

# 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