

PERSONALITY DIVERSITY TEAMBUILDING EVENTS

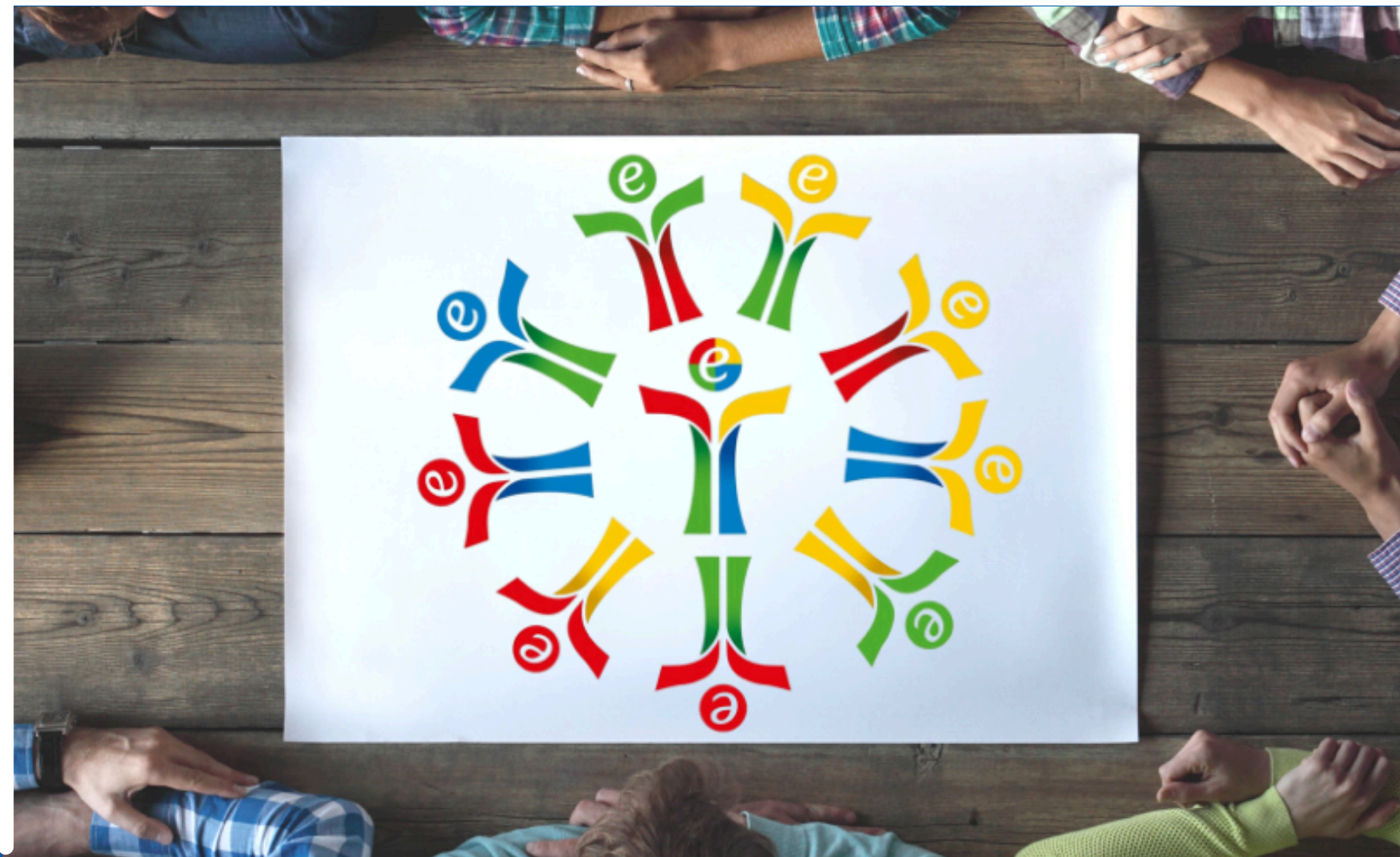
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Bamboo Events Ltd



Identify Different
Personality Styles

Improve Team
Communication &
Collaboration

Understand
People's Strengths &
Potential Limiters



Create A Better
Working Culture

Unlock individual personality styles to increase self awareness and emotional intelligence, resulting in improved engagement, communication skills, productivity and teamwork.

Everyone is unique – enhance, appreciate and celebrate the diversity of your team.



Our tool divides the brain into four major personality types and colours:

- The Doer – Red
- The Socialiser – Yellow
- The Thinker – Green
- The Relator – Blue

Everyone has all 4 colours within them, however after completing our personality questionnaire, two top colour combinations are usually revealed.

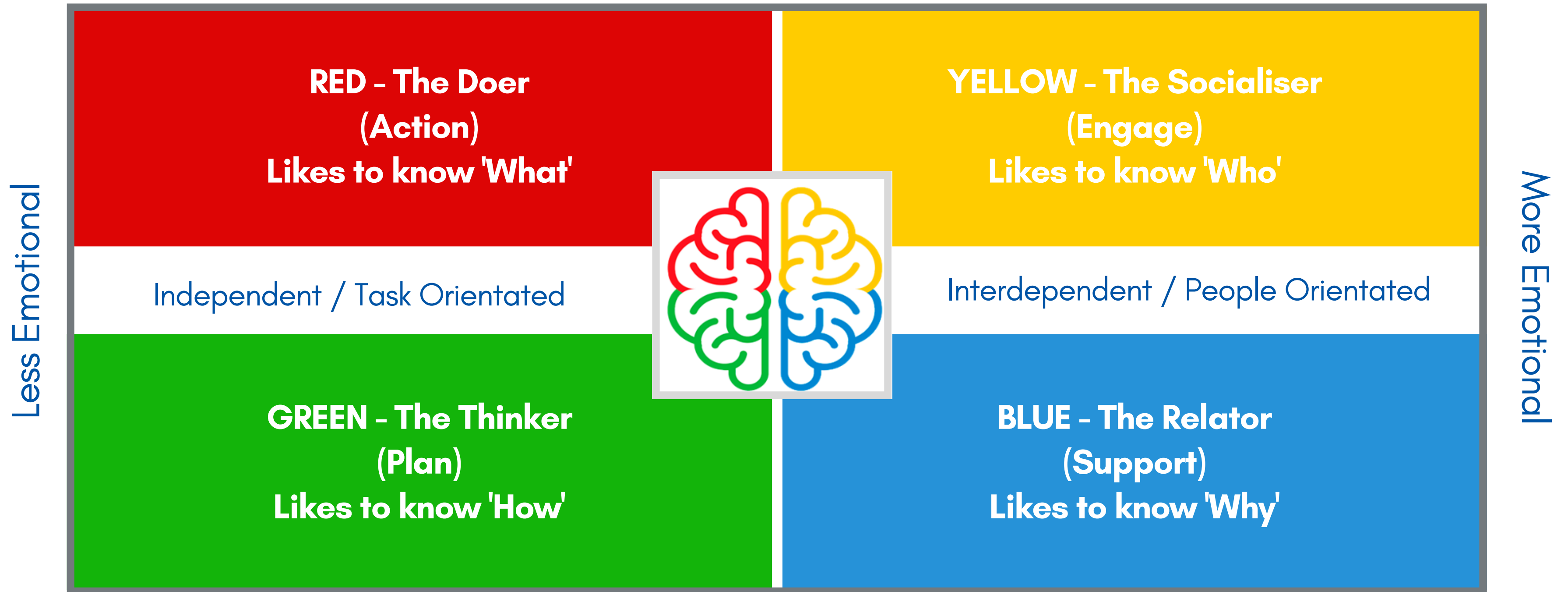
These colours describe a more specific personality style that lead to a heightened self-awareness and that of others.

By understanding your colours, you also begin to understand how other people prefer to work, communicate, collaborate and perform.

Powered by E-Colours created in 2004.

An Overview

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

Our E-Colour Awareness Events - Step 1



- Participants take a 35 step online questionnaire.
- For each question, they're presented with 4 adjectives.
- They choose a word that is **most** and **least** like them.
- There are no right or wrong answers.
- Everyone has a personality (no one has failed the questionnaire yet!)

Accurate	Strong-willed	Talkative	Supportive
<p><input type="radio"/> That's most like me! <i>Select one from above</i></p> <p><input type="radio"/> That's least like me!</p>			

Unlock Your Results - Step 2

Green / Blue

The Relating Thinker



37.1 %

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

26.4 %

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

22.1 %

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

14.4 %

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

Review Your Premium Report - Step 3

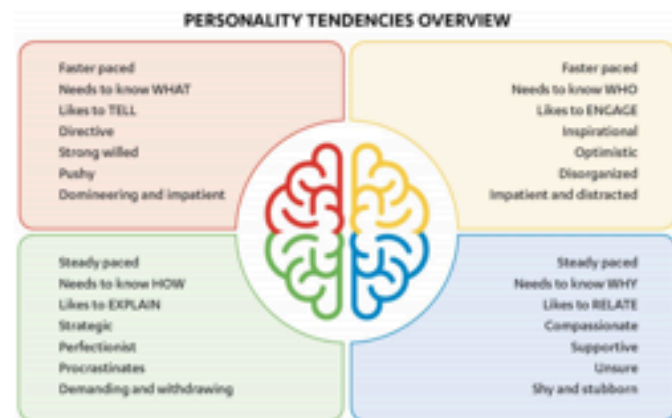


4. Social Awareness: Understanding Others

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 Equilibria, will serve as a foundation for exploring the many different personality styles you have, as described through the E-Colors.

The report provides personal development tailored to your individual personality style to show 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 the results. Throughout this report 'intentionality' will be mentioned several times. The information contained will only help you to 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 PDI tools share the same underpinning of dividing the human personality into four quadrants. This is not unusual. It has served as a useful tool of personality development, going as far back as the four humors (i.e., fire, earth, water, metal and wood), or as the Greek four temperaments (i.e., sanguine, choleric, melancholic, and phlegmatic). In the 20th century, Swiss psychiatrist Carl Jung theorized that there are four functions: thinking, feeling, sensation, and intuition.

The PDI describes the four dominant personality styles as the **Doer**, the **Relater**, the **Thinker**, and the **Feel-er**. By initially focusing on our primary and secondary personality styles, we can begin to understand, remember, and apply.

The PDI is designed to help you to both recognize and manage the different personality styles in your life. It has been used by over a million people to take the Personality Diversity Indicator to the next level. It has motivated companies, large and small, to create a more inclusive environment in live events at companies, in schools, on industrial sites, in sports, healthcare, and non-profit organizations. The PDI tool has resulted in a highly populated anonymized database that validates personality tendency trends across multiple cultures, industries, and geographical locations.



Read the theory on the next page.

Remember 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.

What does this report say something about how you communicate and relate with the world? As a **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.

As a **Thinker**, your personality that tend to come naturally to you. It is worth noting that although a strength, it isn't room for continuous improvement and growth.

What personality that may hold you back from reaching your goals, and therefore managing them, effectively. What style have you used to describe their strengths and include the following:

- POTENTIAL LIMITERS**
- Procrastinate
 - Picky
 - Detached
 - Too serious
 - Critical
 - Self-Critical
 - Fear Criticism
 - Judgmental
 - Possessive
 - Unsure
 - Stubborn
 - Slow to make decisions
 - Insecure
 - Reluctant to speak up
 - Awkward
 - Resistant to change

When you have your strengths, it is also important to realize that there can be a thin line between a strength and a potential limiter. There can be a thin line between being a good listener and being picky; or being analytical and being too serious.

As a **Thinker**, your personality style can allow you to more successfully manage your strengths and managing your potential limiters.

How It Affect You

When you have your strengths, and our potential limiters, we begin to understand how our natural tendencies can determine how we react in less ideal situations. These might be ones in which we can't be as logical, or be disruptive to others and ourselves.

When you understand your own personality tendencies might be managed. The following questions have been collected since 2005. The data collected displays the most common responses regardless of geographical location, the variance in the results reflected below. Reflect on these situations and tendencies, you have experienced.

How does stress affect us emotionally, as shown in the PDI report?

STRESS AFFECTS ME

- I may get more emotional
- I wear my heart on my sleeve
- I will tell you about it, but I may not listen to your reply
- I may seem whiny
- I really need to talk about it

- I will worry and seem withdrawn
- I may blame outside influences
- I need advice
- I need my problem to be taken seriously
- I need time to work things out

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

How can you 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 key, and reach its goals.

When you understand your general traits and tendencies, proceed to the next step to understand your personality style.

Personality Style Sheet

Communication style:

- Faster paced
- Big picture
- Needs to know WHO
- Likes to ENGAGE
- Usually prefer talking to listening
- Selective listener - can appear as interrupting to others
- Comfortable with close proximity
- Can interrupt the conversation
- Spontaneous and at ease in groups of people

Body language cues:

- Uses animated facial expressions
- Warm and friendly disposition
- Usually comfortable with hugs
- Tends to act spontaneously
- Uses many hand and body movements
- Usually has an open body language stance (does not cross arms)

Leadership behaviors:

- INSPIRATIONAL: Paints Vision
- Creates and shares team or organizational vision
- Coaches individuals to develop team performance

Trigger words and expressions:

- I can see how...
- It's what I believe
- Let me tell you about...
- Who else is involved?
- It's a great opportunity
- Vision, fun, relationship, excitement, optimism

Strengths:

- Optimistic
- Enthusiastic
- Persuasive
- Animated
- Talkative
- Stimulating
- Influencing
- People oriented

Potential limiters:

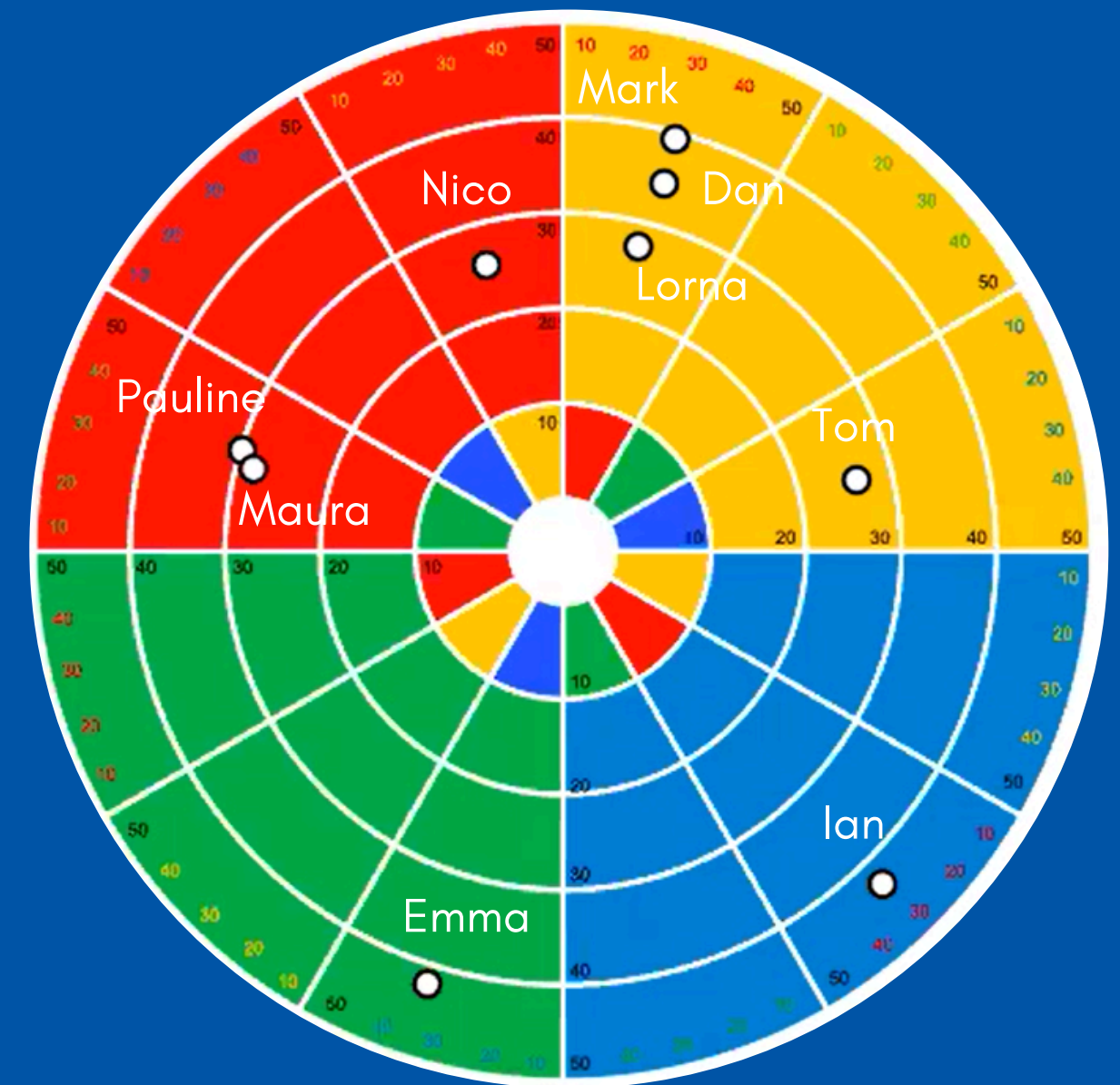
- Disorganized
- Excitable
- Manipulative
- Emotional
- Over talkative
- Vain
- Reactive
- Undisciplined

Everyone receives their personalised Premium Report, containing detailed information about them and how they can improve their interaction with others.

A Group Coaching Session - Step 4

Our E-Colours Coaches will visit your group in person, or online to host a fun, interactive and information session on:

- The different E-Colour personality styles and tendencies
- The diversity within your workforce
- How your team can 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: **when considering communication skills...**



The Socialiser

"I prefer talking to listening and can often interrupt the conversation. E-Colours has taught me to press my pause button, when wanting to interrupt and press my play button to listen more, ensuring I work better in a team by giving people an opportunity to speak."



Top Colour Yellow:

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



My Communication Style

The Thinker

"I'm a good listener and focus on the facts as I'm information orientated. E-Colours has taught me to press my pause button on asking too many questions as this can appear disruptive. Where I may appear to be slow to make a decision, I just prefer time to think."



Top Colour Green:

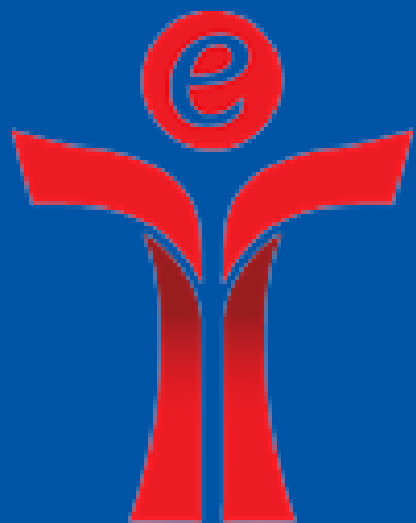
The part of your personality that helps you plan and analyse information.



My Communication Style

The Doer

"I usually like to take control of situations, which may come across as domineering and impatient. E-Colours has taught me to be more patient and understanding of others and how they prefer to communicate and process information."



Top Colour Red:

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



My Communication Style

The Relator

"I can sometimes be reluctant to speak up in large groups and do not like raised voices or to be rushed. I like to get all the facts and feelings from a meeting with a lot of emphasis on trust and collaboration with my work colleagues."



Top Colour Blue:

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



My Communication Style



The Long Lasting Effects E-Colours Has on Organisations & It's People:

- Improved Communication Skills
- Increased Self Awareness
- Understanding How You Can Disrupt Teamwork
- Understanding Your Strengths
- Understanding Your Potential Limiters
- Improving Your Mental Wellbeing & Emotional Intelligence

Teambuilding with Purpose & Results



"As a Corporate Event Manager of 20+ years, I've seen many types of teambuilding activities, but never have I experienced a tool that helps people really understand and appreciate each other, helping them work together more efficiently and with increased co-operation."

I became an E-Colours Coach as I believe every organisation should consider implementing this tool into their business, which will support their employees on so many different levels."

Emma Knights - Green / Blue
Event Director, Bamboo Events Ltd



What Participants Say...



"I found E-Colours fascinating and think it's an **amazing tool**. A lot of companies who say they offer similar products give you a good idea of your own personality type, but not of people you live and work with. This gives **E-Colours the edge**."

"E-Colours has completely changed the way **I see myself** and my colleagues at my work place. I'd recommend it to anyone who is looking to build a more **harmonious and productive team**."

"I feel passionately that anyone who takes part in a session or takes the time to understand their E-Colours will **truly benefit for the rest of their lives**."

"The session gave me a really useful insight into **how people can communicate, act and engage** depending on their E-Colours. It has really helped me to raise my **own self-awareness** and already (only a few days after the course) I am **recognising my strengths and limiters** in everyday life!"

*“My E-Colours are Yellow/Blue – ‘The Relating Socialiser’. The information I received in the Premium Report was **so accurate**. It was exactly me. **I was amazed!** The subsequent awareness and training sessions I have had have really **helped me understand myself** and **how I interact with others**.”*

*I look forward to seeing it implemented through UK organisations, to help people **understand themselves and others**.”*

Jason Anker, MBE
Inspirational Speaker



"Big thanks for the E-Colours teambuilding session which was well received by everyone I spoke to afterwards!

*It was **the best 3 hours I have invested in any workshop** – with a diverse international team it will really help us work more effectively."*

Andrew Tavener

Head of Marketing,
Fleet Solutions EMEA



DESCARTES™



*"It was helpful to think about why people behave in the ways that they do, and how different personalities can **respect** and find suitable **adaptive ways to contribute within a high performance team.**"*

Anjulie Blunden
Managing Partner, UK

*"This is the beauty of E-Colours. It helps you be more self-aware and **more aware of how you work with others.**"*

Anthony Clements
Managing Partner, UK



ADTRACTION

Our E-Colour Coaches



Emma Knights (G/B)

Strengths:

A perfectionist
Very logical

Limiters:

Can overthink & be picky



Mark Wilkinson (Y/R)

Strengths:

People orientated
Very enthusiastic

Limiters:

Can be disorganised & interrupt



Ian Collins (B/R)

Strengths:

Extremely dependable
Very driven

Limiters:

Can be stubborn & impatient

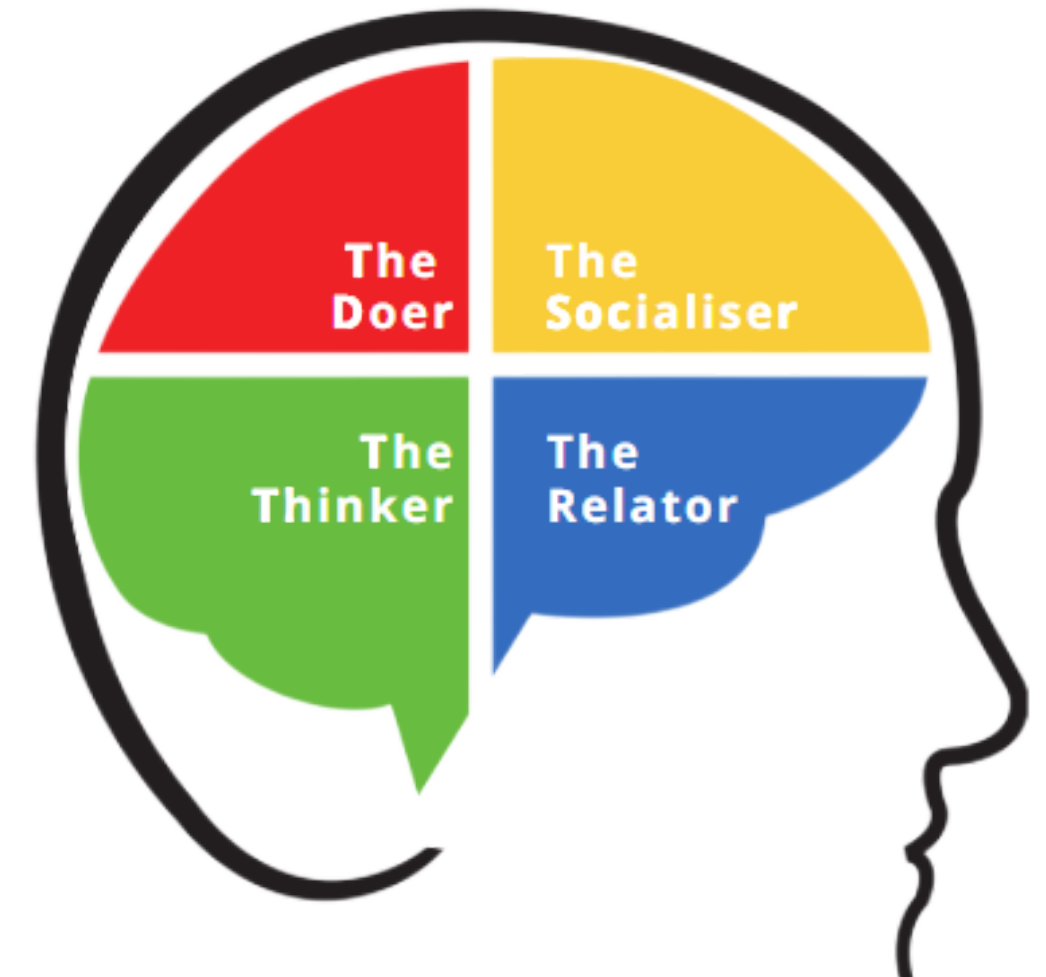
Try It For Free!



You can discover your E-Colours for FREE by visiting:

www.equilibria.com/PDI-home

Then contact us to arrange a free discovery call, where we'll tell you more about your results and how we can arrange an **E-Colour Awareness Event** for your team.



If you'd like to download your Premium Report (for the magnitude of useful information it provides), use our discount code **BAMBOOPREMIUM** to receive a 20% discount.

For Email Enquiries: emma@bambooevents.co.uk
Or Call Us On: +44(0)208 224 3269
Visit Our Website At: www.bambooevents.co.uk



*The
definition of
teambuilding...*

*the action or process
of causing a group
of people to work
together effectively
as a team,*

*especially by means
of activities and
events designed to
increase motivation
and promote
cooperation.*

**Prices on
request based
on number of
participants,
location &
format.**