

E-Colours in HSEQ

Hillmont
Associates

Health - Safety - Environment - Quality

UK Licensed
Practitioners



Identify Different
Personality Styles



Increase Your
Safety Levels

Understand
People's Strengths &
Potential Limiters



Create A Better
Working Culture



E-Colours unlocks people's specific **personality styles** leading to a **heightened awareness** of themselves and others, while also **increasing engagement, productivity, teamwork** and **safety levels** by enabling people to better understand **different communication styles** and **behaviours**.



E-Colours was created in 2004.

Chevron, the multinational energy corporation was one of the first organisations to implement E-Colours globally to its employees as a tool to increase safety levels and awareness.

E-Colours divides the brain into four major personality types:

- **The Doer**
- **The Socialiser**
- **The Thinker**
- **The Relator**

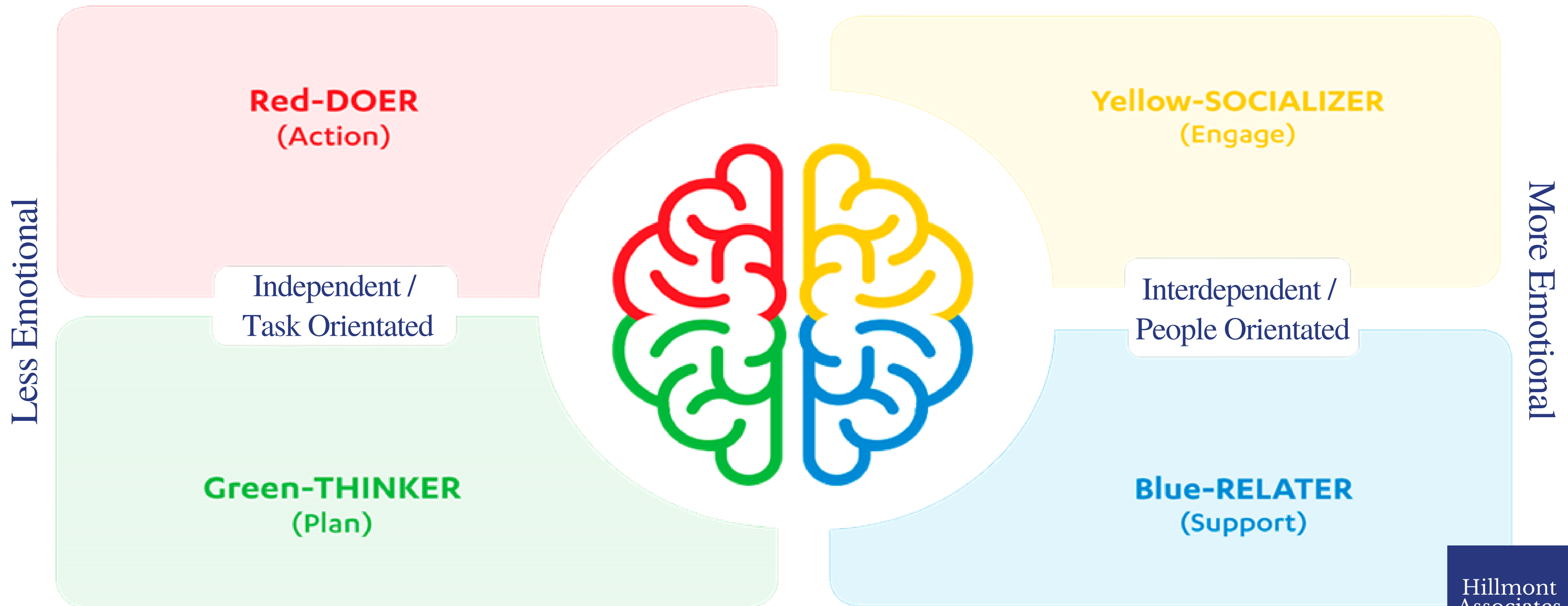
Although everyone has all 4 colours within them, after completing the Personality Diversity Indicator (PDI) questionnaire, their top two E-Colour combinations are revealed.

These E-Colours describe a more specific personality style leading to a heightened self-awareness and of others. By understanding E-Colours you can also understand how people can potentially get hurt and how to prevent incidents from happening.



Basic E-Colour Concept

Top Colour Red's & Yellow's Are Faster Paced / Big Picture Orientated Individuals




Top Colour Green's & Blue's Are Steady Paced / Information Orientated Individuals

Discovering Your E-Colours - The Process

- Take the PDI by answering 35 questions.
- For each question, you're presented with 4 adjectives.
- Choose one word that **best** describes you, and one that **least** describes you.
- There are no right or wrong answers.

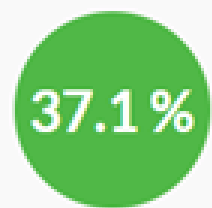
| Accurate | Strong-willed | Talkative | Supportive |
|---|---------------|-----------|------------|
| <p>👍 That's most like me! <i>Select one from above</i></p> <p>👎 That's least like me!</p> | | | |



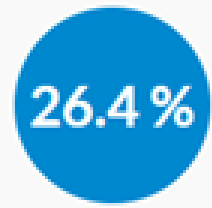
Receive Your Results

Green / Blue

The Relating Thinker



Green - The part of your personality that helps you plan and analyze information



Blue - The part of your personality that helps you empathize with and support others



Red - The part of your personality that helps you take action and get things done



Yellow - The part of your personality that helps you interact and engage with others

Review Your Premium Report

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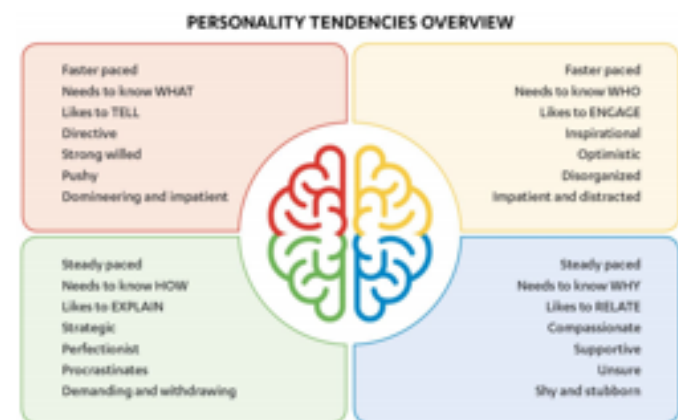
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4. Social Awareness: Understanding Others

Once you learn to understand and manage yourself, you can start to understand others and how to best interact with them. One principle of E-Colors is that we do not decide for others what personality style they have. However, if you see certain behaviors that reflect characteristics associated with the other tendencies, there are ways to consider how to interact with them and enhance your communication.

It is very important to note that observing and understanding behavioral patterns to adapt our style intentionally has nothing to do with being judgmental of others or categorizing or profiling people. In fact, some of the most successful or empathic communicators do this naturally as it helps to build rapport and credibility.

The following information will allow you to build this capacity by having a logical process to reference and categorize behavioral tendencies using the four top E-Colors (Section 4) and transition to the relevant application strategy (Section 5).



Personality Diversity Indicator (PDI) premium report, developed by Hillmont Associates, provides you with the information you need to have, as described through the E-Colors.

This report is a personal development tool tailored to your individual personality style. It shows you a path that will provide you with knowledge to better understand yourself and others, as well as to enhance relationships with others.

One of the coaching credos is that the more intentional you are, the better throughout this report 'intentionality' will be mentioned several times. The goal of the information contained will only help you be more intentional in your actions and behaviors.

In this section, we want to share the basic foundational concepts of the Personality Diversity Indicator.

The Personality Diversity Indicator tools share the same underpinning of dividing the human mind into four quadrants. This is not unusual. It has served as a useful tool of personality tool development, going as far back as the ancient Greeks (i.e., fire, earth, water, metal and wood), or as the Greek four temperaments (i.e., sanguine, choleric, melancholic, and phlegmatic). In the 1900s, Swiss psychiatrist Carl Jung theorized that there are four functions: thinking, feeling, sensation, and intuition.

The Personality Diversity Indicator describes the four dominant personality styles as the **Doer**, the **Relater**, the **Thinker**, and the **Analyzer**. By initially focusing on our primary and secondary personality style, we can begin to understand, remember, and apply.

The goal is to both recognize and manage the different personality styles led over a million people to take the Personality Diversity Indicator. It has motivated companies, large and small, to implement it in live events at companies, in schools, on industrial sites in sports, healthcare, and non-profit organizations. The tool has resulted in a highly populated anonymized database that validates personality tendency trends across multiple cultures, industries, and factors.



Read the theory on the next page.

yourself in many of the descriptions that follow, but because each of us is more than just their personality, not every characteristic will apply to you.

As you read something about how you communicate and relate with others, think about **Thinker**, what are your general tendencies?

You are information oriented and tend to focus on facts before focusing on people. You tend to process information at a steady pace. You are intellectually curious, wanting to know **how** things arrived at the state they are in, and **why** they are the way they are. This assists you in building up a picture in your mind of how to proceed next.

Because of your tendency to desire more information, you may spend a great deal of time researching and procrastinating on the completion of a task, fearing that you may fail or disappoint others if it isn't done exactly right. However, when you do complete the task, it will most likely be thorough, well-researched, and accurate.

You usually prefer less verbal and more written communication. Often times, others may not communicate everything that you would want to know, so you tend to like to follow up with a face-to-face conversation because there will be non-verbal cues that will help you direct the questions/conversation. When you share information, you tend to do so in a way others would characterize as "explaining." That is, you present in some detail **how** you arrived at the conclusion or completed the project rather than just giving the "bottom line."

You are an active listener as well, drawing out information from others by using questions in what can sometimes appear to be an interrogating manner. This style is well-suited to discovering the **"how"** of something you are interested in knowing more about.

You need more data to feel comfortable when making decisions. This may be frustrating to your faster-paced colleagues who want you to respond quickly; however, the time you take to process allows you to pick up on details that others might miss, thereby bringing value to the ultimate decision.

your personality that tend to come naturally to you. It is worth noting that although a strength is not a room for continuous improvement and growth, it is still a strength.

Personality that may hold you back from reaching your full potential, and therefore managing them, effectively, are your potential limiters. The following are the styles we have used to describe their strengths and include the following:



As you identify your strengths, it is also important to realize that a strength can also be a potential limiter. There can be a thin line between a strength and being picky, or being analytical and overthinking.

Understanding your personality style can allow you to more successfully manage your strengths and managing your potential limiters.

How It Affects You

As you identify your strengths, and our potential limiters, we begin to understand how these natural tendencies can determine how we react in these situations might be ones in which we can be emotionally, or be disruptive to others and ourselves.

Understanding your own personality tendencies might help you manage them. The following questions have been developed since 2005. The data collected displays the most common tendencies that regardless of geographical location, the variance in the results reflected below. As you identify these situations and tendencies, you have a better understanding of your own personality style.

How stress affects us emotionally, as shown in the following diagram:

STRESS AFFECTS ME



Color tendencies are apparent. Those with top **Red** tendencies are often angry or frustrated, and those with top **Yellow** tendencies are often emotional or withdraw into themselves.

To enhance your ability to manage yourself and to work with those on your team. If your goal is to lead, or to lead one, this understanding becomes essential, and reach its goals.

As you identify your general traits and tendencies, proceed to the next section to identify your personality style.

Personality Style Sheet



- A comprehensive and accurate report about **YOU** and communicating with others.



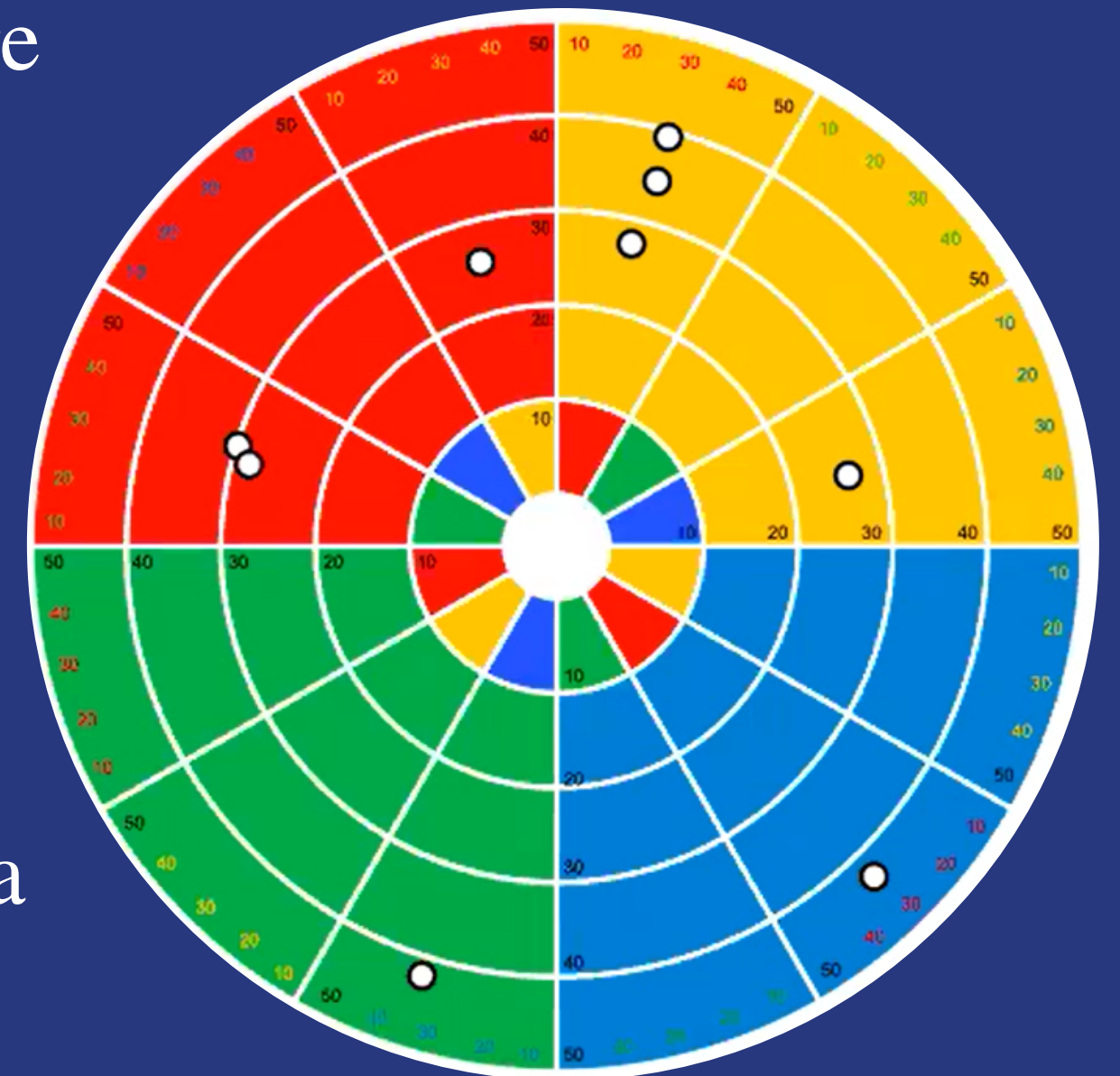
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AWARENESS EVENT

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- Invite your team to an E-Colours Awareness Event.
- Hosted by one of our E-Colour Practitioners learn more about:
 - The diversity within your team
 - How to enhance team performance
 - Your teams strengths and potential limiters
 - How everyone prefers to communicate
 - How different individuals process information
 - The difference between reacting or responding to a situation
 - How to utilise Personal Intervention



Personal Intervention gives people a tool to 'Play' or 'Pause' their natural tendencies and behaviours. For example:

This load is about to fall. In that split instant what do you do?



The Socialiser

- By jumping in to help others.
- Being too easily distracted by others.
- When trying to please others.
- By trying to 'fix' someone.



The part of your personality that helps you interact and engage with others.

How Can I Get Hurt?



The Thinker

- Through loss of control.
- By not being given enough details.
- When taking something for granted.
- By a lack of sufficient information.



The part of your personality that helps you plan and analyse information.



How Can I Get Hurt?

The Doer

- Through impatience.
- Through hurrying or rushing.
- When taking a low perceived risk.
- When being too focused on a task.



The part of your personality that helps you take action and get things done.

How Can I Get Hurt?

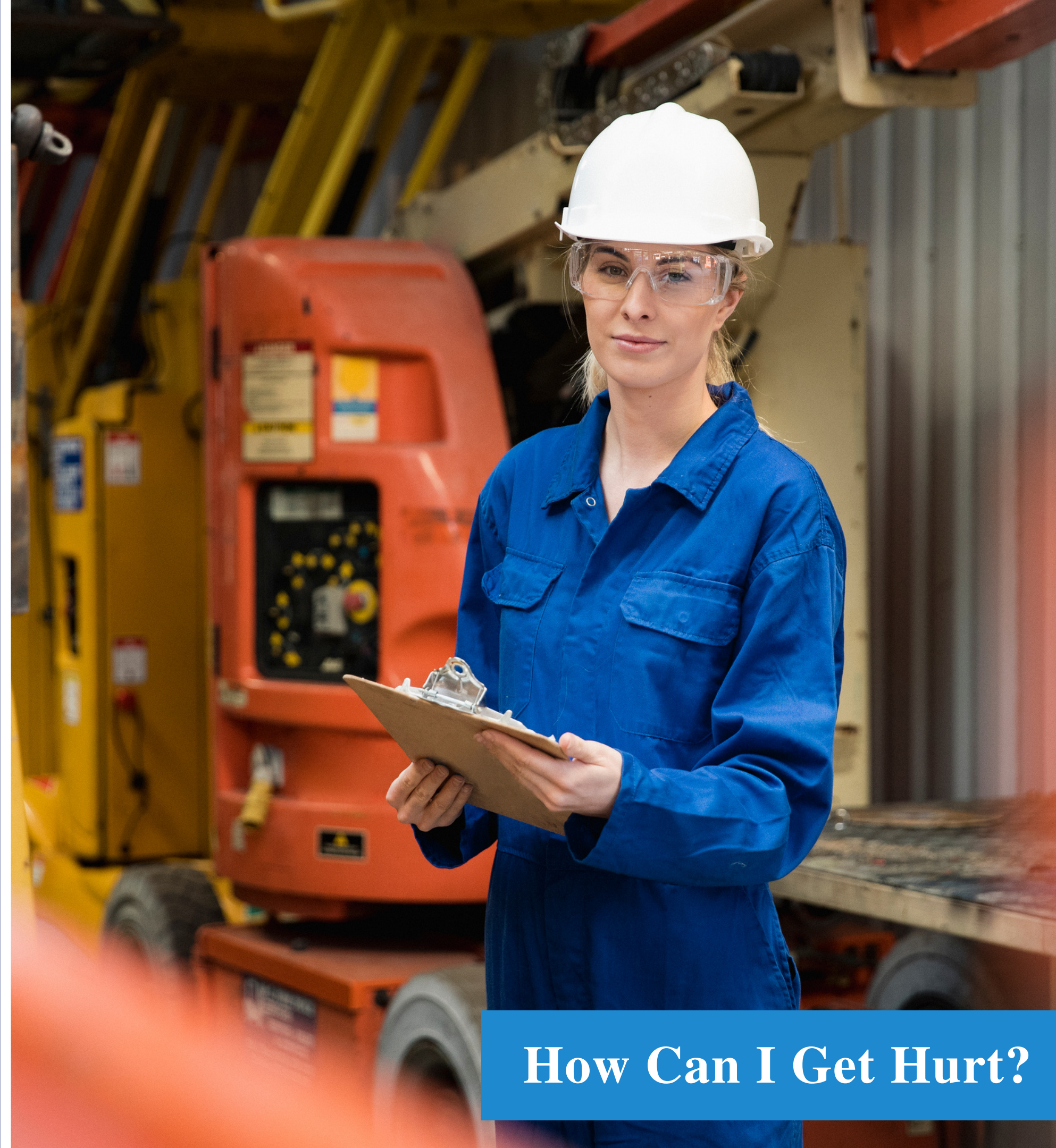


The Relator

- When helping someone else.
- When someone shouts at me.
- By relying on other people.
- By being disregarded.



The part of your personality that helps you empathise with and support others.



How Can I Get Hurt?

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SITE SAFETY

Improved Communication Skills

Increased Self Awareness Of How You Could Get Hurt



Improved Communication



Understanding How You Can Disrupt Teamwork



Understanding Your Strengths



Knowing How You Could Hurt Others



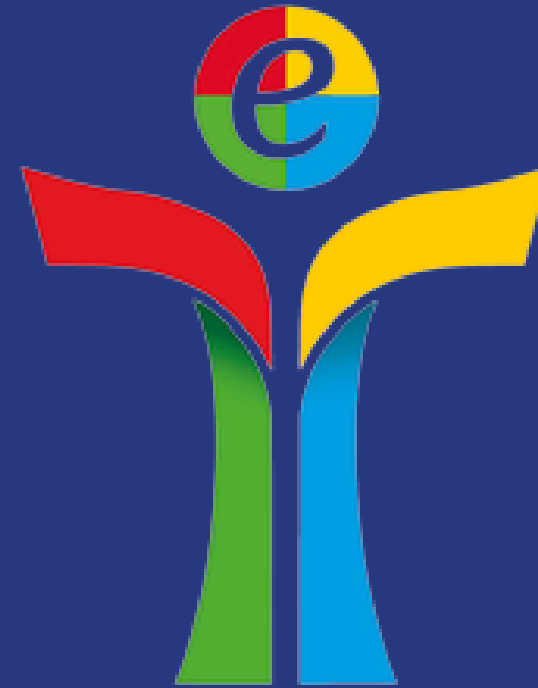
Improving Your Mental Wellbeing & Emotional Intelligence



Understanding Your Potential Limiters



The E-Colours Process



Identifies Personality Styles



Awareness & Understanding



Ensuring People Get Back To Their Families



Different Communication Styles & Behavioural Tendencies



We Are Not All The Same

Framework For Continuous Improvement



The 12 Different E-Colour Combinations

Self & Team Awareness

Shared Vision & Values

Clarity of Roles & Processes

Trust

Diversity & Inclusion

Commitment

Accountability



Understanding The 4 E-Colours Within Us



Our Two Most Prominent E-Colours



What People Are Saying...



"A simple and engaging way to help you understand how you can get hurt. E-Colours teaches you self-awareness and so much more about yourself!

Mark delivers this in an easy-to-understand way that empowers you to make safer decisions, understand your team, potential blind spots and how you can be mindful of your own actions."



SHARON SMITH
Head of Health & Safety



www.hillmontassociates.com



What People Are Saying...

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"From my experience I believe E-Colours has the capability to improve safety on construction sites.

Could I or my workmates have acted differently on the day of my accident, having known our E-Colours? It is possible. It's an incredible tool and I look forward to seeing it implemented through UK organisations."



www.hillmontassociates.com



JASON ANKER
MBE

Health & Safety Speaker



PROUD2BSAFE

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What People Are Saying...



"This information needs to be heard.

Having done this work we all communicate better, and we are seeing a reduction in accidents, incidents and customer complaints – meaning our staff are more aware of great customer service as well as their own and others safety."



REBECCA MUPITA
Managing Director



What People Are Saying...



"I'm a top colour red - very practical. Everything has to be matter of fact.

At the time I didn't understand my personality, Play & Pause - things that come from knowing your E-Colours. More about understanding me, rather than understanding others had to happen first. You've opened a whole new world for me."



PETER WESTON
Owner & MD



Ready To Discover Your E-Colours?

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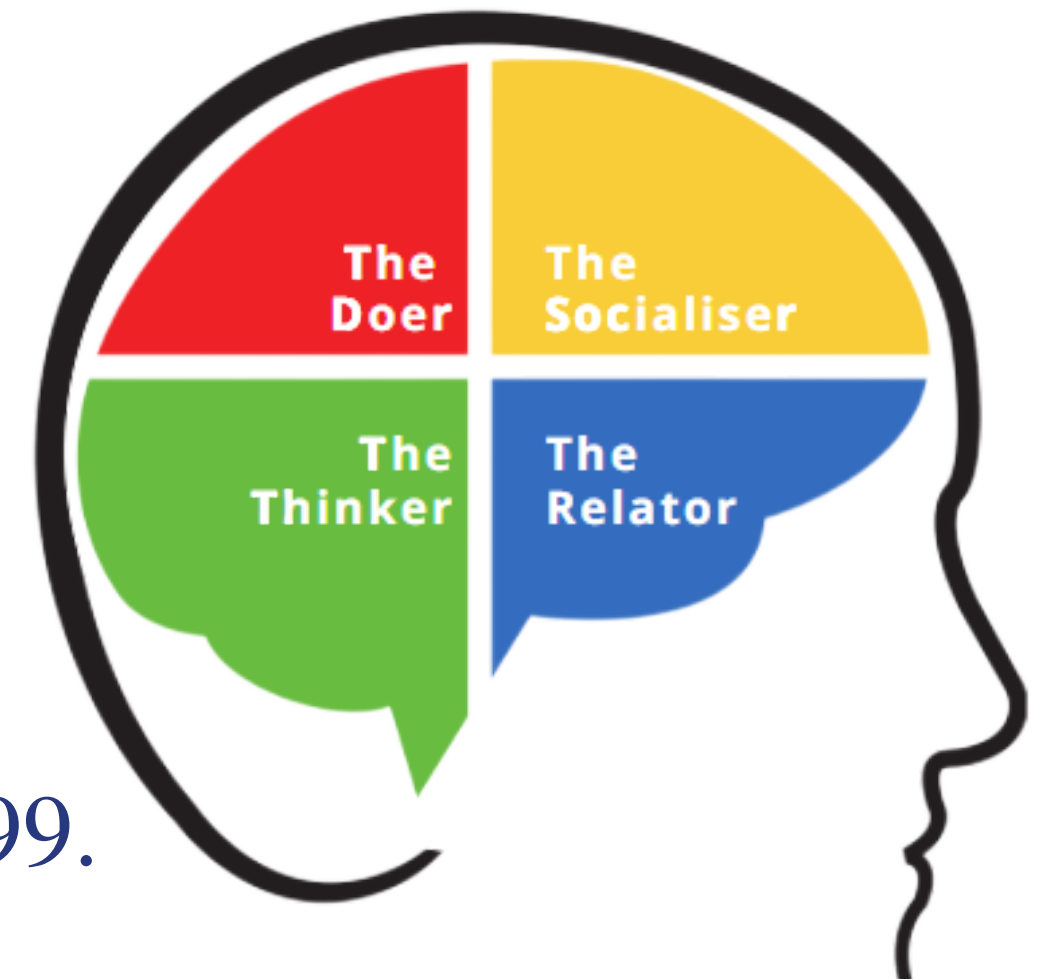
There are 4 ways to discover your E-Colours:

Option 1: Find out your E-Colours for FREE by visiting:

www.equilibria.com/PDI-home.

Option 2: Discover your E-Colours with a Basic Report @ \$4.99.

Option 3: Take full advantage of discovering your E-Colours by purchasing the 33-page Premium Report. Usually \$49.99, use discount code **HILLMONTPREMIUM** to receive a 20% discount.





E-COLOURS

AWARENESS EVENTS

VISIT OUR WEBSITE FOR
FUTURE EVENT DATES!
HILLMONTASSOCIATES.COM

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Option 4: Attend a Hillmont Associates E-Colours Awareness Event, held regularly throughout the year. Tickets are £99 to include:

- Discovering your E-Colours.
- Receive your 33-page Premium Report filled with useful information on your personality style and how to work with others.
- Access to one of our 2.5hr Awareness Events – learn more about your E-Colours, the E-Colours of others and the power of personal intervention giving you the desired results you want.

YOUR HOSTS



Emma Knights



Mark Wilkinson

Our Team



Mark Wilkinson (Y/R)
E-Colours Coach

Strengths:

People orientated
Very enthusiastic

Limiters:

Can be disorganised
Can interrupt



Ian Collins (B/R)
E-Colours Coach

Strengths:

Extremely dependable
Very driven

Limiters:

Can be stubborn
Can be impatient



Emma Wilkinson (G/B)
E-Colours Coach

Strengths:

A perfectionist
Very logical

Limiters:

Can overthink
Can be picky

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Or Call Us On: +44(0)208 224 3269
Visit Our Website At: www.hillmontassociates.com

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