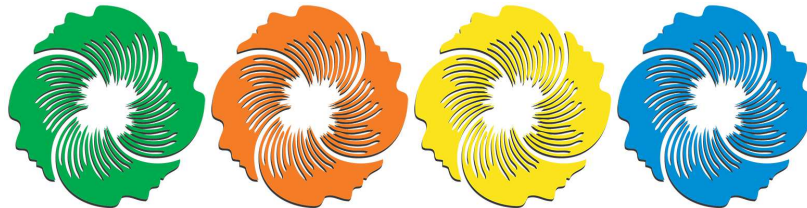




True Colors.
INTERNATIONAL

Personalized Report for: **Ruben Giosa**



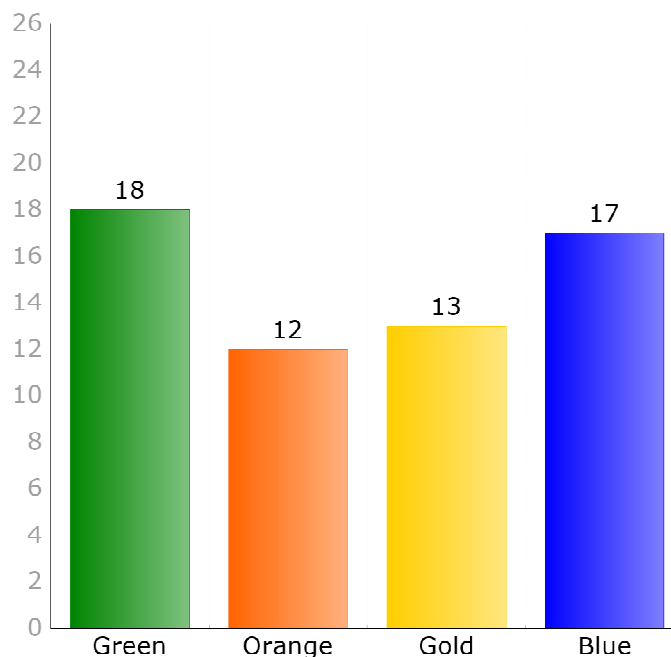
**Transforming lives and empowering people through our engaging
and unique universal language of personality awareness.**

Congratulations on completing your True Colors® Online Assessment!

Thank you for taking the time to answer the questions in the True Colors® Online Assessment. True Colors® is a model for understanding yourself and others based on your personality temperament. The colors of **Orange**, **Gold**, **Green** and **Blue** are used to differentiate the four central personality styles of True Colors®. Each of us has a combination of these True Colors® that make up our personality spectrum, usually with one of the styles being the most dominant. Identifying your personality and the personalities of others, using True Colors® provides you with insights into different motivations, actions and communication approaches. True Colors® works because it is based on true principles and is easy to remember and use, in all kinds of circumstances as well as in personal relationships to professional success.

Your Online Assessment has two levels within the one assessment. The first level is a preliminary report of your True Colors®. This provides a mirror process to the activity provided during a True Colors® Personal Success Seminar. One of the activities within this seminar is the assessment to determine your True Colors®!

Your preliminary report is provided below.



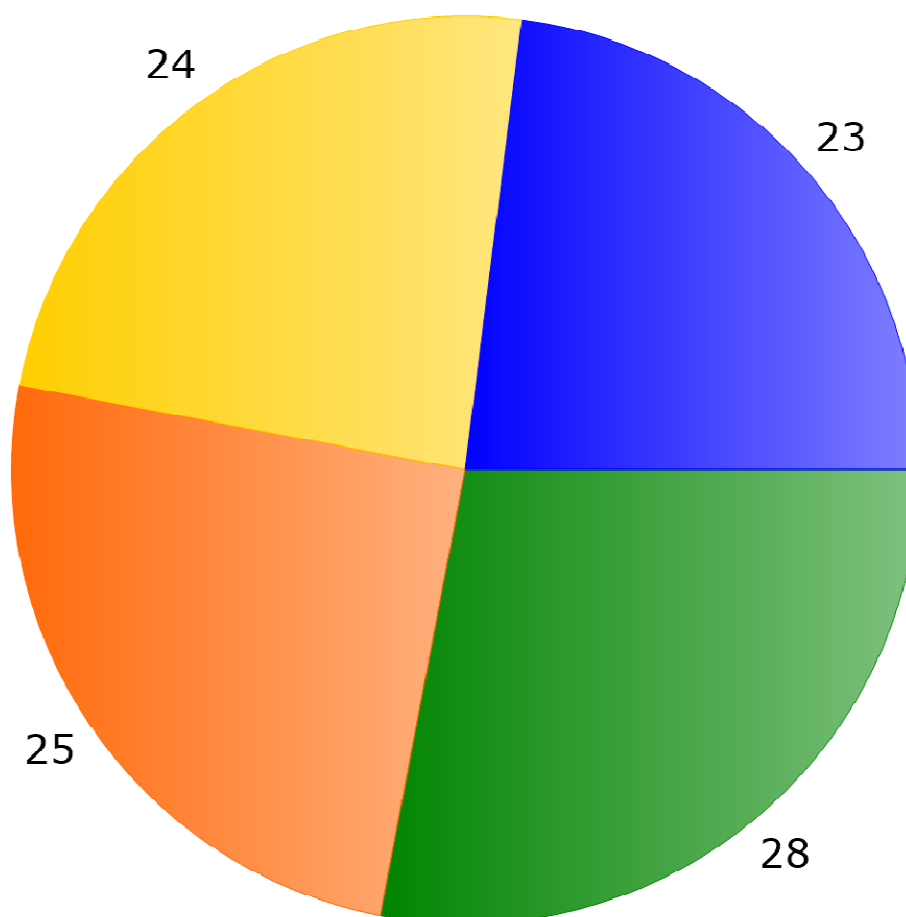
The second level of this report provides an in-depth Full Spectrum Report, which provides a deeper assessment process instead of a face-to face experience as in a seminar environment. We hope you will find insights, understanding and joy by discovering your TRUE COLORS®!



Your Full Spectrum report is provided below.

Your True Colors® Full Spectrum represents an in depth look into your personality style. The True Colors® model identifies intrinsic values, motivations, sources of dignity, causes of stress, communication styles, listening styles, non-verbal responses, language patterns, social styles, learning styles, relationship orientation and ethical behaviors. All of these elements are indicators of who you are and how you interact with the world around you.

Your Full Spectrum is Green - Orange - Gold - Blue.





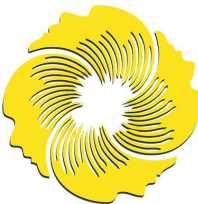
First - Brightest – Most Dominant (Primary Color)

Your strongest, most dominant personality trait is Green. The characteristics in this No. 1 spot on your color spectrum indicate the traits you most prefer to operate from and truly represent you. Your brightest color traits and characteristics are most likely the attributes you draw upon when you are being your most natural self—the ones that happen automatically, like writing with your dominant hand.



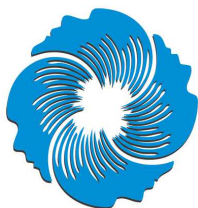
Second – Extremely Influential

The second color in your spectrum is Orange. Your second color Orange will have a major influence on your first color Green. Sometimes it will even outshine your first color. Your second color Orange will often be confused by others as being your first color Green because you are able to call on your secondary color strengths in many situations.



Third – The Back-up

The third color in your spectrum is Gold. Your third color Gold is not so much an obvious part of your personality; however, it is an important fallback position for your first two, especially when these strengths are required and appropriate. Your Gold abilities support your Green and Orange personality traits; however, you can feel depleted if you are called on to use these skills for extended periods.



Fourth – Palest

The last color in your spectrum is Blue. This is significant because these characteristics are the least natural to you. You may admire them in others, or more commonly, these traits may cause the most irritation or conflict with others. This is because they are the least natural for you, and possibly the least understood or appreciated.



Your True Colors®

The color that we operate in will be influenced by the activity.

Your True Colors spectrum is a combination of the four color styles: **Orange**, **Gold**, **Green** and **Blue**. Most likely, one color will be more dominant than the rest; however, your personality will be influenced by the needs of the situation you are operating in and your environment. This does not mean your personality changes; it is a reflection or an individual's use of the full scope of their personality traits adapting to complete a task or to conform to a requirement or group.

Your **Gold** may be required to take on a leadership or planning role, your **Green** to complete a research or development project, your **Blue** to find empathy in a parenting situation or your **Orange** in a social setting. Certain interpersonal interactions may brighten different aspects of your personality. A visit to your accountant may require you to draw on your **Gold** or spending time with children can bring up your **Blue**. This is because the people in our environment have a definite influence on our behaviors.

Our basic character ingredients may remain the same, but whom we are with or what role we're playing may influence what color is in operation at any given time. Sometimes we even find ourselves pressured to act in certain ways to be accepted or fit in that are not natural to us.

Keep this in mind when determining your True Colors, or the colors of others. Look for the underlying motivation for the behavior. If a person is following the rules because it is the appropriate and responsible thing to do, it is different than someone following the rules to keep harmony or to be liked or accepted by others. Notice that the action is the same but the motivation behind it is different.





Uniquely YOU!

As you read through this personalized report, you will recognize you have a unique blend of color characteristics from your most dominant and second color to your third and perhaps a hint of your palest color. Although extensive, this report simply scratches the surface of your personality—like the iceberg that shows only its tip above the water, there is so much more underneath. Use this report as a treasure map to begin or contribute to your journey of self-exploration. Its main purpose is to provide an entertaining glance into your personality and spark your curiosity to investigate further. Enjoy the experience of gaining awareness of your own strengths, values and unique style!

"Man's main task in life is to give birth to himself, to become what he potentially is. The most important product of his effort is his own personality". -Erich Fromm

Rational Pragmatists

Green color types prize competence and clarity of thought. They are ingenious individuals who are both independent and creative. Greens like knowledge and the power that comes with it. To understand, control, predict and explain reality drives many Greens. Since these are also the four aims of Science, many scientists are Green. The power that Greens seek comes from competency, ability, skill and ingenuity. Greens must be competent and because they are so serious about the knowledge of their need to be competent, they frequently gain outstanding proficiency in their fields. Others value their vision, global outlook and precision in solving problems.



"The unexamined life is not worth living." —Socrates

Being Innovative

To esteem yourself, you need to feel competent. You want to understand and control the realities of life. As a result, you develop many areas of ability creating a sense of personal power and self-worth. Green people feel best about themselves when solving problems and appreciated when your ideas receive recognition. You are a complex individualist with strong analytical ability. Even though you do not often express your emotions openly, you experience deep feelings. As abstract thinkers, Greens are often tied to symbols representing genius—the challenges of science, the complexity and construction of models and systems, and the perfect symmetry of structures such as the great Pyramids.



Innovative and Rational

You believe in constant improvement. There is always a better way to do things that has just not been discovered yet. Your curious mind coupled with your love of research will often come up with solutions to any number of complex technical or simple daily issues. Visionary and independent, you can tune out the world as you work on things that capture your attention. You are most productive when you can perfect an idea, then move on and leave the project to be maintained and supported by others. You work well with complex strategies, abstract concepts and theoretical models. Bureaucracy and structure bother you as you enjoy to be able to take risks as you test your innovative ideas.



"It is not worth an intelligent man's time to be in the majority, there are already enough people to do that." —G.H. Hardy

Pragmatist

Competence and clarity of thought are your chief concerns. The source of your positive self-esteem is your intellect. You are an ingenious and creative individual, often feeling out-of-step with others due to your different and original way of viewing the world. Futuristic in your outlook, you embrace or develop new technologies and concepts far in advance of the general population. Time alone is your pleasure, giving you an uninterrupted opportunity to extend your mind and focus on a task. Interpersonal skills are not your strong suit, and some may consider you to be a 'loner' due to your lack of social ease. The truth is that you feel your emotions deeply, you just do not display them openly, which often causes people to think you are cool or aloof. "Near enough is good enough" is a saying that will infuriate you. A perfectionist by nature, you will work tirelessly to achieve to your own high standards.





Logic and Intellect

Green expresses itself psychologically as the will in operation, as perseverance and tenacity. Green is an expression of firmness and constancy, and, above all, of resistance to change. It indicates constancy of viewpoint as well as constant self-awareness in that possession is regarded as both security and self-esteem. Green places a high value on the "I" in all forms of possession and self-affirmation. Persons with Green as a primary color want to increase certainty of their own values. They do this either by assertiveness (by holding fast to an idealized perception they have of themselves), or by the knowledge they expect from others in deference to their possessions, whether because of their greater wealth or in terms of their superiority in physical, educational or cultural attainment.



"Feelings should never supersede rational thought ... so, if you feel that you've got the answer, you should think some more." —Julie Ann Elliott-Morton

Abstract and Futuristic

Being abstract and futuristic, Greens are often hard for the other color styles to fathom. Your behaviors, interests and dress code seldom conform to what would be considered to be 'regular'. You may be seen as an oddball or at least bohemian; you are not a mainstream person nor do not desire to be so. Often drawn to the sciences, technology, the arts or engineering, Greens are competent and serious. You have a complex and philosophical nature often with a global outlook. You may appear to the world as cool, calm and collected, but you hold your feelings deeply. To be seen being overly emotional would be embarrassing to you, as you feel such displays of emotion are foolish. Public displays of affection, gushy outpourings and overt flattery are things that make a Green uncomfortable. You are a natural standard-setter and perfectionist, often happily immersing yourself in research to validate your ideas.





In Childhood

As children, we may or may not have grown up in environments that encouraged us to let our True Colors show. Some parents may have admired and fostered creativity, imagination and self-expression. Some supported conventionality and neatness, while others promoted risk-taking and competition. Still others taught the cultivation of competence and intellectual pursuits. It is common for parents, teachers and even communities to attempt to instill their values in others. If they are not aware of the importance of supporting an individual's own gifts and preferences, these individuals or groups may end up rewarding the behaviors they label as "good" or "appropriate" and punishing behaviors they do not understand or approve of. When children think they have not lived up to their parents', teachers' or community's expectations, they may feel inadequate or even defective.

Green is the style of behavior that is reflected in your childhood. You worked best by yourself, liking to focus on your ideas until your desire for understanding was satisfied. At school, you were easily bored if a subject held no interest for you or the teacher did not garner your respect. Sometimes it was hard to prioritize as there were so many things that stirred your curiosity.

All Grown Up?

As adults we can have more control over the behaviors we choose. However, some of us still may believe the old labels and behave accordingly. Many have held jobs they hated—just to make a living. Some are still criticized by spouses, family members, bosses or even friends for behaving or not behaving in manners they deem appropriate. We may even feel that we must pursue activities or causes that others consider suitable, enjoyable or worthwhile just to be accepted. Many of us have lived up to—or down to—our labels. Fortunately, many people have at least some family or friends that they can "be themselves" with and "let their True Colors shine". Others are not that lucky. They may never have been validated for their own unique values, abilities and preferences.

Now it is your opportunity to shine—to be esteemed for being who you are and to foster self-expression in others so they may shine too.





Communication

Have you ever tried to communicate something to someone and it just didn't come out right? Or perhaps you thought it came out right but they took it wrong? Why is it that communication flows so smoothly with some, while with others it can be bumpy and frustrating? Of course the mood you are in, your relationship with the person (boss to subordinate, spouse, best friend, etc.) and your background, such as education or expertise in an area, will have an influence on the way you communicate—but there is something more. The way you communicate with others has a great deal to do with your True Colors communication style.

Your Style

When interacting with others, your communication style comes across as Green. Greens generally like to communicate for practical purposes—to drive direction, share or gather information and to solicit opinion. Long-winded replies or stories steal valuable time and distract you from your purpose. Small talk is not an art you are practiced or interested in. In a social situation, you prefer to sit back and observe until you find that there is a person of equal intellect available to converse with that may be able to stimulate your mind. A more animated you comes forward when you can communicate on a level of concept- and idea-sharing with someone who understands your inner world and interests. You like to use your educated vocabulary and wry sense of humor to debate and verbally joust with those you deem interesting or worthy of your efforts. Greens like to consider the question and generate the most precise answer before responding. Greens are notorious for making a comment they find amusing only to have others question whether it was actually a joke or not. And more often than not, the Green will not bother to clarify the comment, finding even more amusement in leaving them wondering!

If you find that your communication style seems to stop communication or be misinterpreted with certain people, use the following tips to temporarily adapt it in order to build bridges of understanding. Once the bridges are established, you will have more freedom to express yourself in your preferred style.

Listen to This!

To listen like a Green means to have clear, concise information and a defined purpose to the conversation. Chitchat can be an irritation and a waste of precious time. Your mind is quick to jump to problem-solving mode, and often you can misunderstand being engaged in a conversation as a request for assistance. Body language, facial expressions and other nonverbal cues can be missed as you concentrate on the task that draws your focus. This is how you show your care for others, even though they may not always see your good intentions since you do not necessarily express yourself in an overt display of emotion. Outbursts of emotion are difficult for you to accept from others and definitely not something you would do.



Helpful Hints

Spend Time to Make Time - Practice taking a moment to get to know how to relate best in the situation. Draw out some information from the others involved so that you can sum up their personal views and boundaries. This will save you much time and frustration at a later time. You will be able to position your conversation and your humor to target your desired outcome. Be prepared to modify and adjust your delivery if you perceive your audience is not responding as you wish.

Check for the Required Response - Greens have a tendency to take a request literally, often overextrapolating the response. Take a moment to check that the question requires exact details or more of a general 'big picture' overview in reply. This could save you much time and frustration. A moment spent from time to time pausing and checking for understanding and clarity in a communication can save hours and produce better results.

Communicate Your Intention - Communicate your intention when you are needing to find solitude to consider a solution or situation. If those around you understand that you are not withdrawing for personal reasons and that it is just part of your process, they will be much more understanding and compliant.



“Much speech is one thing, well timed speech is another”.
-Sophocles

Hold the Sarcasm - Winning for you is most often on the intellectual playing field. However, your verbal jousting, sarcasm and intense debate may not always be welcome. Try not to alienate others just for fun as this may impede your progress toward achieving your goals.

Accept Emotions - Understand that an emotional display is a natural human phenomena and that it is not necessarily a call to action. Some people process their emotions in a more open and dramatic way, not in the private and controlled way that is your habit. Accept that it is just a different way of processing information, and express your understanding of this to them. Avoid being sarcastic or superior; instead, see this as an opportunity to find a point of personal connection.

To Fix or Not to Fix? - Often others speak their concerns just to express their feelings, not as a request for you to fix their problems. Learn to listen and ask for clarity: “Do you want me find a solution or would you just like me to listen?” If the answer is the latter, practice lending an emphatic ear. This habit in itself could prove rewarding.



Communicating Across the Spectrum

Fortunately, learning to communicate “in color” is remarkably easy, and it not only improves your interactions, but it also changes your effectiveness in virtually everything you do. It is surprising how many people experience better results in communicating after just a few adjustments to their approach. The following descriptions will help you recognize the communication manner of the other color styles in the True Colors Intl system and provide tips for getting your message across. Since we are all a blend of the four color styles, you may even recognize some of your own attributes in the communication styles of the others.

Green Communication

For the most part, **Greens** communicate for the purpose of gaining or sharing information. During a conversation, their attention is usually focused on the matter at hand, not on the relationship.

- Logical and objective
- Includes facts and information
- Big picture, conceptual
- Questioning, critiquing
- Wry sense of humor

Tips for Communicating with Greens:

- Allow them time to ponder
- Skip the “small talk”
- Avoid redundancy
- Give big picture or point first, then fill in details if asked
- Don’t misinterpret their need for info as interrogation

Blue Communication

A **Blues** world revolves around people, relationships and fostering growth in themselves and others. When speaking, they first focus their attention on establishing a relationship or reconnecting with the person. The information they wish to convey is woven into this.

- Friendly, helpful, empathetic
- Optimistic
- Expressive with emotion
- Fostering or maintaining harmony
- May use metaphors to embellish points

Tips for Communicating with Blues:

- Acknowledge them
- Show appreciation
- Include them
- Have patience
- Don’t “bark” orders



Gold Communication

Golds are generally respectful and responsible. They listen for details so they know what their part is. They usually size-up a situation for what would be most appropriate response before responding.

- Purposeful, plans ahead
- Respectful, appropriate
- Supportive of policies and rules
- Detail-oriented, chronological
- Loyal, devoted

Tips for Communicating with **Golds**:

- Be prepared, give details
- Stay on target, be consistent
- Show respect
- Don't interrupt
- Recognize their contributions

Orange Communication

Generally, **Oranges** want to share their opinion the minute it hits their mind. Interested in taking action and being expedient, they may skip the softeners and go straight for the “punch-line”.

- Casual, playful
- Spontaneous, now-oriented
- Fast-paced, changes subjects frequently
- Straightforward
- Active, involved, mobile

Tips for Communicating with **Oranges**:

- Use “sound bites”
- Move with them while they multitask
- Appreciate their flair
- Allow options and flexibility
- Lighten up



Learning to recognize and understand the different communication styles of each color can sometimes take some concentration at first because we all have differing amounts of all four colors in our spectrum. So you also need to pay attention to broad themes. For example, everyone can be caring, kind and considerate—not just **Blues** and **Golds**. Be careful not to start seeing things as only black or white. If you watch for the overall tone, you'll notice patterns emerging. So pay attention to the current situation. Look at, listen to and experience the other person before proceeding. It is very important that you meet people where they are.

Practice until you no longer have to consciously think about or plan your communication. It just happens automatically. When you use the communication techniques in this document, you will start to experience results. It may be more transformational than you realize. You've probably noticed that as you're learning about True Colors, you're already beginning to apply it to the circumstances and people in your life.



“The quality of your life is the quality of your communication”.
-Anthony Robbins





At Work

You derive genuine pleasure from your work. It represents a continual quest for knowledge. Work is a means for providing comfort, but it is also a source of recreation. On any day away from regular work, you will find a task to occupy you. To be idle is to be worthless.

On a work team or at a meeting

It is important to recognize that everyone has all four colors in their True Colors spectrum to varying degrees. At work, people may access different parts of their spectrum depending upon the specific circumstances. Your responses to the assessment indicate that on a work team you access the Green in your spectrum by your tendency to dislike the distraction of small talk or “meaningless” conversations or distractions. You preserve your time for the important issues at hand—problem solving, research and information gathering, and developing a new and better way of dealing with an issue. Operating from your Green, you want to know the purpose for the meeting so you can begin to analyze the situation, collect the necessary data, and start generating ideas for solutions. At meetings you are inclined to focus on ideas, new concepts and outcomes, using critical reasoning to identify any possible weakness in a plan or idea, and like to debate probable approaches using precise language. You are likely to be motivated by projects that increase knowledge and competence. You enjoy control over your own direction and seek intellectually interesting work. You lose attention in meetings and zone out if the subject matter seems irrelevant or pointless.

Achieving the Objective

Innovative and efficient results are what you strive for. You have a skill for critical thinking and enjoy improving on the status quo. You like to invent systems rather than follow what you consider antiquated ways of doing things. Emotional pleas and social interruptions annoy you as you need solitude and a lack of interruptions to hone in on the best possible solutions. A perfectionist by nature, you always deliver a high standard of work or products. You have excellent skills for logistical and strategic planning and pragmatism in your approach to a project. These are best utilized from the very inception of the planning process, otherwise, there is often a duplication of effort part way through a project when it is realized that all possibilities have not been considered and factored in.



"Concentrate all your thoughts upon the work at hand. The sun's rays do not burn until brought to a focus." —Alexander Graham Bell



Potential Challenges

Your Green personality traits appear to create the most challenges and obstacles for you when you are participating in teamwork or attending meetings. Your tenacity and firmness of opinion can be seen as stubbornness. You are often so convinced that your plans are more logical, valid and superior to those of others, and until or unless you are persuaded otherwise with a well-researched and proven argument, you will resist the ideas of others. If others fail to supply sufficient data to support their proposals, you can get caught in “analysis paralysis”, continuing to research options and explore alternatives to prove your theory is the best or the most practical—slowing down response time or overcomplicating situations. You may become withdrawn or noncompliant and respond in an abrupt fashion with team members about seemingly inconsequential details, almost as if for argument's sake. You will become frustrated if you are not satisfied with the project strategy or doubt the competency of other team members. In a meeting, if the subject matter is not engrossing to you, you may zone out, as to you it is a waste of valuable time. You believe that others often fail when they do not listen to your opinions, or don't understand or implement your explanations. As an independent thinker, you may have thought (more than once) that you could finish a project more efficiently without being bogged down by the conscientious decision-making process of a team. You can become impatient when people spend too much time socializing and not enough time on problem solving. With your tendency to point out errors and ways to improve, you may forget to give positive feedback or acknowledgement and neglect to consider people issues sufficiently.



Others' Perceptions

Do you notice how you are perceived through the eyes of others? Many of us strive to make sure our actions are acceptable to others and society. Others don't give it much concern. Try as we might, people may label any of our admirable characteristics as being less than appealing if they wouldn't act that way themselves. When the motivation behind someone's behavior is not understood, it can be interpreted in unfavorable ways. In fact, what one might perceive as a "negative" quality is oftentimes an exaggeration of a "good" quality. Since there are multiple ways to label any given behavior, it is beneficial for us to know how other people may view ours.



When we are aware of how our own behavior is affecting others, we can make choices. We may think, "Yes, I do that, and it is a part of myself that I cherish, so I'm not going to change it." Or, "Gee, I didn't know I did that. Thank you for pointing that out to me so that I can become aware and change it if I choose." For example, have you ever had the opportunity to hear yourself on a tape machine? If so, did you sound the way you thought you would? Many times when people hear their voices played back, they are surprised at the speed, style or even accent of their words. Frequently, after people hear something in their speech they were not aware of before and do not like, they make modifications based on the feedback they receive.



"And since you know you cannot see yourself, so well as by reflection, I, your glass, will modestly discover to yourself, that of yourself which you yet know not of".

-William Shakespeare

Keeping this in mind as you read, think of situations in which the following traits may apply to you. Notice whether you are coming across to others in ways other than you intended. Instead of hoping others will change and clearly understand your intentions, pay attention to the contributions you are bringing to the situation. Remember, it is your choice whether to modify your behaviors or not. Feedback is a gift. You may choose to use this gift in any way you desire; however, it is important you learn to validate yourself for who you are, and know when, where, and how you wish to best express yourself.

From the lists provided on the assessment, your top selection of ways your behavior could be "misinterpreted" by others included attributes associated with the Green personality style.



Others May See Green As:

Aloof or Abrupt - Misunderstandings can occur when interruptions to focus are greeted with curt responses from a Green immersed in their subject. Often considered to be skeptical, critical or sarcastic until the 'why' is answered. Does not enjoy being a part of the group.

Cold - Cold

Oddball - Misunderstandings can occur when seen as dressing differently, acting differently or considered weird or eccentric. Not 'ordinary' and not aspiring to be normal.

The Critical Cynic - Misunderstandings can occur when data is not presented and proved for you to accept an idea or concept. If you are left unconvinced, you will be disdainful and will criticize the idea, person or product that has failed to win your approval.

Emotionless - Some see as unapproachable, unlovable and hard to 'read'. Like to be emotionally controlled and keep people at a distance.

Abrasive - Some see as regularly abrupt, overly serious and perfectionist. Avoids pleasantries, smiling and small talk.



"What we see in others says more about ourselves than it does about them". –Anais Nin





Green May See Self As:

Self-reliant - Others may not appreciate that working alone allows focus and expansive and innovative thoughts and solutions. Has a global and futuristic vision.

Pragmatic - Others may not appreciate that as being practical and task-driven, you show care not through emotional displays but through fixing problems and solving challenges in creative and ingenious ways.

Ingenious - Time is important to you. There are so many things to apply your creative mind to. Often working into the night on a project is your entertainment; to fix or make something is your joy.

Aim for Perfection - To criticize is to care. If you weren't interested, you would not waste your valuable time and intelligence on helping by pointing out where the issues lay.

Sensible - Free-thinking yet rational, you are analytical and look for the core or root of complexity. Continuous improvement is your goal.

Focused – Others may not appreciate that your manner or facial expression may seem stern, but it is just because you need to keep your concentration to achieve your goals.



Time Management

As with your communication style, how you manage your time depends on a lot of things—your lifestyle, the number of people and activities that have a claim on your time, the “time habits” you have developed over the years, and, of course, your personality.



Power struggles with Greens like you may be fruitless, and you may often challenge a leader’s ideas and facts. You need to question, explore and receive validation for your own ideas and will be happy to give your opinions. Managers or team leaders can enlist great cooperation from you as a very rational employee, if a positive atmosphere for you is consistent in the workplace. Green individuals take their own mistakes seriously. You need to hear praise for your efforts and ideas regularly and then you will be encouraged to “hang in there” when the challenges seem too tough. Those with other personality styles may sometimes feel antagonistic toward you due to your perceived aloofness or displayed lack of social ease. That is often because many of you tend to live in an inner world of your own or in a world of ideas or “big pictures”.

Some tips for the Green time management style include:

Ask for Explanations then Experience

“Why” is the question that you most need an answer to in order to feel that you have a clear concept of the task at hand and the reasoning behind the mission. Unfortunately your logic will be challenged, and you will be required to accept direction that does not make sense to you. If clarity is not available to you, it may be necessary for you to accept that you will have to follow through regardless. Accept that there may be other agendas or reasoning at play that you are not privy to and instead focus on the experience and draw on the pragmatic part of your nature.


Safeguard Think Time

Find a way to respectfully let others know that you need to not be disturbed or interrupted. A sign on your door, a set routine stating clearly when you are available to interact with a clear commitment to reply—even if it is just to let the others know that you have received their communication and are considering a reply—will formalize your ‘talk times’ and save you from some of the unnecessary interruptions and chitchat that others enjoy to indulge in.

Avoid Analysis Paralysis

Overthinking can be as counterproductive as underthinking. Consider the time that you spend researching your subject to find the ultimate answer and find a way forward that fits with the project and its time frames. Perfection is often not what the situation requires; draw on your practical nature and make timely decisions—then take action.

Smile



"It takes less muscles to smile than to frown" sounds dull doesn't it, but it is a powerful social indicator. Like a dog's wagging tail, a person's smiling face says they are open to be friendly, lowering resistance between individuals and expediting a group activity due to heightened cooperation. The key is to be genuine and invest the moment.

Stress

When a person uses their skills, talents and natural preferences in positive, resourceful ways, they are “shining brightly” or showing their True Colors in positive ways. They have a sense of worth and self-respect, or what we often refer to as positive self-esteem.

When a person experiences major or long-term stress, they feel like they have no control over their circumstances, or perceive they are being threatened or victimized. Their self-esteem can start heading downhill, and they can begin to “fade.” In these circumstances, normal behaviors can shift to defense mechanisms carried with us from the past. Even when people are experiencing success in some areas of their life, they may begin to fade under prolonged periods of stress in other areas.



Things that might be stressful to one person or style may be exciting or motivating to another. Although there are variations in the ways people react to circumstances, there are some general themes among the different styles. Your responses on the assessment indicate a Green variety of stressors. Any one of the styles could possibly become stressed by these situations; they are not restricted to dominant Green, just more common. And the suggestions that follow can be applied across the spectrum as well.

Common Green Stressors

- Incompetence
- Overly sensitive people, emotional outbursts
- Lack of independent thinking
- Unclear mission
- Little time to analyze
- Making quick decisions
- Mistakes and ineptitude
- Rules that block strategy
- Lack of mental stimulation
- Unfairness
- Redundancy, routine and repetition
- Too many projects or details
- Ignored recommendations
- Interpersonal conflicts
- Made to look foolish



Stress Tips for Green

A stressed Green will turn inward into a complex and consuming landscape, thinking and overthinking to a point of ineffectuality. This in itself is stressful for a Green. It is vital during times of stress for you to look outward and see the bigger picture, using your excellent ability to rationalize in order to view the situation from a more removed vantage point. The following are some suggestions:

Acknowledge and Accept - Acknowledge and accept that you have high standards and others are not as interested or as capable of living up to them—and that is as it is. The benefit of this acceptance is that you will not waste your time by being frustrated unnecessarily. Instead, focus your saved time on your priorities and tasks.

Celebrate Your Uniqueness - Just because you are different and often feel like an outsider does not make you a social misfit, cold or unfriendly. Within your uniqueness is your genius; relax in your quiet knowingness and revel in your solitude when you have it. Avoid without guilt the pressure to interact socially or to get involved in activities that do not interest you. Your nature is one of a soloist; it is your inclination and needs not to be denied or defended.

Control Your Mind - Greens live in their heads and often feel their minds control them. To turn off the 'noise' and constant whirl of thoughts, try meditation, massage, connecting with nature or physical exercise. Or try something new and daring, like riding a segway, flying model planes or jumping on a flywire. Try fun for fun's sake.

Perfection vs. Excellence - Near enough is never good enough for you. However, an excellent outcome always beats striving for a perfect outcome that you are unable to deliver within the constraints of time and finances of your team or project.

Make Beneficial Connections - That Greens prefer solitude and loneliness is something that they seldom acknowledge. However, we all need an encounter with an equal, or even some light relief or assistance from someone with a completely different set of skills. There are times when even a Green may find it beneficial to reach out to others.

Find Your Originality - Although it is comforting to belong and to conform, you are a unique individual, as is every person. Practice finding your own originality. Try art or cooking lessons, showing self-expression in your dress and accessories, challenge yourself in little ways to find your individuality and how best you can develop it.

Keep Healthy Habits - Plan to keep yourself healthy. Design a strategy for maintaining your well-being by including time for exercise, a healthy eating plan and time to rest and reinvigorate regularly. How can you perform at your best when you are not at your optimum in health? Make it fun and chart your progress!



In Living Color

In summation, you are a collector—perhaps of things that catch your undeniably curious mind—but definitely of ideas and information. It is in your nature to dive into a subject and immerse yourself in the understanding of it, and, if possible, conquer it. Tenacity and determination are key Green attributes that they fully utilize to master whatever subject catches their attention. The only thing that holds a Green back, apart from others that are less diligent or able, is their tendency to overthink. The term ‘analysis paralysis’ was no doubt created for the Greens of this world. The forward-thinking Greens are the pioneers of the future.



***“Hide not your talents, they for use were made. What’s a sun-dial in the shade?”
Benjamin Franklin***

Applying True Colors

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