

Styles' Strengths and Challenge to Wellness at Work

BLUES

Their strengths include their ability to persuade and cooperate. These are the team builders. Their weaknesses include an over-personalization of organizational problems and their tendency to carry grudges.

GREENS

Their strengths include their ability to think systematically and strategically. These are the natural analysts. Their weaknesses include their tendency to make things more complex than necessary and their impatience with incompetence.

GOLDS

Their strengths include a strong sense of responsibility and duty to the organization. These are the organization's backbone. Their weaknesses include their rigidity and narrow focus on meeting rules and regulations.

ORANGES

Their strengths include their ability to do a variety of tasks with ease and their sense of urgency when the situation demands it. These are the organizational troubleshooters. Their weaknesses include their disinterest in routine and being too present-oriented, at the expense of long-term thinking.

Succeeding with Different Types – You can...

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| <p>Succeeding with the Orange Shining Bright A direct right-to-the-point approach gets their attention. Respect their lack of structure and need for spontaneity. Get involved in physical activities with them. Compliment their generosity and sense of humor.</p> | <p>Succeeding with the Blue Shining Bright Respect their need to know about you. Take a creative approach to problem solving. Be truthful and sincere. Cooperate with other team members. Show that you value and appreciate them through thoughtfulness. Be helpful, open, and communicative.</p> |
| <p>Succeeding with the Gold Shining Bright: Be organized and neat in work and appearance. Be truthful. Plan ahead of them. Don't beat around the bush; be up front. Respect their need for tradition and stability. Be loyal and dependable. Support their need for structure and security.</p> | <p>Succeeding with the Green Shining Bright: Respect their preoccupation with ideas and logic. Know that they care but may not express feelings freely. Respect their wisdom and knowledge. Think ahead; Greens appreciate future orientation. Help them with day-to-day details. Praise their ingenuity and intelligence.</p> |

Key Points About Each Primary Style -

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| <p>Orange Expects quick action. Assumes flexibility. Works in the here and now. Performance oriented. Flexible approach. Welcomes change. Institutes change quickly. Expects people to "make it fun".</p> | <p>Blue Expects others to express views. Assumes "family spirit". Works to develop other's potential. Individual oriented. Democratic, unstructured approach. Encourages change via human potential. Expects people to develop their potential.</p> |
| <p>Gold Expects punctuality, order, loyalty. Assumes "right" way to do things. Seldom questions tradition. Rules oriented. Detailed/thorough approach. Finds change difficult. May prolong time to initiate change. Expects people to play their roles.</p> | <p>Green Expects intelligence and competence. Assumes task relevance. Seeks way to improve systems. Visionary. Analytical. Encourages change for improvement. Constantly in process of change. Expects people to follow through.</p> |