

# E-Colors 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-Colors 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-Colors is an American product created in 2004.

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



E-Colors 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-Color combinations are revealed.

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

# Basic E-Color 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-Colors - 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
<div><div> That's <b>most</b> like me!</div><div><i>Select one from above</i></div></div> <div><div> That's <b>least</b> like me!</div><div></div></div>			

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# Receive Your Results

Hi , your E-Colors are

**Green / Blue**

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## 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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## 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 TENDENCIES OVERVIEW



See the theory on the next page.

Premium PDI Report  
Enrica Knight

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

It says something about how you communicate and relate with the world. 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 feel 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 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 a strength, it is not a room for continuous improvement and

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



strengths, it is also important to realize that there is a potential limiter. There can be a thin line, and not being picky, or being analytical and

personality style can allow you to more successfully manage and manage your potential limiters

### It Affects You

your strengths, and our potential limiters, we begin to understand how our tendencies can determine how we react in situations that might be ones in which we can be emotionally, or be disruptive to others and

know your own personality tendencies might be managed. The following questions have been used since 2005. The data collected displays the most common tendencies regardless of geographical location, the variance in the results reflected below reflect these situations and tendencies, you have

how stress affects us emotionally, as shown in

### STRESS AFFECTS ME



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

enhance your ability to manage yourself and to cope with those on your team. If your goal is to be in, or to lead one, this understanding becomes an on, and reach its goals.

your general traits and tendencies, proceed to your personality style.

### Stress Sheet



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



# E-COLORS

## AWARENESS EVENT

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- Invite your team to an E-Colors Awareness Event.
- Hosted by one of our E-Color 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 Socializer

- 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?



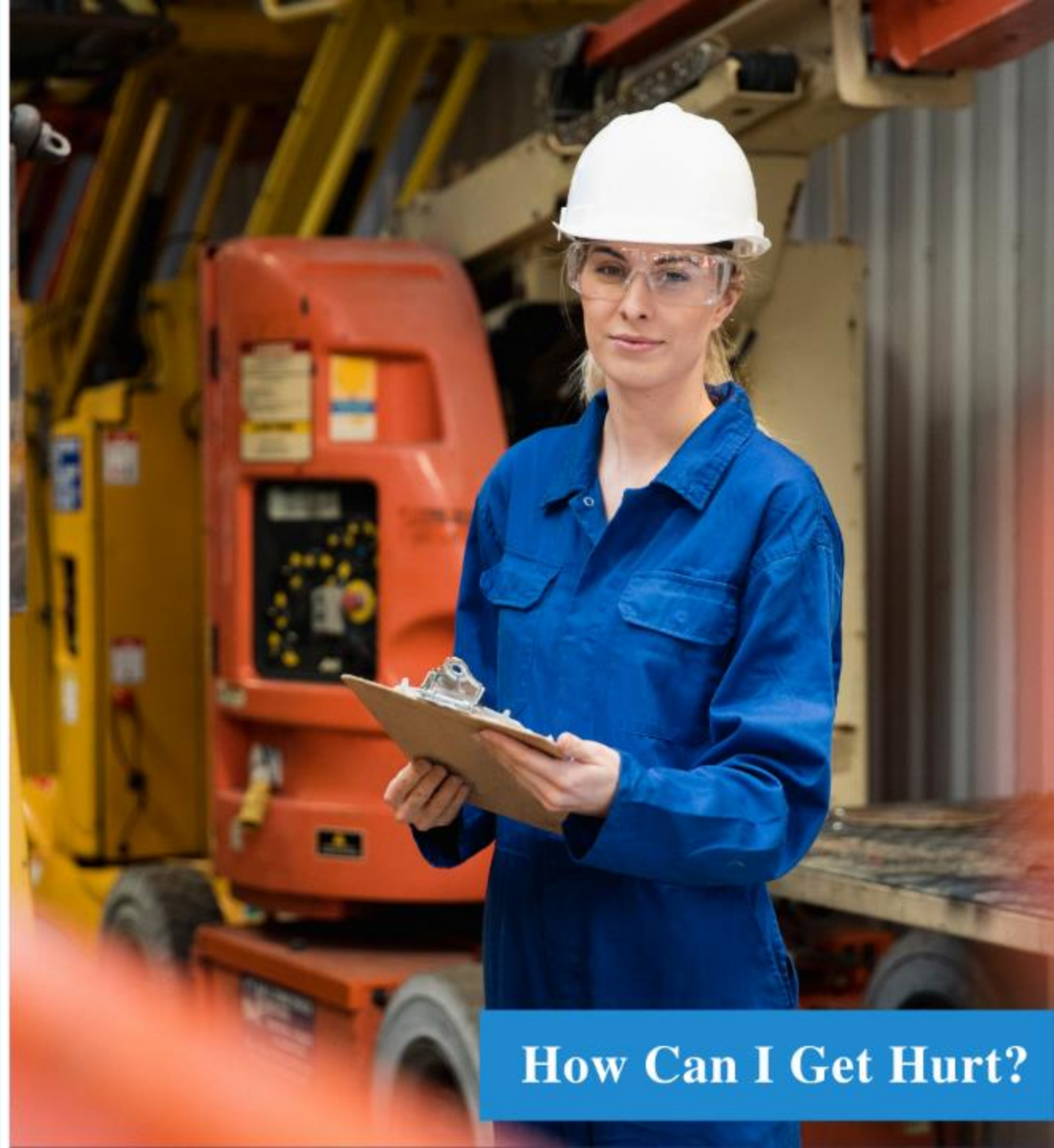


# The Relator

- 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



# Bringing The Power Of E-Colors To The UK!



*"An increasing number of organisations place a growing emphasis not only on health and safety, but also on **creating a better culture**. These companies recognise the substantial benefits E-Colors offers."*

**Mark Wilkinson**  
(FInstLM / CMIOSH)  
MD, Hillmont Associates



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**The E-Colors Process**



Identifies Personality Styles



Awareness & Understanding



We Are Not All The Same



Different Communication Styles  
& Behavioural Tendencies



Ensuring People Get  
Back To Their Families





Understanding The 4  
E-Colors Within Us

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The 12 Different E-Color Combinations



Our Two Most  
Prominent  
E-Colors



## Framework For Continuous Improvement

**Self & Team  
Awareness**

**Shared Vision  
& Values**

**Clarity of Roles  
& Processes**

**Trust**

**Diversity &  
Inclusion**

**Commitment**

**Accountability**

# What People Are Saying...

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*"I found E-Colors 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-Colors the edge**."*

*"E-Colors 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**."*

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

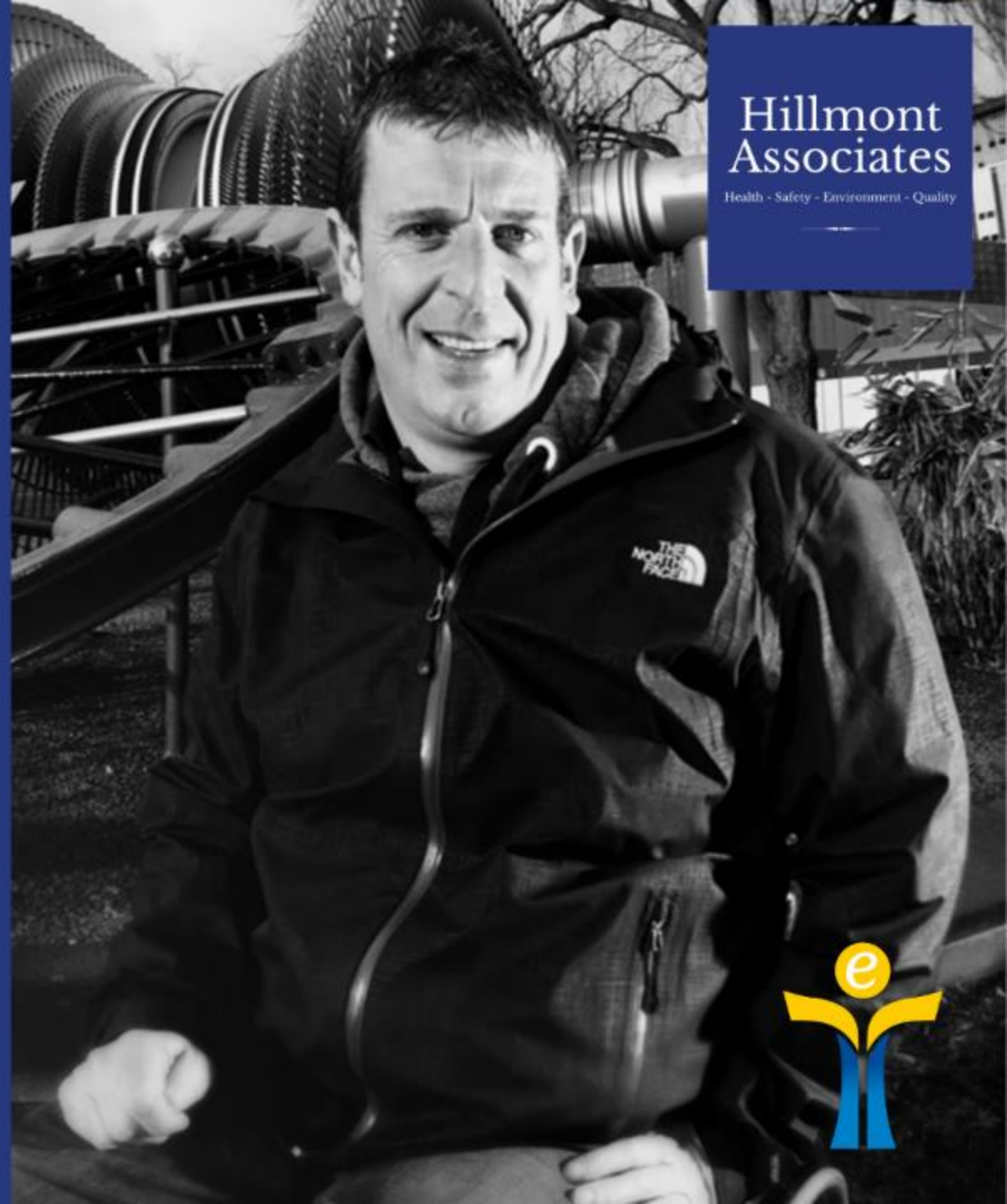
*"The session gave me a really useful insight into **how people can communicate, act and engage** depending on their E-Colors. It has really helped me to raise my **own self-awareness** and already (only a few days after the course) I am **recognising my strengths and limiters** in everyday life!"*



*“My E-Colors 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 with Hillmont Associates have really **helped me understand myself** and **how I interact with others**. From my experience I believe **E-Colors 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-Colors? **It is possible**. It’s an **incredible tool** and I look forward to seeing it implemented through UK organisations, to help people **understand themselves and others** and to **save lives**.”*

**Jason Anker, MBE**



# Ready To Discover Your E-Colors?

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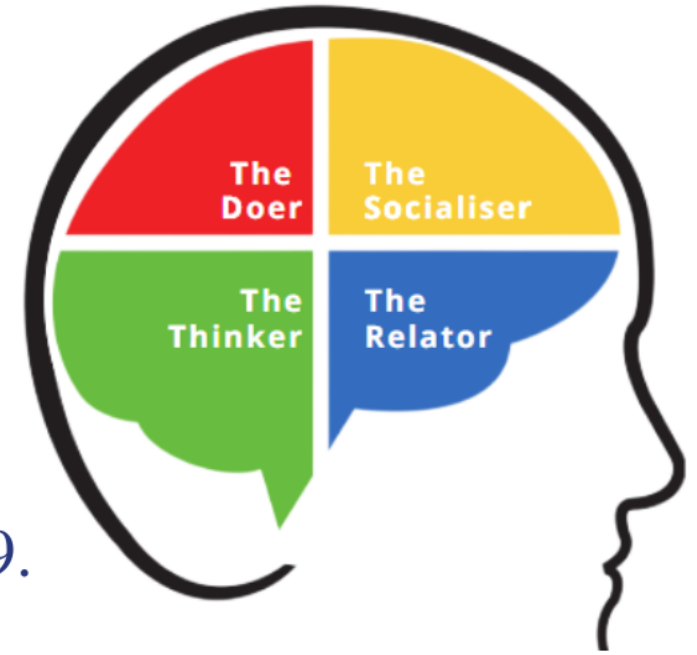
There are 4 ways to discover your E-Colors:

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

[www.equilibria.com/PDI-home](http://www.equilibria.com/PDI-home).

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

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







# E-COLORS

## AWARENESS EVENTS

VISIT OUR WEBSITE FOR  
FUTURE EVENT DATES!  
[HILLMONTASSOCIATES.COM](http://HILLMONTASSOCIATES.COM)

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

- Discovering your E-Colors.
- 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-Colors, the E-Colors of others and the power of personal intervention giving you the desired results you want.



## E-COLORS

### AWARENESS EVENTS

Discover your E-Colors to learn more about your personality and how to understand and communicate better with others. This is a business and life tool that can change your organisation for the better!

10AM - 12:30PM  
TICKETS AT £99PP

### YOUR HOSTS



Emma Knights



Mark Wilkinson

# Our Team



**Mark Wilkinson (Y/R)**  
E-Colors Coach

**Strengths:**

People orientated  
Very enthusiastic

**Limiters:**

Can be disorganised  
Can interrupt



**Ian Collins (B/R)**  
E-Colors Coach

**Strengths:**

Extremely dependable  
Very driven

**Limiters:**

Can be stubborn  
Can be impatient



**Emma Knights (G/B)**  
E-Colors Coach

**Strengths:**

A perfectionist  
Very logical

**Limiters:**

Can overthink  
Can be picky



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