

## Blue - You are the CATALYST leader

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You are people-oriented

You deeply value the people in your organization and nurture their potential. Your commitment to their personal and professional best generates great loyalty. As an appreciator, you are outstanding for your positive reaction and recognition for the best in others. You can be an enthusiastic spokesperson for your organization and have a gift for language. The feedback you give your staff ensures awareness of their value. You are comfortable in an unstructured, democratic setting, listening to everyone's contribution.

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Your Leadership Character

Generates enthusiasm and energy

You are a natural democratic leader

Activates latent potential

Ability to focus intuitively on personnel's strengths

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Your Concept of Success Emphasizes

Authenticity

Cooperation

Uniqueness

Personal Relationships

Harmony

Self-actualization

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Blind Spots

Dislikes conflict

Sacrifices task at expense of process

Excessive stress in the workplace is a stressor

Sometimes overly identifies with people's pain

"What Blind Spots?"

## Green - You are the VISIONARY leader

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You are system-oriented

You are a keen analyst of the principals and dynamics of your organization. Your intellectual orientation leads to a communication style with your staff that is logical and matter-of-fact. You contribute optimum effort and expect the same from others. Capable of seeing the internal working of your organization, you are often a confident pioneer of ingenious administrative changes. You are capable of addressing situations with a logical and almost scientific attitude.

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Your Leadership Character

- Takes pride in technical know-how
  - Embraces an analytical work style
  - Utilizes maximum self-control
  - Takes a logical approach to knowledge
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Your Concept of Success Emphasizes

- |              |           |            |
|--------------|-----------|------------|
| Clarity      | Principle | Competence |
| Intelligence | Logic     | Potential  |
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Blind Spots

- Perceived as cool and aloof
- Sometimes overly critical of others
- May change direction frequently when communicating
- Can ignore chain of command when it makes no sense
- Entrepreneurs or saboteurs?

## Gold - You are the STABILIZER leader

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You are tradition-oriented

Highly accountable and thorough, you dedicate much time and energy to the maintenance of your leadership duties. Your gift for stabilizing a staff stems from an appreciation of punctuality, order and a regard for tradition. Your innate desire to be useful, along with a special sense of social responsibility, leads to the conclusion that everyone and everything has a place in your organization. Your efficiency is reflected in established routines, well-ordered meetings and rewarding dedicated staff members.

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Your Leadership Character

Sets up policies, procedures and rules  
Is the backbone of the organization  
Provides meticulous attention to detail  
Encourages team efforts  
Supports traditional values

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Your Concept of Success Emphasizes

|              |           |            |
|--------------|-----------|------------|
| Conformity   | Tradition | Trust      |
| Decisiveness | Community | Discipline |

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Blind Spots

Can be resistant to change  
Setting high standards for all to follow  
May be rigid about policy and procedures  
Unwavering adherence to the chain of command  
"Can't see the forest for the trees"

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## Orange - You are the TROUBLE-SHOOTER

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You are people-oriented

Your excellence at problem-solving and ability to respond quickly and efficiently in a crisis is matched by few. Your strong sense of reality and instinct for opportunity make you a master negotiator. You prefer to have your staff efficient and to the point. Because you can verbalize appreciation easily, you express encouragement to your team. You seek and welcome change and administratively address modifications when needed. Your abilities are further enhanced by valuing a steady pace.

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Your Leadership Character

Welcomes change and risk-taking  
Deals quickly with concrete problems  
Lives fully in the immediate moment  
Receives high productivity from your staff  
Enjoys being the flexible , practical diplomat

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Your Concept of Success Emphasizes

|        |             |         |
|--------|-------------|---------|
| Action | Performance | Variety |
| Skill  | Fun         | Freedom |

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Blind Spots

Competitive nature can alienate others  
Risk taking is at times not well calculated  
Need for independence impairs communication  
Impulsive Decision-Making: "Shoot first, ask questions later"