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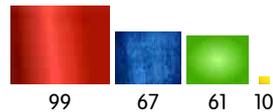
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Persona Profile

Steve Magarat

Steve's Colour Sequence



Questionnaire Date: 30th of January 2019 08:00

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Contents - What is in the report?

How Steve's profile report is organised.

Based on Steve's responses to the Color Persona questionnaire – we can extrapolate certain traits, behaviours, improvements and values Steve brings to people and the team. In addition, communication style, things to do and not to do to improve coherency with others and improve working relationships in both personal and work environments.

The pages in this report may vary, as pages may have been excluded from the report. The report comprises of a number of sections as follows:

- A Bit of History - Background to the 4 Temperaments and Carl G Jung preferences.
- The Color Persona Model - Our colour model in relation to the 4 Temperaments and Carl G Jung preferences.
- Steve's position on the Colour Wheel.
- Steve's Colour Personality: Conscious score Chart and 2 page Color Persona Report.
- Steve's Skills and Areas of Improvement: Unconscious Chart, key Skills and Improvements.
- Attitude to others, Decision making and Perceiving information charts.
- Steve in a Team & Communication Strategy.
- Steve's Learning style.
- How Steve should communicate with Blue colour preferences with Do's and Don'ts.
- How Steve should communicate with Green colour preferences with Do's and Don'ts.
- How Steve should communicate with Red colour preferences with Do's and Don'ts.
- How Steve should communicate with Yellow colour preferences with Do's and Don'ts.
- Steve in a Team - Innovation & Personal Development: - Skills and Development.
- Steve's Active and less active energy.
- Development Action plan for Steve.

A bit of History

One of the best known ways of categorising human temperament was established by Greek physician Hippocrates (c. 460 – c. 370 BC), who introduced the concept of the Four Humours or Four Temperaments where four bodily fluids were thought to affect human **personality** traits and behaviours. These fluid compositions were represented in four different colours. Modern medicine may not support the purported link between bodily fluids and one's behavioural traits. However, this theory has paved the way for studies on human personality to use colour coding as a graphical way to illustrate personality types and behavioural traits.

The temperaments are a way of broadly classifying peoples' emotional attitudes and foundations of their personality. As human beings, we all have a wide range of different emotions such as happiness, anger, sadness, and so on. At times we want to be alone and other times we prefer the company of other people. The temperaments are made up of a combination of these emotions and preferences.

According to Carl G. Jung's theory of psychological types [Jung, 1921], people can be characterised by their preference of general attitude:

- How people Interact with others - Introvert/Ambivert and Extrovert – energies
- How people make decisions - Thinking and Feeling
- How people gather information – sensing and Intuition

Color Persona believes that life is a journey and each of us handles the journey in our own way. We utilise our natural instincts, past experiences, knowledge and attitude to make that journey. Some will find it easy to make the journey and others not so easy. The Color Persona behavioural model has been designed to help support that journey by identifying key areas of preferences, attitudes and behaviours using the 4 colours.

A number of visual charts have been created specifically for Steve to aid better comprehension. These charts are based on the information collected when Steve completed the questionnaire and are unique to him.

The Color Persona Model



The concept of "4 colours" has been designed to help individuals distinguish and remember the different types of personalities and behavioural tendencies associated with each colour. We are all made up of a combination of colours, Blue, Green, Red and Yellow, each having its own level of intensity.

The amalgamation of the 4 colour intensities, along with the individual's style of behaviour (C. G. Jung) gives us our colour "footprint". The colour footprint provides us with the "core" insight into the person's preferences and behavioural traits, which in turn can help to identify an individual's key Skills and Areas of potential improvements and enable us to make informed and conscious adjustments to our attitudes and behaviour to other people.

The Color Persona Model is meant to be a simple and affordable personality behavioural reporting tool to illustrate our behaviour, attitudes and preferences. Steve's Leading colour has been highlighted below.

INTROVERTED ENERGY Represented by colours Blue and Green Characteristics		EXTRAVERTED ENERGY Represented by colours Red and Yellow. Characteristics	
How to Identify Blue Energy	How to Identify Green Energy	How to Identify Red Energy	How to Identify Yellow Energy
			
BLUE's are 'intense', serious, and 'deep' thinkers. They care strongly about things and it's important to them that things are as close to perfection as possible.	GREEN's are calm and submissive, they wish for peace and quiet, a simple life free of worries and conflict. Compromising to achieve peace is more important than being right.	RED's are tough, strong, focused and determined. They set their minds on a goal and strive to achieve it, to get things done. They do not back down when challenged.	YELLOW's are fun-loving and easy-going. They believe that people who take things too seriously need to take a chill pill, get a life, go out and have some fun.

INTROVERTED ENERGY

Introversion is a preference to focus on the world inside the self. Introverts are highly aware of their inner world of perceptions, thoughts, ideas, beliefs, and feelings. They are also highly aware of their surroundings, noticing details that others don't see. However, they are not quick to discuss their thoughts, feelings or observations, as they prefer to internalise them. They involve themselves minimally in activities which demand their direct interaction with a large group of people.

AMBIVERTED ENERGY

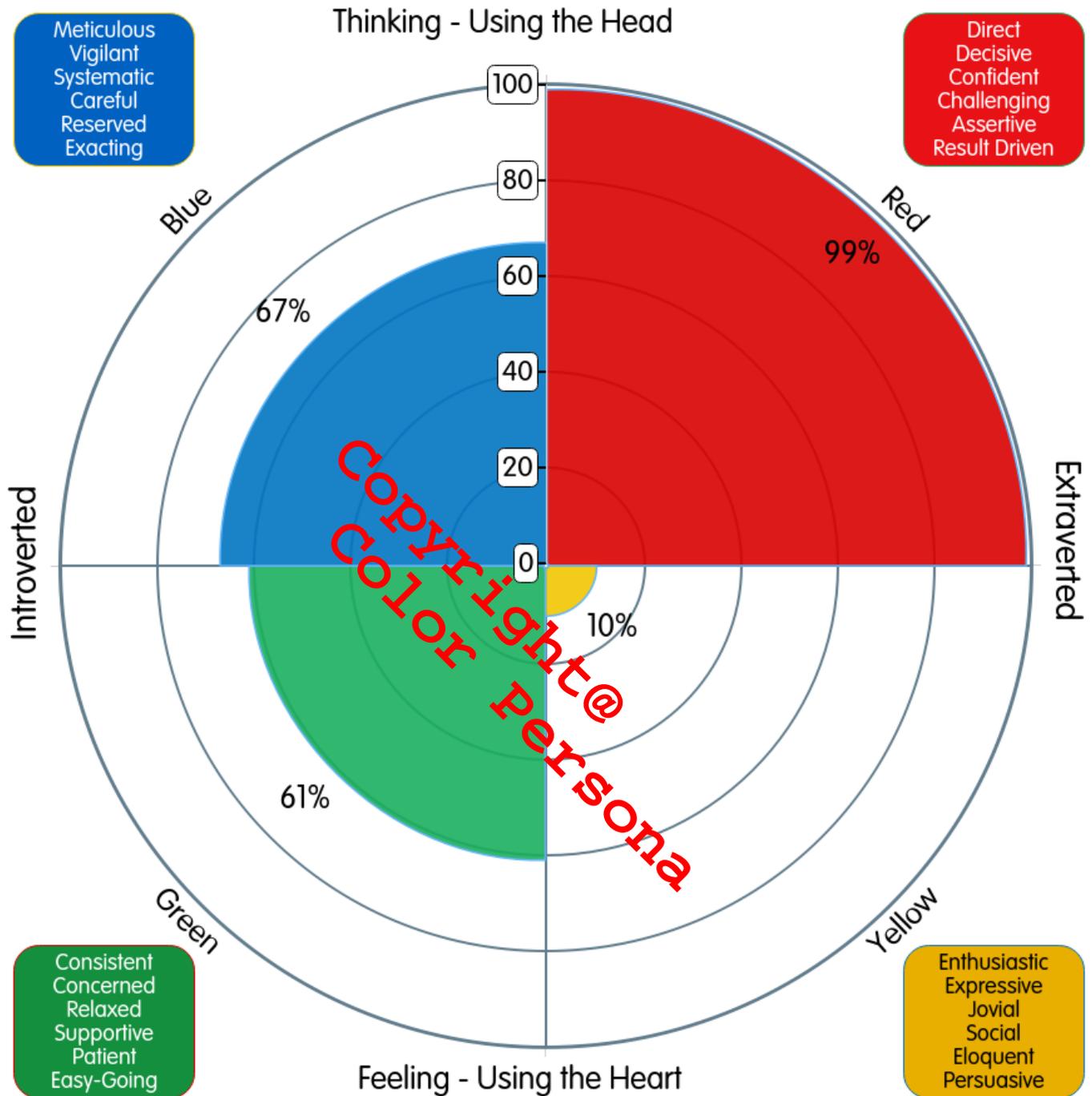
The lesser known personality type "ambivert" is a good balance between introversion and extroversion, one that falls in the middle of the introverted-extroverted spectrum. While the extroverts are brash, outgoing and impulsive and the introverts being introspective, quiet and reserved; "ambiversion" describes people who display both extravert and introvert tendencies depending on the situation. In many ways, ambiverts have the best of both worlds, and are able to tap into the strengths of both introverts and extraverts as needed.

EXTRAVERTED ENERGY

Extraversion or extravert behaviour is a preference to focus on the world outside the self. Extraverts enjoy social interactions and tend to be enthusiastic, verbal, assertive, and animated. They enjoy large social gatherings, such as parties and any kind of group activity. Extraverts are likely to enjoy time spent with people and find themselves energized by social interaction.

How Steve sees himself.

The polar graphic below identifies Steve's colour scores and the associated behavioural traits with each colour. Each numerical colour score is indicative of how much behavioural trait Steve incorporates in a normal situation.

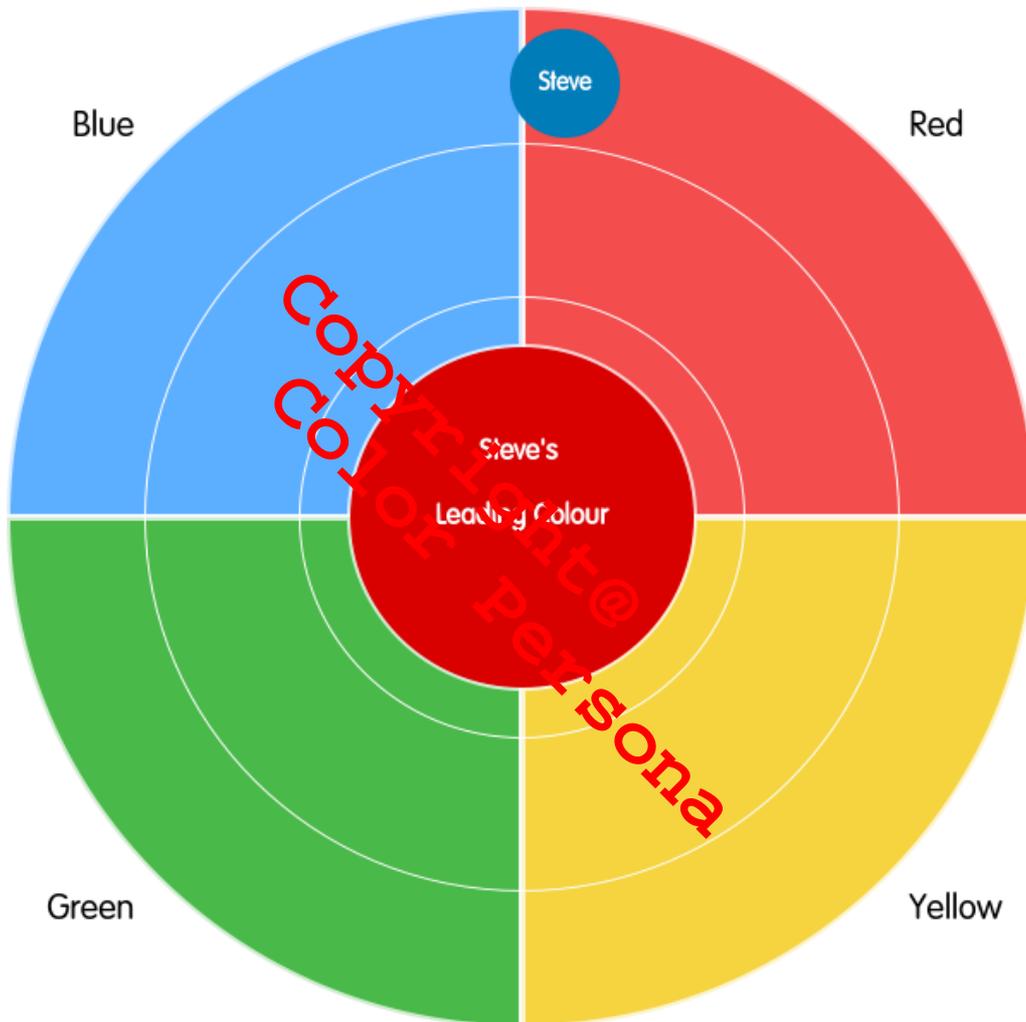


Steve's position on the Colour Wheel.

The chart below shows us Steve's position on the colour wheel. He is placed in his 'Leading' Colour Quadrant and the Colour of the 'bubble' illustrates his second highest colour. The position within the quadrant is governed by the second highest colour and placed nearest to the second highest colour quadrant where possible.

Note:

- Individuals placed in the outer circle have scored highly in that Colour.
- Individuals placed in the middle circle have low to middle-high score in that colour.
- The centre circle will be filled in by Steve's Leading colour.



Steve's Colour Personality.



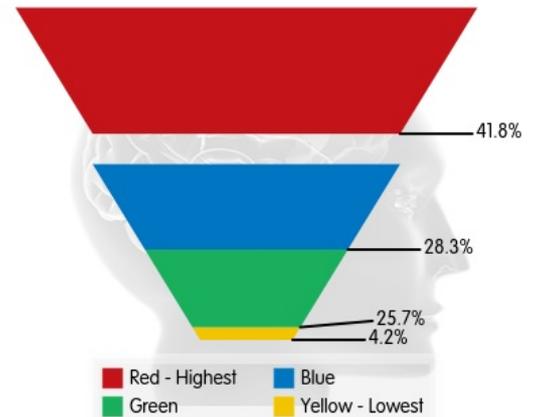
This Color Persona profile has been uniquely created for Steve in mind. The contents contained within this report are unique and tailored to the individual and no two reports are the same. The contents are largely based on the input Steve has provided during the process of completing the Persona profiling questionnaire.

The following two pages provide an overview of Steve's personal style and some insight into how he works with people and tasks.

Steve's Conscious Chart.

Chart showing Steve's scores for the four colours. The result is based on his responses at the time of completing the Color Persona questionnaire.

The chart highlights his highest and lowest colours. The scores for all four colours have been merged to illustrate the comparison of the individual colours as a "whole" from 100%.



Color Persona Report for Steve Magarat

Steve believes that like him, other people have a goal to improve, and might be amazed at their lack of enthusiasm to reach the goal. He is an intelligent thinker and talker, with a pragmatic approach. He relishes a fast pace and adept at utilising tools and techniques at hand to achieve his goal. Steve is seen by others as dependable, reasonable and gets the tasks completed. Steve is aware of his gap that needs developing and may invest his extra energy to better his and others' competencies. Steve feels more in control when he can get consensus with others to agree to his way of thinking. He is most likely more productive when he gives himself a moment to reflect on how he truly feels.

He hates taking part in small talk and prefers to be won over by rationale and reality in disagreements, which can make him seem tenacious. He shows peak performance levels and does not like to accept negative criticism on his work. He likes to trust his instincts for information and translates this data into usable "common-sense" applications. His flexibility to separate his feelings from his work allows him to stay disengaged when others are under duress.

He is great at beginning new undertakings, but he may not be so great at following up with point-to-point details required. He is a stickler and likes to do everything by the book, which makes him sensitive to impending mistakes and unreasonable situations. He is a natural thinker, a skill that can be utilised in planning and someone who can be a valuable addition to projects. Steve is practical and dependable. He is out of the "box" thinker and absorbs facts with deep focus. He is even-minded, sharp and steady.

He is a perfectionist and prefers to see accurate flawless results. It is a priority for him, that sufficient time is allocated for unwinding with loved ones and friends to appreciate life. Steve is an independent person, who will work perpetually for a team objective once he is focused on it. Steve is a smart and inquisitive organiser, great at making judgement calls after a brief assessment.

He prefers to be the "director" and get things happening around him. He is a visionary with the capacity to assimilate intricate and complex ideas and can spot the opportunities and risks in various circumstances. He is good at initiating assignments but less capable of finishing them, and it might help if somebody else were to complete the details. He connects with positive memories and builds on them.

How Steve Interacts with other People.

Steve will hold his ground on his sceptical or differing views even in light of determined opposition. He dislikes being on "beck and call" to other people. Most people will perceive him to be an adaptable and creative thinker, which others may find difficult to fathom. He dislikes "get-togethers" and is very comfortable with his own company. He can find it quite tiring if he is regularly dealing with extroverted people and may need to withdraw to his comfort zone. Steve has the gift of being a perceptive negotiator and will try unorthodox methods. He is great at driving individuals to participate in debates.



Steve is highly aware of disruptive situations and can act quickly by taking control to get back on track. Some individuals may be reluctant to voice-out as they perceive that his "no-nonsense" manner as being obstinate and their feedback will be rebuffed. He has a small circle of trusted friends with whom he will share his ideas and views. He is experienced at setting standards and controls and may show signs of "single-mindedness" when they are not followed strictly.

Steve can perform a task unsupervised, he is a reliable and dedicated worker when left to his own devices. He is quick to criticise and judge himself but dislikes others doing likewise. He is not affected by negative criticism and can be amazed to discover that others might be hurt by his practical feedback. Steve may appear to be oblivious to the needs of other people. He is great at starting new initiatives and negotiating a good deal when required.

Suitable Organisation and Environment for Steve.

Steve maintains a high level of performance and would suit a job where these abilities can be utilised. He is talented at managing projects and activities and would excel in a job where these skills play a key role. A suitable company for him is one where there are fewer process and procedures. The kind of company that would suit him is a company where new, well-planned ideas are encouraged. The kind of company that would suit his persona is one where his direct style is encouraged and valued. He prefers decision making to be neutral and logical.



Steve collaborates well with individuals who share the same need to get quick wins. With his liking for being organised, he prefers to work with people who are just as dependable and well planned. He performs at his best in a team where the current difficulties are appreciated and taken into account. He prefers to work in a company where all innovations and ideas have been tried and tested.

Steve likes things to be well managed and structured. He responds well to a culture where communication is forthright and succinct. He may enjoy a fast-paced workplace where quick decisions need to be taken. He likes his work area to be well organised with the tools and materials for the job. Steve's talents of control and reliability would suit a job that demands high quality and accuracy.

Steve's Strengths and Areas of Potential.

Once Steve has read his Color Persona report, he will learn how others usually "see" him. Imagine how much more he can achieve by adjusting his "Dormant" & "Active" colour energies, either by increasing his subconscious colour traits that are usually "Dormant", or reducing his conscious "Active" colour traits. What are Steve's hidden talents waiting to be discovered?

Areas for improvement.

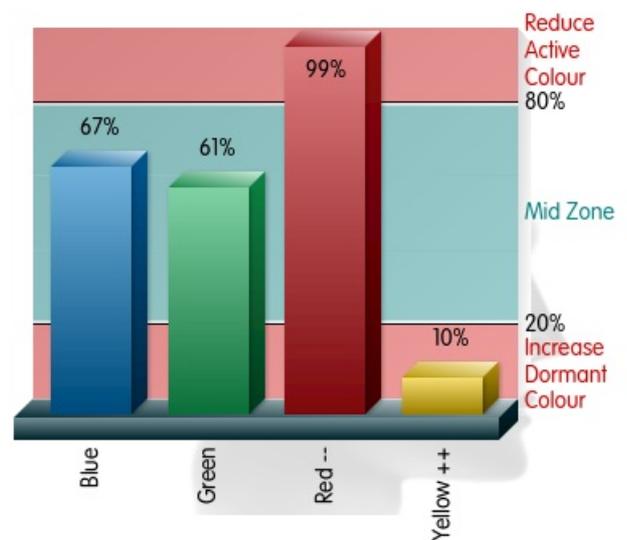
The chart highlights Steve's Conscious scores for the four colours. Some of these areas can be improved. The following pages will indicate the areas that can be improved but will also highlight the Do's and Don'ts.

The scores shown for each colour here is based out of 100% of that colour.

If the score is too low or too high, then the particular Colour is highlighted for possible improvements by either increasing or decreasing the colour trait.

++ Increase Energy for Yellow.

-- Decrease Energy for Red.



The list of Steve's strongest areas and Areas that can be improved.

Steve's key strengths and Natural skills.

- Practices efficiency and willingly takes on ownership.
- Has the skills to deal with complex issues.
- Considers decision making to be inspiring.
- Fast-paced and pragmatic.
- Fearless, dynamic and self-assured.
- Ambitious - reacts well to difficult tasks.
- Unafraid and influential.
- Can easily step up to a management role.
- Sets transparent concise objectives.
- Committed, will not be put off by a task.
- Pragmatic and good at assessing.
- Extraverted and direct.

Areas for improvement.

- May go through the "motions" when it comes to team problems.
- Overly dependent on process and procedures.
- As he is being fixated on excellence, he can seem narrow-minded.
- Might be seen as someone who is unapproachable.
- Too reliant on how it's been done on previous occasions.
- Could underestimate the importance of diversity in others.
- Gets defensive or contentious if confronted.
- Can sometimes be protective of his own ideas.
- Neglects to be compassionate in certain instances.
- Can depend on the "well known" and reliable excessively.
- Can be insensitive to the needs of people.
- Inflexible, adamant, blunt and disagreeable.

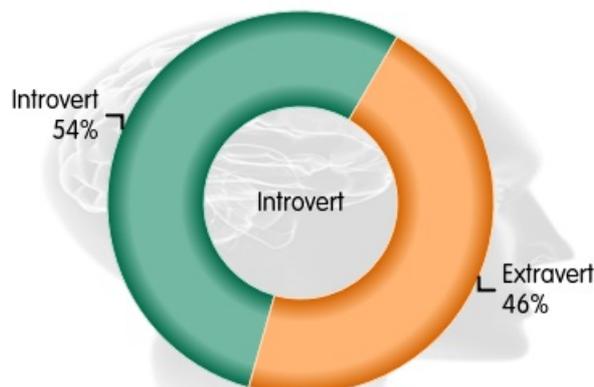
Attitude to others, Making decisions and Perceiving information.

The information in this section illustrates the measure of Steve's introversion and extraversion, how he makes decisions and how he collects/gathers information.

How Steve Interacts with people.

Steve is an Introvert, his approach to others is usually in an Introverted manner.

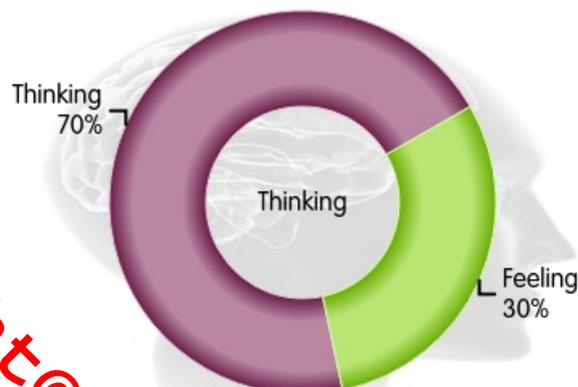
Steve utilises 54% of Introversion and 46% of Extraversion behaviour to approach people and situations.



How Steve Makes Decisions.

Steve primarily makes Decisions by Thinking (using his head) rather than Feeling (heart). He is more effective with Tasks rather than people.

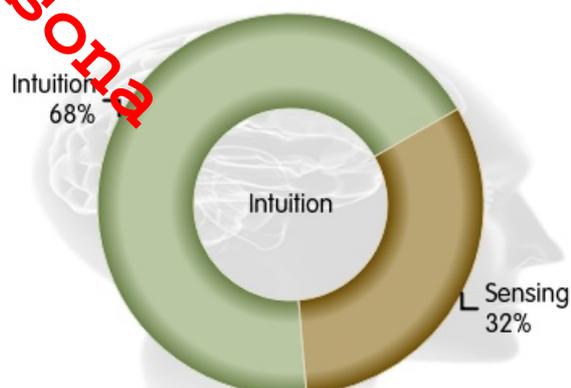
Steve utilises 70% of Thinking (using his head) and 30% of Feeling (heart) preferences to make Decisions.



How Steve Perceives information.

Steve primarily Perceives (processes/gathers) information by Intuition (after deeper thought) rather than Sensing (immediate information).

He utilises 68% of Intuition (deep thought) and 32% of Sensing (Immediate data) preferences to Perceive (process/gather) information.



The charts above are not meant to "pigeonhole" Steve, but merely illustrate the strongest and weakest areas of attitude, decision making and information processing traits. A combination pair of Extravert and Introvert makes up the "whole" 100%, similarly combination pair of Thinking and Feeling adds up to 100% of Decision making. Finally, a blend of Sensing and Intuition scores add up to 100%. Steve will combine all of the above variations to "uniquely" be himself.

Steve in a Team & Communication strategy

It is important to recognise Steve's "value" and the contributions that he can bring to a team or group. Understanding the value of individuals can bring great rewards to a project, an organisation, a team and not forgetting satisfaction to the individual concerned.

The following Communication strategy pages can be shared with colleagues in teams, friends and family in order to get their feedback.

The Key values Steve brings to the team.

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ Becomes involved with excitement and vitality. ▪ Likes being in the middle of the action. ▪ Is ready to support his associates. ▪ Approaches things in a methodical and no-nonsense style. ▪ Investigates things from a different angle with a view to improving productivity. ▪ He brings a feeling of certainty and meaning to all assignments. ▪ Brings objectivity and direction to debates. ▪ Is dependable at meeting timelines. | <ul style="list-style-type: none"> ▪ His talents to manage individuals and frameworks brings a feeling of needed structure. ▪ Isn't distracted from his focus by insignificant issues. ▪ Will accept the ownership but not the blame. ▪ Prefers individuals to be realistic and to-the-point. ▪ Tackles issues in a "reasoning" and systematic manner. ▪ Has a "can-do" style. ▪ Prefers to see broad-minded thinking illustrated. ▪ Is determined and hardworking. |
|---|---|

Strategy to effectively Communicate with Steve

The adage of "Communication is King" highlights the importance of how we communicate with Steve, effective communication is fundamental to successful teamwork. Individuals have their own preferred style that they use everyday to read, write, send and receive messages that work best for them. If we communicate with Steve, using his preferred method, we can eliminate confusion and break down barriers and improve efficiency.

To Communicate Effectively

- Allow him to review the agenda.
- Be open-minded about his concepts and views.
- Be accountable for your actions and your mistakes.
- Work with guaranteed options as opposed to possible options.
- Don't tell him, ask him.
- Act in a practical and sincere manner.
- Show supporting proof of results.
- Meet him in a prepared, disciplined style.
- Bring the "human" aspect of the situation to his focus.
- Give acknowledgement and compliments for his standards and ideas, regardless of how different they are from yours.

Try Not to:

- Tell him how to do things.
- Give your views on his personal life unless he asks for it.
- Attempt to overwhelm the discussion.
- Force him into giving a hurried positive response.
- Forget about the main objective.
- Be elusive and deceptive.
- Be too hasty to get involved.
- Be mundane, unexcited or boring.
- Enter his personal space.
- Challenge his skills or justification for doing things.



In order to encourage productive and efficient communication within a team or a group, it is imperative to acknowledge and comprehend how the individuals of different colour preference like to be communicated with. The sample list below contains the things Steve should DO and should NOT DO when communicating with people having a colour preference of BLUE.

Things Steve should DO	Things Steve should NOT DO
<ul style="list-style-type: none"> ▪ Respect their efficiency ▪ Respect their impartial judgment ▪ Give notification ahead of time ▪ Talk in a quiet, steady way ▪ Come organised with details and facts ▪ Document facts and details for them ▪ Utilise their skills ▪ Stick to established process and procedures. ▪ Appreciate their need for solitude ▪ Investigate background details before meeting them 	<ul style="list-style-type: none"> ▪ Do not talk boorishly and animatedly ▪ Do not rush them ▪ Avoid asking them for immediate answers in meetings ▪ Try not to bombard with questions ▪ Avoid suggesting ill-conceived ideas ▪ Refrain from completing their sentences ▪ Do not try to "charm" them ▪ Do not be disorderly and "unclear" ▪ Do not demand an instant response ▪ Avoid engaging in social small talk

How to recognise someone with a Blue Colour preference.

Look for the following behaviour traits to recognise someone with Blue Colour preference.

Everyday situations	Under stress / Pressure situations
<ul style="list-style-type: none"> ▪ Pauses, Questions, Quiet, Monotone ▪ Private, Reserved, Avoids eye contact ▪ Detached and Uninvolved ▪ Conservative, Status Quo, Balance ▪ Finisher, Neat, Functional, No personal touches 	<ul style="list-style-type: none"> ▪ Distant or Stand Offish ▪ Uninterested or Boring ▪ Pedantic or nit-picking ▪ Un-cooperative or Cold ▪ Negative or Pessimistic

Behaviour traits of Emotionally Intelligent people with a Blue Colour preference.

Look for the following behaviour traits to recognise someone's High or Low Emotional Intelligence (EQ) preference.

HIGH E.Q traits	LOW E.Q traits
<ul style="list-style-type: none"> ▪ Careful ▪ Detailed ▪ Meticulous ▪ Neat ▪ Systematic 	<ul style="list-style-type: none"> ▪ Critical ▪ Fussy ▪ Hard to Please ▪ Perfectionist ▪ Picky



In order to encourage productive and efficient communication within a team or a group, it is imperative to acknowledge and comprehend how the individuals of different colour preference like to be communicated with. The sample list below contains the things Steve should DO and should NOT DO when communicating with people having a colour preference of GREEN.

✔ Things Steve should DO	✘ Things Steve should NOT DO
<ul style="list-style-type: none"> ▪ Make time to speak to them in person ▪ Listen compassionately ▪ Learn more about their personal beliefs ▪ Talk in a warm-hearted way ▪ Take a casual, simple approach ▪ Give them opportunity to feel relaxed ▪ Provide help when required ▪ Encourage a peaceful environment ▪ Be inquisitive and listen ▪ Appreciate their commitment 	<ul style="list-style-type: none"> ▪ Avoid giving negative criticism ▪ Do not challenge their personal beliefs ▪ Hold off from giving "gushing" compliments ▪ Try not to come across as forceful ▪ Do not talk boisterously and hurriedly ▪ Try not to come across as dishonest ▪ Do not interrupt them before they have finished ▪ Avoid getting aggressive or antagonistic ▪ Avoid making them the focus of attention. ▪ Refrain from demanding snappy responses

How to recognise someone with a Green Colour preference.

Look for the following behaviour traits to recognise someone with Green Colour preference.

Everyday situations	Under stress / Pressure situations
<ul style="list-style-type: none"> ▪ Gentle, Likeable, Approachable, Take it easy ▪ Relaxed, Informal ▪ Smart casual, Comfortable ▪ Homely, Lived in, family photos or plants ▪ Smiling, Soft handshake 	<ul style="list-style-type: none"> ▪ Accommodating or Malleable ▪ Indecisive or Uncertain ▪ Slow-moving and unexciting ▪ Lack of forcefulness or strength ▪ Awkward or Difficult

Behaviour traits of Emotionally Intelligent people with a Green Colour preference.

Look for the following behaviour traits to recognise someone's High or Low Emotional Intelligence (EQ) preference.

HIGH E.Q traits	LOW E.Q traits
<ul style="list-style-type: none"> ▪ Consistent ▪ Good Listener ▪ Patient ▪ Predictable ▪ Stable 	<ul style="list-style-type: none"> ▪ Passive ▪ Resistant to Change ▪ Slow ▪ Stubborn ▪ Un-responsive



In order to encourage productive and efficient communication within a team or a group, it is imperative to acknowledge and comprehend how the individuals of different colour preference like to be communicated with. The sample list below contains the things Steve should DO and should NOT DO when communicating with people having a colour preference of RED.

Things Steve should DO	Things Steve should NOT DO
<ul style="list-style-type: none"> ▪ Keep to the subject at hand ▪ Be brief, to the point and complete ▪ Be optimistic and keen ▪ Get to the heart of the matter ▪ Stay at their pace ▪ Ask purposeful, reasonable questions ▪ Talk in a transparent, decisive way ▪ Take responsibility for problems ▪ Be well organised ▪ Be prepared and on time 	<ul style="list-style-type: none"> ▪ Avoid muttering or talking at a slow pace ▪ Don't order them to do something ▪ Avoid hopping between topics ▪ Do not get sensitive in conversations ▪ Refrain from rambling or playing for time ▪ Do not barge in ▪ Do not argue with them in public ▪ Avoid coming across as pessimistic or nit-picking ▪ Do not come across as reluctant or uncertain ▪ Refrain from questioning their authority

How to recognise someone with a Red Colour preference.

Look for the following behaviour traits to recognise someone with Red Colour preference.

Everyday situations	Under stress / Pressure situations
<ul style="list-style-type: none"> ▪ Direct, Outspoken, Succinct ▪ Confident, Firm handshake ▪ Direct eye contact ▪ Smart, Stylish, Professional looking ▪ Neat, Latest gadgets, Certificates 	<ul style="list-style-type: none"> ▪ Aggressive / Direct ▪ Forceful / Single minded ▪ Resisting / Argumentative ▪ Impatient or Intolerant ▪ Rude or Arrogant

Behaviour traits of Emotionally Intelligent people with a Red Colour preference.

Look for the following behaviour traits to recognise someone's High or Low Emotional Intelligence (EQ) preference.

HIGH E.Q traits	LOW E.Q traits
<ul style="list-style-type: none"> ▪ Ambitious ▪ Assertive ▪ Decisive ▪ Driving ▪ Strong-Willed 	<ul style="list-style-type: none"> ▪ Aggressive ▪ Bossy ▪ Confrontational ▪ Demanding ▪ Egotistical



In order to encourage productive and efficient communication within a team or a group, it is imperative to acknowledge and comprehend how the individuals of different colour preference like to be communicated with. The sample list below contains the things Steve should DO and should NOT DO when communicating with people having a colour preference of YELLOW.

✔ Things Steve should DO	✘ Things Steve should NOT DO
<ul style="list-style-type: none"> ▪ Appreciate their skills for lifting morale ▪ Propose an array of activities and topics ▪ Take a casual approach ▪ Talk in a positive, excited manner ▪ Take part in some amusing small talk ▪ Get their points of view ▪ Acknowledge their "original thinking" approach ▪ Engage them at any suitable opportunity ▪ Keep things moving and interesting ▪ Let them express their opinions. 	<ul style="list-style-type: none"> ▪ Avoid coming across as "fault finding" ▪ Do not overlook their need for some feedback ▪ Do not enforce restrictions and policy ▪ Do not come across as gloomy or uninvolved ▪ Avoid speaking purely about facts and figures ▪ Do not exclude them from activities ▪ Refrain from sending lengthily and complicated reports ▪ Do not ignore their need for attention ▪ Refrain from asking for or giving in-depth information ▪ Avoid challenging their stories out in the open

How to recognise someone with a Yellow Colour preference.

Look for the following behaviour traits to recognise someone with **Yellow** Colour preference.

Everyday situations	Under stress / Pressure situations
<ul style="list-style-type: none"> ▪ Loud, Talkative, Laughing / Joking, Quizzical ▪ Lively, Expressive ▪ Energetic, Good eye contact ▪ Individual, Flamboyant, Quirky ▪ Disorganised, Group photos, Social activities 	<ul style="list-style-type: none"> ▪ Impolite ▪ Indiscreet ▪ Silly ▪ Show off ▪ Emotional

Behaviour traits of Emotionally Intelligent people with a Yellow Colour preference.

Look for the following behaviour traits to recognise someone's **High** or **Low** Emotional Intelligence (EQ) preference.

HIGH E.Q traits	LOW E.Q traits
<ul style="list-style-type: none"> ▪ Charming ▪ Enthusiastic ▪ Persuasive ▪ Social ▪ Warm 	<ul style="list-style-type: none"> ▪ Easily Distracted ▪ Glib ▪ Poor Listener ▪ Impulsive ▪ Selfish

Steve in a Team - Innovation & Personal Development.



Efficient and well-performing teams have an inherent need for imaginative and creative ideas and ways to implement the new ideas in order to resolve issues or come up with new solutions or options.

The listed pairs of Creative strengths and the correlating areas for improvement below, highlight how Steve approaches Innovation and creativity, alongside the suggestions on how these can be further developed.

 Steve's Innovative strengths	 Some Areas for Development
Is insistent that he has the right solution	He will probably get approval if he discuss it with other others
Has strong views on how the assignment should be done	Remember that one approach may not be "attractive" to everyone
Transforms ideas into practice	A valuable question may be "What do we get from waiting?"
Is always looking for excellence by enhancing processes	Others could perceive this as "fault-finding"
Focuses on resolving urgent problems	Investigate available options from alternative angles
Can manage the creative process	Offer independence to others for speedier results
Occasionally can be intentionally contentious in order to get a reaction from others	Remember that not everybody appreciates heated discussions
Is fanatic about sticking to procedures	Be more relaxed to ensure changes are not impacted and comprehend the contrast between fixed rules and procedures
Can rapidly see the correlation between the contribution and outcomes	Remember that occasionally unknown results are possible
Utilises his talents of "attention to detail" to identify deficiencies in the system	Look out for the good and bad
Can enhance achievement when activities are quantifiable	Find methods to gauge activities and "people skills"
Prefers to set a quick pace	For best results get an endorsement from the group

Steve's Active and less active energy

The charts below highlight Steve's Active colour energy. The top bar chart shows Steve's 'Active' behaviour, which is visible in everyday situations by his attitude, behaviour and preferences. Steve is capable of adapting and reducing his stronger 'Active' conscious behaviours.

The second chart illustrates Steve's less active colour energies. This behaviour is normally hidden from the outside world, which people don't normally see in a formal situation. Steve is capable of adapting (waking up) these dormant less active behaviours which may be hidden or only present informally, to enable him to adapt or change his behaviours.

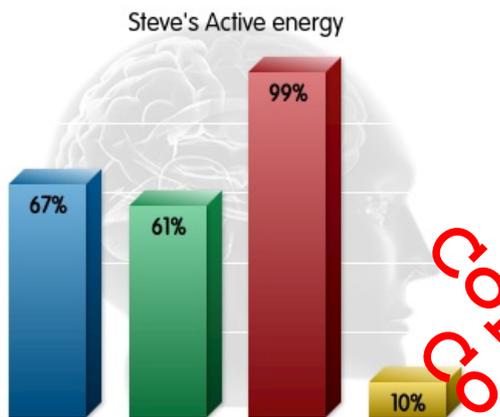
Steve may be utilising more of his Active energies, but the less active, dormant energy may be more appropriate or effective in certain situations or with certain people.

Steve's Active energy preference

Steve's Active energy colour chart shows how he consciously responded to the questionnaire by considering how he thinks he should show up, behave and what others may expect of him.

The results may vary depending whether Steve approached the completion of the questionnaire in a formal or work mode.

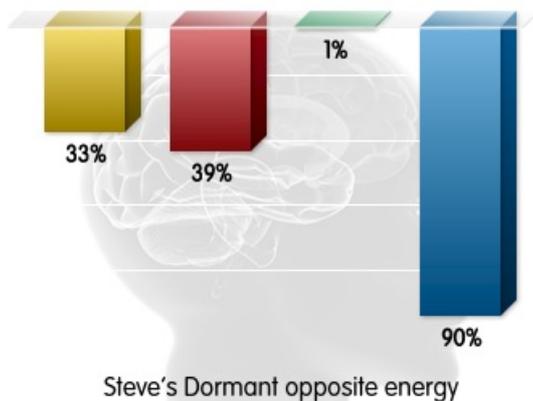
When Steve consciously selected a preference for a colour energy, he also unconsciously made a preference for the OPPOSITE colour energy type.



Steve's less active Dormant Opposite energy preference

Steve's Dormant energy colour chart shows his OPPOSITE colour energies and how the world may be perceiving him in a less formal context when he is less consciously showing a colour energy.

For example, when Steve is consciously expressing a lot of one colour energy, he is less consciously expressing a lot less the opposite colour energy and vice versa.



When the Active and Dormant Opposite Colour energy scores are added, they add up to 100%.



Now that you have read through the Color Persona profile report, we hope you acquired some useful and valuable information that you can implement.

Here is a list of activities you could carry out to help you with implementing some of the ideas and recommendations:

- Identify Do's and Don'ts that you think your colleagues/friends/family think you would benefit from.
- Ask a few colleagues/friends or family to give you feedback on the report.
- Set aside some personal time to experiment with the Do's and Don'ts when communicating with people of other colour types.
- Try implementing some of the suggestions and ideas that you feel are quick "wins".
- Identify Do's and Don'ts that you think you would benefit from.
- Make a list of some of the report statements you disagree with and get feedback from friends and colleagues on the compiled list.
- Under Strengths and Weaknesses - Identify the 'Areas for improvement' that you feel would yield best results for you.

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Questionnaire Response for Steve Magarat(483)

Question	Response 1	Response 2	Response 3	Response 4
1	Strong-willed and a go-getter Most 10 Least 1	Outgoing and positive Least 1	Trustworthy and compassionate 8	Wary and reserved 4
2	Outgoing and gregarious Least 1	Cautious and composed 7	Forceful and bold Most 10	Dependable and calm 9
3	Attentive and encouraging 5	Sociable and exuberant Least 1	Contemplative and reserved 7	Has initiative and to the point. Most 10
4	Kindhearted and gracious 2	Goal-oriented and stimulating Most 10	Humorous and clever Least 1	Independent and organised 7
5	Orderly and well-kept 8	Friendly and cheerful Least 1	Easy and modest 6	Assertive and self-assured Most 10
6	Vivacious and chirpy Least 1	Encouraging and kind 4	Thorough and coordinated 7	Courageous and determined Most 10
7	Resolute and outspoken Most 10	Engaged and energized Least 1	Alert and prudent 7	Placatory and diplomatic 9
8	Restrained and rational 2	Ambitious and daring Most 10	Chatty and articulate Least 1	Kind and unassuming 7
9	Composed and perceptive 7	Quick and candid 9	Extrovert and lively Least 1	Meticulous and comprehensive Most 10
10	Decisive and emphatic Most 10	Inquiring and methodical 8	Understanding and tactful 4	Persuasive and well-liked Least 1

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