



Communicate in Color!

“Untangling” Personality for Empowered Teams

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Life & Influence Strategist

- Consultant/Coach/Facilitator/Speaker
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“Untangle” Personality Dynamics!

- Patterns of Thinking
- Patterns of Decision Making
- Patterns of Behavior
- Patterns of Communication

We INFLUENCE through Communication

Leadership IS Influence....

ALL YOUR

**//biases, "triggers", mental models,
perceptions, opinions, feelings,
reactions, experiences, processes, traits,
habits, grudges, successes, strengths
and weaknesses make up**

//YOUR LEADERSHIP



Take the test! BUT!!.....

1. Tests are only “anchors”!
2. READ the directions!
3. Test taking is part of the exercise!
4. Please no picture taking or card stealing! (under copyright)
5. Take part 1 and 2-turn in cards, take part 3

YELLOW

THE STRUCTURED ACHIEVERS

- Structured & organized.
- Likes clear direction/expectations.
- Follows the rules, honors hierarchy.
- Systematic process.
- Likes details.
- Likes order-does not do well in disorder.
- Feels competent when directives are clear.
- Keeps things professional.
- Likes traditional organization & time -management.
- May be varying degrees of "rigid".
- May not be able to handle "other" ways.

THE PROCESS/STRUCTURE RULES



BLUES

THE "FEELERS"

- Like harmony-not a fan of conflict.
- Wants people to be happy.
- High empathy-wants to be supportive.
- Considers other people's perspective at all times.
- Has a tougher time with difficult conversation but is NOT a pushover (usually).
- May take things personally or have a higher need for acceptance.
- May be certain degrees of "sensitive"
- Likes emotional support.
- Reliable and trustworthy-wants to do well (and doesn't want to disappoint.)

PEOPLE RULE



GREENS

THE CRITICALLY THINK-ERS

- Analytical thinkers, logical, rational.
- Enjoy working alone-often "in their head". Don't like "useless" talk.
- Curious-Always wants to know "why".
- Looks for continuous improvement.
- Don't need to "fit" in.
- Deconstructive thinkers-great at finding gaps.
- Often think against the grain.
- May challenge to bring new perspective
- Not a huge fan of emotional behavior.
- It must make sense to THEM or they don't invest.
- Not always social.

LOGIC/RATIONALE RULES



FLEXIBILITY & MOTIVATION RULES

- Independent and "in their own space".
- Work hard, play hard!
- Likes adventure, not afraid of risk.
- Competitive-wants to contribute-may "drop" interest if not invested.
- Not always traditionally organized-may be chaotic or scattered.
- Own "system" of organization.
- Likes the limelight-likes to be a valuable contributor.
- Can be direct-filter?
- Can handle tough talk.
- Best if they can "do their own thing."
- May avoid total accountability-team mentality.



REDS
THE INDEPENDENTS



1. What do you want the group to “know” about your color?
2. What are the strengths & weaknesses of your color?
3. **What kind of behavior might your color demonstrate? (How do we KNOW you are a_____)
4. What color drives you the most crazy???
5. Discuss your second color..how does that make you different?