next year, at age 15, to take an apprenticeship as a machinist in Detroit. In the years that followed, he would learn to skillfully operate and service steam engines, and would also study bookkeeping.

Ford would later go on to create the Ford Model T car in 1908 and to develop the assembly line mode of production, which revolutionized the automobile industry.

- Relate to Gold by being dependable, responsible, direct, decisive organized and punctual.
Dominant Orange

## Oranges
- Are free and spontaneous
- Are impulsive risk-takers
- Are active
- Are optimistic
- Resist commitment
- Can become virtuosos
- Thrive on crises
- Are drawn to tools
- Like to be the center of attention
- Have great endurance
- Are drawn to action jobs
- Need variety
- Are dynamic, animated communicators
- Are competitive
- Deal with the here and now
- Are bold in relationships
- Are generous
- Have difficulty finding acceptance
- Like to live in a casual atmosphere
- Bring excitement to society

**Orange Personality Types are:** Natural Negotiators
Like American Aviator Amelia Earhart

Born in 1897 in Atchison Kansas, Amelia Mary Earhart, was an American aviation pioneer and author. She was the first female pilot to fly solo across the Atlantic Ocean. Her spirit of adventure was evident even as a child when in 1904, with the help of her uncle, she cobbled together a home-made ramp fashioned after a roller coaster she had seen on a trip to St. Louis and secured the ramp to the roof of the family toolshed. Earhart’s well-documented first flight ended dramatically. She emerged from the broken wooden box that had served as a sled with a bruised lip, torn dress and a “sensation of exhilaration.” She exclaimed, “Oh, it’s just like flying!”

- Relate to Orange by being spontaneous, playful and humorous. Provide variety and alternatives – keep things exciting
Dominant Blue

Blues

- Are in search of themselves
- Need to feel unique
- Must be true to themselves
- Look for symbolism
- Value close relationships
- Encourage expression
- Desire quality time with loved ones
- Need opportunities to be creative
- Compromise and cooperate
- Nurture people, plants and animals
- Look beyond the surface
- Share emotions
- Make decisions based on feelings
- Need harmony
- Are adaptable
- Are drawn to literature
- Are drawn to nurturing careers
- Get involved in causes
- Are committed to ideals
- Bring unity to society

Blue Personality Types are: Excellent relationship builders. Like Civil rights activist Martin Luther King Jr.

Martin Luther King, Jr. an American clergyman, activist, and leader in the African American Civil Rights movement was born in 1929. He is best known for his role in the advancement of civil rights using nonviolent civil disobedience. King has become a national icon in the history of American progressivism.

"I Have a Dream" is a 17-minute public speech by Martin Luther King, Jr. delivered on August 28, 1963, in which he called for an end to racism in the United States. The speech, delivered to over 200,000 civil rights supporters from the steps of the Lincoln Memorial during the March on Washington for Jobs and Freedom, was a defining moment of the American Civil Rights Movement. During the delivery of this now famous speech, King departs from his prepared text and describes dreams of freedom and equality arising from a land of slavery and hatred. The speech was ranked the top American speech of the 20th century by a 1999 poll of scholars of public address.

- Relate to Blue by connecting personally and listening attentively. Be honest and sincere.
Dominant Green

Greens
- Are innovative and logical
- Seek to understand the world
- Need to be competent
- Require intellectual freedom
- Are curious
- Question authority
- Push themselves to improve
- Seek perfection in play
- May become intellectually isolated
- Are slow to make decisions
- Value concise communication
- Look for intellectual stimulation
- Enjoy intriguing discussions
- Are sometimes oblivious to emotions
- Are detached
- Believe work is play
- Are drawn to technical occupations
- Analyze and rearrange systems
- Focus on the future
- Bring innovation to society

Green Personality Types are: Excellent Problem Solvers: Like renowned psychiatrist Carl Jung.

Born in 1875, Carl Gustav Jung was a Swiss psychotherapist and psychiatrist who founded analytical psychology. Jung proposed and developed the concepts of the extraverted and the introverted personality, archetypes, and the collective unconscious. His work has been influential in psychiatry and in the study of religion, literature, and related fields. Jung created some of the best known psychological concepts, including the archetype, the collective unconscious, the complex, and synchronicity. The Myers-Briggs Type Indicator (MBTI), a popular psychometric instrument, has been developed from Jung’s theories.

- Relate to Green by being objective and logical. Listen and be open to new ideas. Value their abstract thinking.
Gold - Be Prepared

See self:
Stable
Providing Security
Dependable
Firm
Always have a view
Efficient
Realistic
Decisive
Good planner
Orderly, Neat
Punctual, expects same

Others see:
Rigid
Controlling, bossy
Dull, Boring
Stubborn
Opinionated
Unimaginative
Judgmental
Limiting flexibility
Uptight
Sets own agenda
Rigid idea of time
Orange - Just do it

See self:
* Fun loving, enjoys life
* Spontaneous
* Flexible, adaptable
* Carefree
* Proficient
* Hands on person
* Practical
* Problem solver
* Good negotiator
* Does many things at once
* Here and now person

Others see:
* Irresponsible
* Flaky
* Wishy-washy
* Not serious
* Spends time at things they enjoy
* Not interested in ideas
* Disobeys rules
* Manipulative
* Not able to stay on task
* Indecisive
Blue - How does that make you feel?

See self:
- Warm, caring, compassionate
- Likes to please people
- Trusting
- Romantic
- Spiritual
- Creative
- Idealistic
- People Person
- Unselfish
- Empathetic

Others see:
- Overly Emotional
- Soft
- Too trusting
- Mushy
- Too nice
- Smothering
- Ignores policy, creates chaos
- Talks too much
- Illogical, Incomprehensive
Green - Why?

Sees self:
Super Intellect
98% right
Tough-minded
Efficient powerful
Original, unique
Rational
Great planner
Calm, not emotional
Precise
Under control

Others see:
Intellectual snob
Cool, unfeeling
Critical, fault finding
Afraid to open up
Unappreciative, stingy with praise
Doesn’t consider people in plans
Unrealistic
Arrogant
Stress For Dominant Golds

**Triggers**
- Incomplete or ambiguous tasks
- Disorganization
- Too many things going on at the same time
- Lack of follow through
- Chaos
- Lack of structure
- No rules
- Irresponsibility

**Signs of Stress**
- Complaining
- Self pity
- Worrying
- Overly authoritative
- Feeling anxious
Re-energizing Golds

- Provide consistency
- Establish clear rules
- Provide them with opportunities;
  - To display their responsibility
  - Be of service to others
  - Demonstrate leadership
  - Organize things/people
Stress For Dominant Oranges

**Triggers**
- Too much structure
- Redundancy
- Rules and Regulations
- Non-negotiable and imposed responsibility
- Manuals and following “how-to” directions
- Criticism

**Signs**
- Becoming rude
- Breaking the rules out of spite
- Self medication
- Running away
- Physical aggression
Re-energizing Oranges

- Provide frequent change
- Challenge their imagination
- Provide opportunities for them to;
  - Express themselves
  - Act quickly
  - Defy risk
  - Use their intuition
Stress Triggers For Dominant Blues

**Triggers**
- Negative criticism
- Gossip
- Not discussing what is occurring
- Not being genuine
- Rudeness
- Conflict

**Signs**
- Daydreaming
- Withdrawing
- Crying
- Passive resistance
- Fishing for compliments
Re-energizing Blues

- Reassure them of their worth
- Recognize their accomplishments
- Provide opportunities for them to;
  - Demonstrate their creativity
  - Help others
  - Please those in authority
  - Motivate the group
# Stress For Dominant Greens

## Triggers
- Lack of control
- Incompetence
- Routine
- Lack of options
- Small talk
- Micro-management
- Lack of appropriate tools

## Signs
- Overly indecisive
- Not cooperating with others
- Sarcasm
- Highly Critical
- Giving others the cold shoulder
Re-energizing Greens

- Provide feedback on the quality of their work
- Provide assistance choosing achievable tasks
- Provide them opportunities to;
  - Learn and build competence
  - Build a logical process
  - Display their competence
  - Explore options
WHO SAYS WORKING IN THE OR IS STRESSFUL?

I'M 39 AND I FEEL GREAT!
References


