

As a GREEN, I ...	As a BLUE, I ...	As an ORANGE, I ...	As a GOLD, I ...
am interested in change	am interested in values	am interested in the freedom to act	am interested in concrete results
am proud of my ideas	am proud of my caring	am proud of my performance	am proud of my organizational skills
need to be recognized for my conclusions and thinking	need to be recognized for my relationships and feelings	need to be recognized for my effectiveness and skills	need to be recognized for my principles and conclusions
want to be seen as competent	want to be seen as agreeable	want to be seen as stimulating	want to be seen as accurate
ask “why?”	ask “who?”	ask “what?”	ask “how?”
am apt to be a specialist in technology, planning, and languages	am apt to be a specialist in people issues, communication, and the environment	am apt to be a specialist in negotiation, troubleshooting, and am good in a crisis	am apt to be a specialist in control, organizing, and inspecting
am likely to say, “I think...”	am likely to say, “I feel...”	am likely to say, “Everybody knows that...”	am likely to say, “You should...”
express concepts, opposite points of view, and make speculations	express feelings, ideas about values, and what’s good for people in general	express easy-to-understand ideas, jokes, and anecdotes to explain ideas	express opinions, rules, and substantiating data
may sound argumentative, skeptical, and critical	may sound helpful, sincere, sympathetic, and idealistic	may sound enthusiastic, agreeable, and at times, insincere	may sound disciplined, negative, and at times, domineering
am inclined to appear challenging, cool, studious, and tuned out	am inclined to appear open, sociable, agreeable, empathic, and optimistic	am inclined to appear happy, with a good deal of humor and interplay	am inclined to appear forceful, direct, quickly expressing agreement or disagreement
focus my attention on knowledge, concepts, and ideas	focus my attention on emotional attachments, relationships, and memories	focus my attention to impact, improving skills, and performance	focus my attention on material possessions, status, security, and comfort
validate information by a personal intellectual formula	validate information through inner feelings	validate information through practical demonstration	validate information through personal proof and accredited experts
enjoy philosophical, intellectual discussion	enjoy discussions about my own and other’s feelings, opinions, and concerns	enjoy lively give and take, competition, and observation of activities of interest	enjoy direct, factual discussion of immediate matters
Possible negative traits: extremely opinionated, aloof, arrogant, may over-plan, make too many changes, theorize excessively	Possible negative traits: overly sensitive, smothering, overly sentimental, may overlook details, try too hard for “perfect” solutions	Possible negative traits: may rush to over-simplify solutions, lack of planning, overlook long-range effects, rush too quickly to finish	Possible negative traits: excessive conformity, may be too results-oriented, try too hard for predictability, overly cautious, or inflexible