

The Orange Teammate

Values

**Adventure * Excitement * Spontaneity * Risk-Taking
Flexibility * Uniqueness * Independence * Success
Action * Fun * Hands-on-Activities * Competition**

Relating to the Orange Teammate

Understand their need for action, excitement, independence, spontaneity, challenges, stimulation, competition, variety, and fun. Orange teammates can be great negotiators and are able to think on their feet. Oranges believe that work should be fun.

Stressors

**Boredom * Indecision * Long Meetings * Too much Structure
Conformity * Inflexibility * Lack of Freedom * Stifling Rules and
Rigidity * Being Stuck at a Desk * Repetitive Tasks
Lack of Finances and Resources**

Strengths

Turn plans into reality * Adaptable * Visionary * Creative
Grounded in physical reality and able to conceive workable solutions. They desire to be in motion and take action, which requires energy (they have plenty). They have a sense of adventure and crave fun, which brings levity to an environment or project. They tend to make excellent leaders with their dynamic personality.

To Keep Them on the Team

Do:

Provide variety and fun
Be energetic and enthusiastic
Be flexible
Be direct
Give them Challenges

Don't:

Over-stress rules and procedures that restrict some freedom
Go into great detail
Deal in abstractions
Be boring

The Gold Teammate

Values

Discipline * Safety * Order * Citizenship * Responsibility
Respect * Rules & Procedures * Loyalty * Traditions
Punctuality * Frugality * Reliability * Neatness

Relating to the Gold Teammate

Understand the Gold teammate's need for rules, order, structure, security, and procedures. Relate to their commitment to traditions and the "tried and true."

Stressors

Disorganization * Breaking the Rules * Sloppiness * Lateness
Lack of Procedures * Unreliability * Lack of Accountability
Undisciplined Behavior * Chaos * Laziness * Wasting Money
Vagueness * Unsafe Conditions * Lack of Respect to Others

Strengths

Works tirelessly * Accurate * Organized * Gets the job done
Not programmed for chaos, Golds will bring organization to your team. They prioritize tasks and tend to the details to ensure things are done timely and within budget. Golds are practical and can create efficient and cost-effective procedures. Golds are steady performers who make responsible and reliable leaders.

To Keep Them on the Team

Do:

Have a clear agenda, clear procedures, clear rules
Be on time and be organized; cover the details
Set a schedule and deadlines...and stick to them
Emphasize "tried and true"
Provide instruction in writing or, articulate clearly

Don't:

Be late, scattered or sloppy
Be too conceptual, extravagant, or nonchalant
Bend the rules
Have too much fun before the work is done

The Green Teammate

Values

Ideas * Logic * Knowledge * Independent Thinking
Analyses * Research * Technology * Innovation
Clarity * Data/Information * Intellectual Achievement
Time to Think * Systemic Approach

Relating to the Green Teammate

Understand their need for information, independence, and the time to think before making a decision. Hear them out and let them teach you something - that's one of the ways a Green shows caring.

Stressors

Incompetence * Unclear Objectives * Confusion * Small Talk
Nonsensical Orders * Unreasonable Rules * Time Pressures
Being Second-Guessed * Lack of Control * Being Wrong
Lack of Options * No Time to Think * Emotional Displays
Controlling Co-Workers * Lack of Options

Strengths

Fountain of Ideas * Master Strategist * System Designers
Greens enjoy designing systems, models and strategies to move the organization forward. They think about the future and better ways to do things. They seek knowledge and data, and they work endlessly on problem-solving. Greens bring powerful programs and projects into existence and enjoy teaching others what they know.

To Keep Them on the Team

Do:

Give them time to think
Allow them to ask questions and listen to their ideas
Allow them to think outside the box
Give them intellectual challenges
Recognize them for their intellectual contributions

Don't:

Rush them
Be emotional
Be argumentative or illogical
Be intellectually condescending
Engage in small talk or be too simplistic
Repeat yourself

The Blue Teammate

Values

Friendship * Compassion * Honesty * Sensitivity * Love
Sharing * Spirituality * Caring * Mentoring
Authenticity * Counseling * Individuality
Communication * Empathy

Strengths

Perceptive * Intuitive * Great Collaborators
Blues bring a human touch to the team and know how to relate effectively to others. They have a special ability to enlist and excite others to participate in endeavors. Blues are often the “glue” that keeps a team together and ensures everyone is included and feels heard.

Relating to the Blue Teammate

Understand their need for meaning in life, feeling unique, encouraging others, enthusiasm, caring for others, motivating self and others, warm relationships, inclusivity, and ensuring others’ feelings aren’t hurt.

Stressors

Rude people * Insensitivity * Broken promises * Lying * Conflict
Insincerity * Censorship * Lack of Caring or Warmth
Isolation or Being Ignored * Discouraging Remarks
People Not Engaging in Communication * Cruelty/Bullying

To Keep Them on the Team

Do:

Ask how they’re doing
Ask about their family and friends (and pets!)
Share personal information with them
Send friendly notes and birthday cards
Be informal, conversational and personal

Don’t:

Be rude or inconsiderate
Stress technical data and analyses
Communicate only by memo
Put anyone down