

ESTEEM THE ... (COLOR KEY)... PERSON BY:

BLUE	GOLD	GREEN	ORANGE
<ul style="list-style-type: none"> • Accepting them for who they are. • Reassuring them of their self-worth. • Providing personal recognition for accomplishments. • Providing opportunities to demonstrate creativity. • Providing opportunities to please those in authority. • Creating a harmonious working environment with opportunities to maintain it. • Providing opportunities to use their communicative abilities. • Providing cohesion in their learning, home. And work environment • Providing opportunities to motivate and add enthusiasm to group situations. 	<ul style="list-style-type: none"> • Providing in all life situations. • Providing clear and specific feedback on behavior and endeavors. • Setting definitive rules, regulations, and constraints. • Honoring evidence of success with concrete rewards. • Providing opportunities to demonstrate responsible conduct. • Providing opportunities to be of service to others. • Providing opportunities to demonstrate leadership qualities. • Providing opportunities to organize people and/or things. • Accepting them as an important part of the group. 	<ul style="list-style-type: none"> • Assisting them in choosing tasks that are difficult, challenging, and potentially successful • Providing feedback on the quality of their work. • Providing opportunities to increase knowledge and to build competence. • Recognizing their successes. • Providing opportunities to build logical processes. • Providing opportunities to display their competency. • Giving them opportunities to plan models for change. * Giving patient answers to many questions from a curious mind. • Giving them a chance to seek options to situations. 	<ul style="list-style-type: none"> • Providing opportunities for self-expression. • Being their audience. • Providing opportunities for quick action. • Providing opportunities to defy risk. • Giving them frequent change. • Being their cheering section. • Providing opportunities to use initiative. • Providing opportunities to challenge their imagination. • Providing opportunities to develop a variety of skills. • Providing opportunities to make decisions that don't conflict with group goals. • Providing opportunities to implement ideas and to succeed or fail without judgment /interference. • Providing opportunities to demonstrate cleverness. • Giving them the chance to experience things new. novel, and exciting.

FACTORS CREATING STRESS

BLUE	GOLD	GREEN	ORANGE
<ul style="list-style-type: none"> • Broken promises • Too much negative criticism • People talking about them behind their backs • Not discussing what is occurring • Completing paperwork as priority • Clock-watching • Conflict • Insincerity • Lying • Rejection • Lack of social contacts • Placing “the system” as a priority before the people in it • Being constantly compared to others and not evaluated as an individual 	<ul style="list-style-type: none"> • Incomplete tasks • Ambiguous tasks • Ambiguous answers • Disorganization • Too many things going on at the same time • People who do not follow through • Too many questions directed at them • Irresponsibility of others • Waste • Non-conformity • Changing details • A haphazard attitude 	<ul style="list-style-type: none"> • Lack of control • Lack of independence • Elaborate use of adjectives • Incompetence • Emotional displays • Lack of options • Inability to use or to display knowledge • Small-talk • Routine • Social functions • Subjective judgment 	<ul style="list-style-type: none"> • Too much responsibility • Redundance • Deadlines • Rules and regulations • Being stuck at a desk • Non-negotiable and imposed structure • Requirements to read manuals and follow 'how-to' directions • Too much attention to product and not enough to performance /results • Criticism • Abstract concepts

PERSONAL STYLE	BLUE	GREEN	GOLD	ORANGE
core need	self-actualization	competency	social belonging	freedom
overall mood	enthusiasm	cool, calm, collected	concerned	excitable
trust	imagination	logic, consistency	authority	chance
pride themselves for	empathy	competence	dependability	impact
in management	the catalyst	the visionary	the traditionalist	the trouble-shooter
perception	significance	categorical	discrepancy	harmonics
supports, fosters	growth	invention	institutions	recreation
virtue	loyalty	strength, determination	generosity	courage
stressed by	feeling artificial	inadequate	rejection	restrictions, rigidity
strives for, seeks	love	insight	jurisdiction	freedom
at work	a catalyst, harmonizing	pragmatic	procedural	varied
esteemed by	helping people	finding insights	being of service	being resourceful
wants to be appreciated for	unique contributions	ideas	accuracy, thoroughness	cleverness
intrinsic intelligence	with people	with strategy	with material	with senses
when disturbed	becomes hysterical	becomes compulsive	becomes complaining	becomes punitive
searching for	roles	Problems	security	stimulation ;
dislikes	hypocrisy	Injustice	disobedience	ineptness, clumsiness •
thinks	dogmatically	agnostically	pessimistically	opportunistically
fantasizes being	a messiah	a wizard genius	an aristocrat	a virtuoso
loves	integrity, honesty	Justice	obedience	grace, elegance
causes guilt	letting someone down	lacking will power	greed	cowardice
irritated by	being treated impersonally	illogical thinking	violating rules and regulations	being told how to do things
mood in relationships	meaningful	aloof, objective	serious, responsible	sensuous, exciting
rewarded by	acceptance of who they are	affirming their wisdom	appreciating their service	given freedom
nurtures	vision of a better world	technological insights	helpfulness	competitiveness