

Improve Job Performance of a Green By

Assigning projects which require analytical thinking and problem-solving ♦ Discussing your “big picture” with them and by eliciting their opinion ♦ Inspiring them with futuristic ideas ♦ Respecting their inclination to go beyond the established rules of the system ♦ Allowing them the freedom to improve the system ♦ Taking their ideas to the next step and encouraging them to think independently ♦ Praising their inventiveness and their ingenuity ♦ Understanding their need to avoid redundancy and repetitive tasks ♦ Recognizing and appreciating their competence in the job

Avoid: Asking them to do something illogical or to follow rules, traditions or biases that seem silly ♦ Asking them to submit to an authority with the Green doubts his/her competence.

Improve Job Performance of an Orange By

Assigning projects which are action-packed and require a hands-on approach ♦ Providing opportunities to be skillful and adventurous ♦ Using their natural abilities as a negotiator ♦ Allowing them the freedom to do the job in their own style and in non-traditional ways ♦ Keeping a good sense of humor and avoiding boredom while on the job ♦ Encouraging them to use their gifts of originality and flair ♦ Providing opportunities for job competition ♦ Allowing freedom of movement and understanding their preference for action over words ♦ Praising their performance and skillfulness while on the job

Avoid: Telling them HOW to do their work ♦ Requiring that they follow SOP rules and regulations ♦ Asking them to work with theories, routine work, concepts, goal statements or philosophies.

Improve Job Performance of a Blue By

Creating a warm and personal working atmosphere ♦ Interacting as much as possible with openness and honesty ♦ Establishing a harmonious working environment and avoiding conflict and hostility ♦ Showing your support, caring, and appreciation by offering a touch, a hug, or a hand-shake ♦ Allowing them the freedom to express feelings and the time to heal emotional wounds ♦ Making use of their natural gifts for communication, nurturing, and people-oriented ideas ♦ Praising their imaginative and creative approach to the job ♦ Providing them with one-on-one feedback

Avoid: Treating them as a role, rather than a unique individual ♦ Giving them a role that separates them from other people as individuals ♦ Not honoring their feelings or those of others.

Improve Job Performance of a Gold By

Assigning work which requires detailed planning and careful follow-through ♦ Defining the tasks in clear and concrete terms ♦ Being punctual and reliable ♦ Providing a well-structured, stable work environment and by avoiding abrupt changes ♦ Giving standard rules and regulations and setting a good example ♦ Sharing in the responsibilities and duties of the work place and by taking the work ethic seriously ♦ Praising their neatness, organizational capabilities and efficiency ♦ Giving feedback every step of the way on any project to reassure them that they are on the right track ♦ Recognizing their need to be straightforward, dependable, responsible, and business-minded ♦ Giving tangible recognition for their work

Avoid: Situations that have no standards, rules or models ♦ Ignoring deadlines ♦ Surprises or abrupt changes to rules or procedures.