

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