

# WHAT IRRITATES THE COLORS AT WORK

## ORANGE:

- ◆ Being told HOW to work
- ◆ Having to follow SOP rules and regulations
- ◆ Theories, routine work, concepts, goal statements and philosophy make them crazy  
(Hints: Make the project feel like a crisis, have fun, tight project dates)

## GOLD:

- ◆ NOT having SOP rules, procedures, or a model to work from
- ◆ Someone not meeting a deadline
- ◆ Being surprised  
(Hints: Involve Gold by getting them involved in the details of a project, documenting procedures)

## GREEN:

- ◆ Being asked to do something illogical
- ◆ Going by the rules, tradition, or biases that seem silly
- ◆ Submitting to an authority when the Green doubts his/her competence  
(Hints: Engage Green by having them design the process, demonstrate the value of the goal)

## BLUE:

- ◆ Being treated as a role, rather than a unique individual
- ◆ Having a role that separates them from people as individuals
- ◆ Not having their feelings and other's feelings honored  
(Hints: Encourage Blue to express their feelings & to lead teams during training or meetings at which participants need to share)