

Curious Greens	Solid Golds
<ul style="list-style-type: none">• Assign projects which require analytical thinking and problem-solving• Discuss your “big picture” with them and eliciting their opinion• Inspire them with futuristic ideas• Respect their inclination to go beyond the established rules of the system• Encourage them to improve the system• Take their ideas to the next step and encourage them to think independently• Praise their inventiveness and their ingenuity• Understand their need to avoid redundancy and repetitive tasks• Recognize and appreciate their competence <p>Avoid</p> <ul style="list-style-type: none">• Asking them to do something illogical or silly• Unrealistic deadlines	<ul style="list-style-type: none">• Assign work which requires detailed planning and careful follow-through• Define tasks in clear and concrete terms• Be punctual and reliable• Provide a well-structured, stable work environment and avoid abrupt changes• Give standard rules and regulations and set a good example• Praise their neatness, organizational capabilities and efficiency• Give feedback every step of the way to reassure them they are on the right track• Recognize their need to be straightforward, dependable, responsible, & business-minded• Giving tangible recognition for their work <p>Avoid</p> <ul style="list-style-type: none">• Situations with no standards, rules or models• Ignoring deadlines• Abrupt changes to rules or procedures.
True Blue	Adventurous Oranges
<ul style="list-style-type: none">• Create a warm and personal working atmosphere• Foster open and honest interactions• Establish a harmonious working environment• Allow freedom to express feelings and the time to heal emotional wounds• Make use of their natural gifts for communication, nurturing, and people-oriented ideas• Praise their imaginative and creative approach to the job• Provide them with one-on-one feedback• Let them know they appreciated and valued <p>Avoid</p> <ul style="list-style-type: none">• Treating them as a role• Not honoring their feelings or those of others.	<ul style="list-style-type: none">• Assign projects which are action-packed and require a hands-on approach• Provide opportunities to be skillful and adventurous• Use their natural abilities as a negotiator• Allow them the freedom to do the job in their own style and in non-traditional ways• Keep a good sense of humor and avoid boredom while on the job• Provide opportunities for job competition• Allow freedom of movement and understand their preference for action over words• Praise their performance and skillfulness <p>Avoid</p> <ul style="list-style-type: none">• Telling them HOW to do their work• Requiring that they follow SOP rules• Asking them to work with theories, routine work, goal statements or philosophies.