

Orange

- Being told *HOW* to work
- Having to follow SOP rules and regulations
- Theories, routine work, concepts, goal statements and philosophy make them crazy

Hint: Make the project feel like a crisis an Orange has to solve, have fun, make it challenging.

Gold

- NOT having SOPs, rules, procedures, or a model to work from
- Someone not meeting a deadline
- Being surprised
- Too many changes

Hint: Get Golds involved in the details of a project, and they'll keep the train on the tracks.

What Irritates the Colors at Work

Green

- Being asked to do something illogical
- Going by the rules, tradition, or biases that seem silly
- Submitting to an authority whose competence is questioned

Hint: Have Greens design the process, and demonstrate the value of the task or project

Blue

- Being treated as a role, rather than an individual
- Doing work that separates them from people
- Not having their feelings and other's feelings honored

Hint: Communicate sincerely with Blues and provide opportunities for them to work with others