

## Executive Profile



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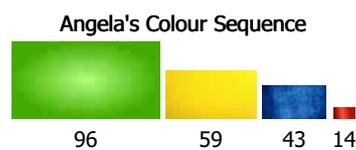
### Juicing The Lemon

Change the conversation, change the  
behaviour, change the results



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### Persona Profile Angela Mitchell



Questionnaire Date: 15th of January 2019 01:00  
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## 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, Red, Blue, Green 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. Angela's dominant 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

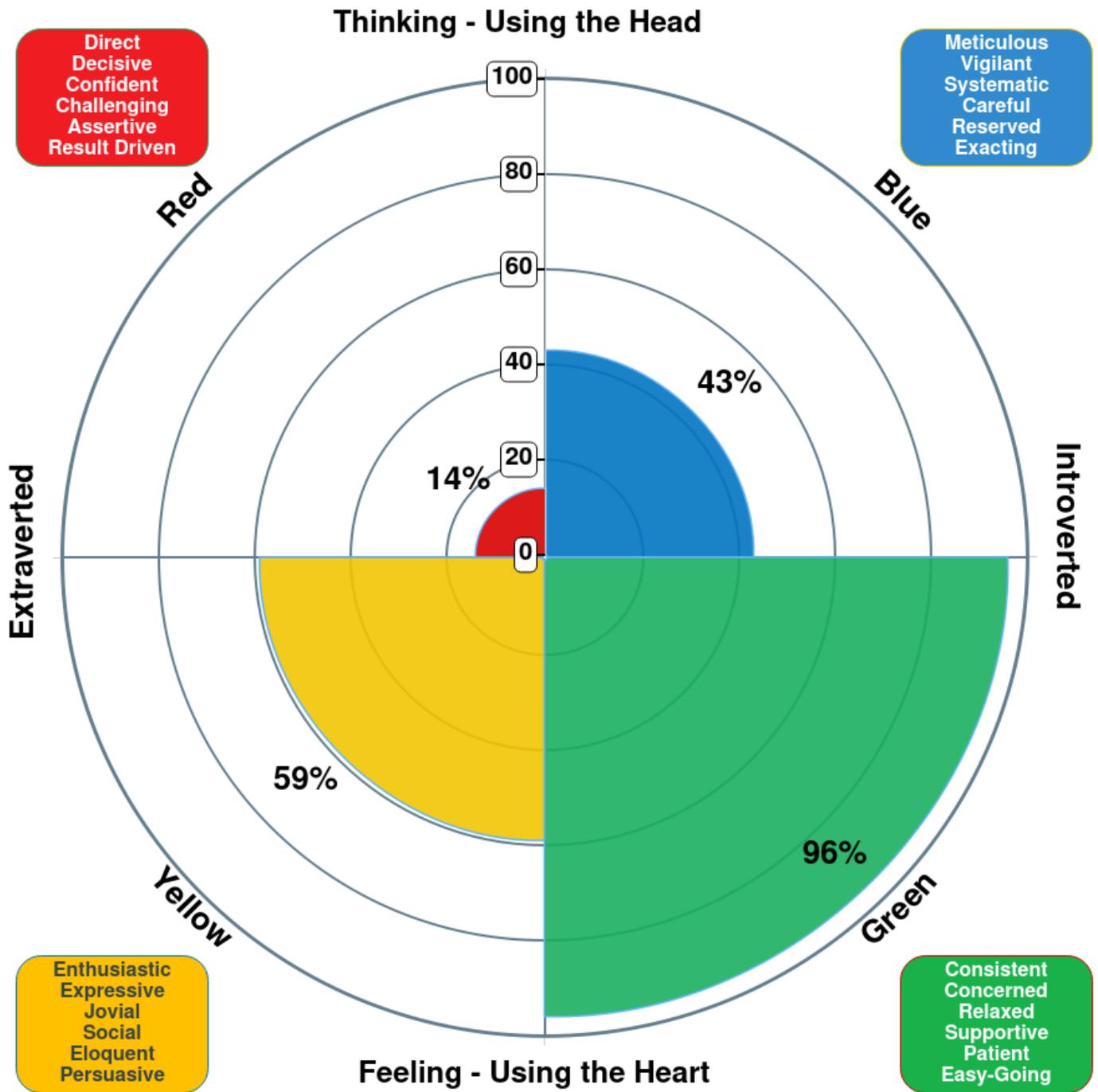
Introversion is a preference to focus on the world inside the self. Introverts are highly aware of their inner world of perceptions, thoughts, ideas, beliefs, and feelings. They are also highly aware of their surroundings, noticing details that others don't see. However, they are not quick to discuss 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.

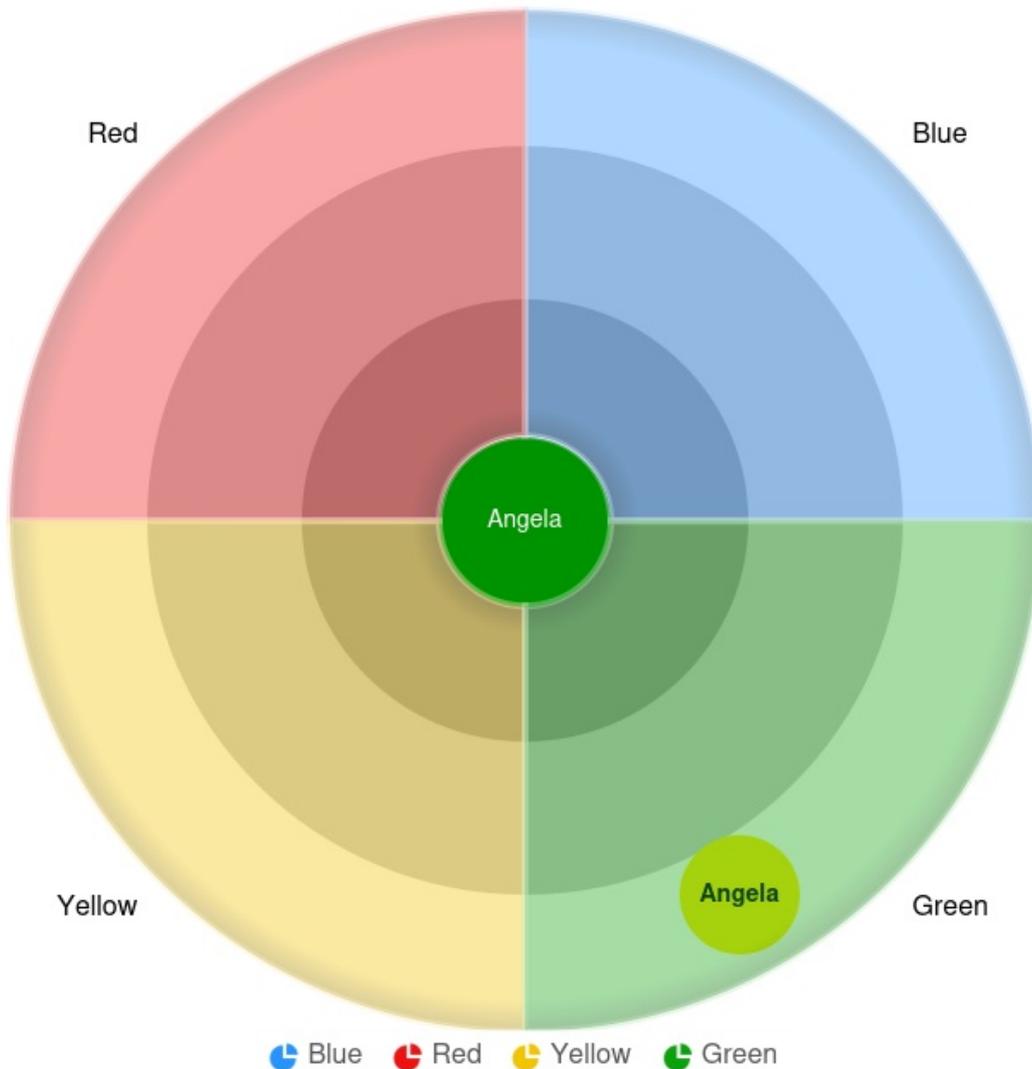


## Angela's position on the Colour Wheel.

The chart below shows us Angela's position on the colour wheel. She is placed in her **'Leading'** Colour Quadrant and the Colour of the **'bubble'** illustrates her 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:

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



## Angela's Colour Personality.



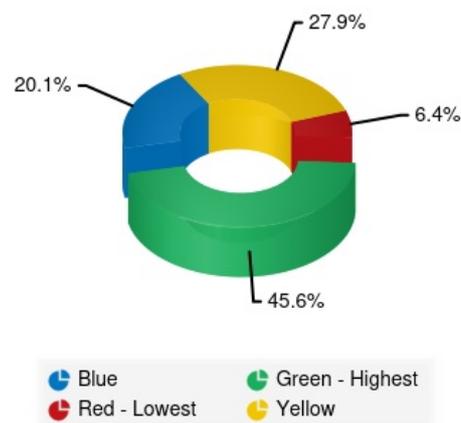
This Color Persona profile has been uniquely created for Angela in mind. The contents contained within this report are unique and tailored to the individual and no two reports are the same. The contents are largely based on the input Angela has provided during the process of completing the Persona profiling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

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

### Angela's Conscious Chart.

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

The chart highlights her 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 Angela Mitchell

She utilises her strength of compassion and inbuilt skills to forge important relationships with others which enable her to sense the hidden reasons behind individuals' actions. At times, she may find it hard to decline to do things, even though she believes the request is unreasonable. She is renowned for her resilience and her capacity to adjust to changing circumstances. She is kind, loving and pleasant and prefers an amiable friendly atmosphere. Her personal high standards and values may make her feel wary of people whose qualities don't seem to measure up to her own. As part of her job, she enjoys developing, mentoring and coaching other individuals.

She should occasionally remind herself to consider her own needs as well as others. She doesn't like to be classified by other people, and is continuously on a mission of self-development and learning. She has the aptitude to create new ideas and comes across as unassuming and of a humble character. Angela can be seen as being unobtrusive, tactful, humble and calm.

Angela has her finger on the pulse and appears to be frightfully right about things. She appears to have an intuition that can alert of potential risks much sooner than others. Angela likes to respect and follow customs and adhere to important practices. She doesn't generally follow the guidelines, particularly when they conflict with her standards. Angela is a steady and dependable worker, she brings order and balance to situations. Although Angela can be seen as rather mellow and kind-hearted, she can be somewhat headstrong at times.

When Angela makes a mistake, it can make her feel resentful and worried for quite a while. She has an extremely solid commitment for her friends and can ignore her own particular needs for the sake of other individuals. Her persistent motivation to help others may keep her from relaxing. She is confident in handling a wide range of assignments, yet feels more at home with familiar tasks.

She identifies with people who demonstrate a real enthusiasm for her own convictions and goals. Underneath her laid back and tolerant persona, she is actually curious and appreciates finding the contrasts between individuals and situations. Quiet and capable, she utilises her creative thinking to help other people. To get the best out of her, she prefers clear and detailed instructions before she begins work.

### How Angela Interacts with other People.

Making a lot of money is not her prime objective. She may flourish in situations that are based on human qualities. She hates confrontation and can normally identify when a dispute is going to erupt, way before others do. Angela has a great deal of warmth for others and totally enjoys life with a positive outlook. She does not like to take control, she is much happier to provide support in the background. Angela has a surprising talent of being able to sense other people's feelings, she can identify peoples key talents and their inner needs.



Since she dislikes taking a firm stance on matters that do not concern her, she can be perceived by others as indecisive and unsure. She has high expectations from others and may have an idealistic view and perception of their abilities. She has the skills to be sensitive and deeply focused. Majority of the people see her as a friendly and agreeable individual.

She may become stubborn if she is being pushed too hard. She may unknowingly re-adjust her own persona to meet what she thinks is acceptable behaviour according to other individuals. She is not likely to share her most inner feelings. She opposes stringent guidelines and structure and prefers the independence of the open air environment and being near nature. Angela is viewed as a gentle, giving and an emotional individual who prefers to remain private.

### Suitable Organisation and Environment for Angela.

Angela could do well when she is in a steady and dedicated team. Angela works well in a team where her emotions and outputs are valued. The organisation culture is important and would need to match up to her principles. She prefers working in a group where her efforts are recognised and backed by her team. She prefers to be well prepared to maximise productivity. She likes working with people instead of performing mundane and monotonous tasks.



A job that would fit her persona would be one where she will get time to plan for the future. She prefers a work place where there is time for deliberation. An ideal environment for her is where collaborative team values have backing. She prefers to work in an atmosphere which is not disruptive.

The culture she thrives in best is one where all team members can share their opinions without repercussions. She is a person who likes job security for the long-term rather than short-term job opportunities. Her natural social talents will suit a job where she can combine work and play. She is good at hiding her annoyance to others and will do well in a job where a calm, thought-through approach is required. Angela prefers to have detailed and transparent job descriptions.

## Angela's Strengths and Areas of Potential.

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

### Areas for improvement.

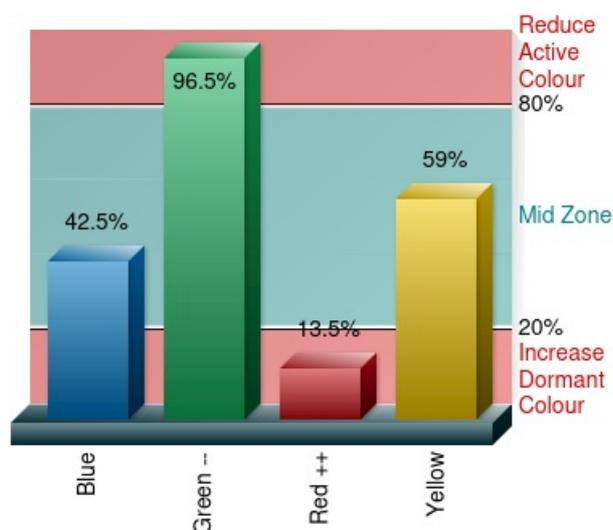
The chart highlights Angela's Conscious scores for the four colours. Some of these areas can be improved. The following pages will indicate the areas that can be improved but will also highlight the **Do's and Don'ts**.

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 colour

'--' = Reduce colour



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

Angela's key strengths and Natural skills.	Areas for improvement.
<ul style="list-style-type: none"> <li>▪ Attentively focused and supports others to achieve their potential.</li> <li>▪ Trusting, unselfish and compassionate.</li> <li>▪ Gains trust and reciprocates in return.</li> <li>▪ Easy-going and dependable.</li> <li>▪ Capable of finishing day to day tasks.</li> <li>▪ Provides support and backing to the weaker individuals from the group.</li> <li>▪ Makes time for dealing with peoples' problems.</li> <li>▪ Forgiving and considerate.</li> <li>▪ Sympathetic and attuned to the needs of the others.</li> <li>▪ Hard working and dependable.</li> <li>▪ Keen to learn and comprehend other people.</li> <li>▪ Works for peace and consensus in all circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Finds it hard to say "No" and consequently can end with too much on her plate.</li> <li>▪ A habit of "throwing in the towel" when she doesn't get the support.</li> <li>▪ Can take knock backs personally.</li> <li>▪ Holds others in high regard.</li> <li>▪ Can find it hard to orchestrate others to carry out her instructions.</li> <li>▪ Could be perceived as somebody who can't manage her time properly.</li> <li>▪ Careful and uncertain.</li> <li>▪ Tends to be exceptionally headstrong when she feels pressured.</li> <li>▪ Takes time to accept new data which can lead to resentment among others who seek a speedy response.</li> <li>▪ Likes excellence but she is also uncertain and underestimates her own qualities.</li> <li>▪ Her tendency to "oppose" can be seen as being headstrong and insensitive.</li> <li>▪ Finds it hard to discuss concerns with the exception of special and trusted friends.</li> </ul>

## Attitude to others and Making decisions.

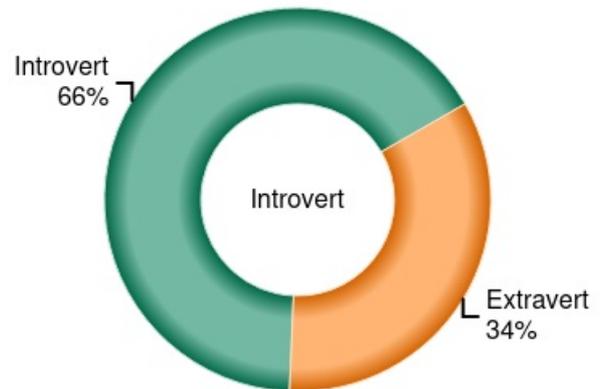
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The information in this section illustrates the measure of Angela's introversion and extraversion, how she makes decisions and how she collects/gathers information.

### How Angela Interacts with people.

Angela is an Introvert, her approach to others is usually in an Introverted manner.

Angela utilises 66% of Introversion and 34% of Extraversion behaviour to approach people and situations.

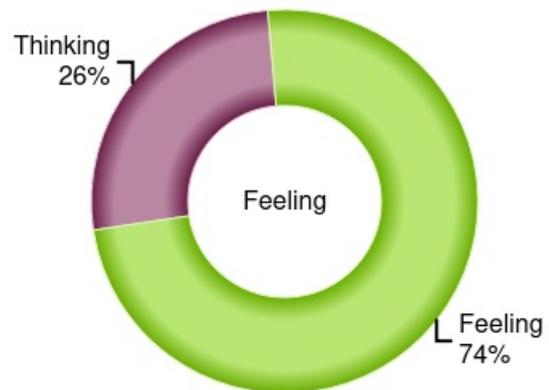


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### How Angela Makes Decisions.

Angela primarily makes Decisions by Feeling (Heart) rather than Thinking (using her Head). She is more effective with People rather than Tasks.

She utilises 74% of Feeling (heart) and 26% of Thinking (head) preference to make Decisions.



The charts above are not meant to "pigeonhole" Angela, 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%. Angela will combine all of the above variations to "uniquely" be herself.

## Angela in a Team & Communication strategy

It is important to recognise Angela's "value" and the contributions that she 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 Angela brings to the team.

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>Ensures that other individuals in the team are contented.</li><li>Continuously performs well in her field of expertise.</li><li>Uses her resources to the full potential and benefit.</li><li>Is willing to spend time tackling personal issues.</li><li>She is very reliable which helps when setting up a safe environment.</li><li>Believes that the accomplishments of the team individuals play a pivotal role in her own success.</li><li>Illustrates "out of the box" thinking.</li><li>Is focused on doing a great job and has a conscientious work ethic.</li></ul> | <ul style="list-style-type: none"><li>Manages team conflict with tact.</li><li>She socialises well with others and is very much respected by them.</li><li>Can strictly follow high-performance guidelines.</li><li>Feels strongly about life's fundamental beliefs.</li><li>Prefers a responsive, easy-going manner.</li><li>Has a lot of respect for historically established procedures.</li><li>Has a notoriety for being honest and having principles.</li><li>Demonstrates resilience and congruity.</li></ul> |
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### Strategy to effectively Communicate with Angela

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



#### To Communicate Effectively

- Give her enough time to "internally reflect" on the information.
- Speak to her in a neutral tone, without sensationalism or embellishment.
- Give the opportunity to build confidence and harmony.
- Be prepared to discuss opposing views in a structured, relaxed and detached manner.
- Look for indications that she is willing to take on new assignments.
- Be mindful of reluctance and ask for her point of view.
- Be ready for objection against any suggested changes.
- Develop her trust in you before you can expect to get meaningful feedback.
- Keep the discussion active with pauses for reflection combined with general chit-chat.
- When you question her, pause and give her an opportunity to reply.

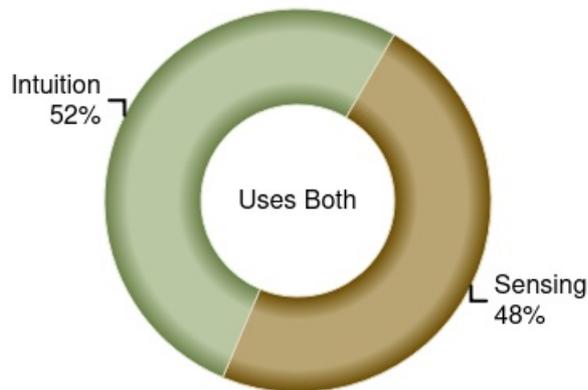


#### Try Not to:

- Expect an instantaneous response.
- Push for an "on the spot" answer.
- Set impractical benchmarks that you genuinely feel are impossible.
- Believe that "silence" is an implied agreement.
- Be condescending.
- Stifle her efforts to find alternative options.
- Provoke a disagreement or give a lecture.
- Stop her trail of thought.
- Disregard her requirement for frequent feedback.
- Impose an unrealistic timescale that could impact her performance.

## Angela's Learning style.

We all have our own preferred learning styles which we use to understand knowledge provided by trainers, online learning, presentations and other alternative sources of information. Angela has her own learning style.



### How Angela Perceives information.

Angela Perceives (processes/gathers) information by utilising her Sensing (immediate information) and Intuition (deep thought) preferences equally.

She utilises 48% of Sensing (immediate data) and 52% of Intuition (deep thought) preferences to Perceive (process/gather) information.

Angela's Learning style is '**Interactive**'. She has a warm personality and enjoys the interaction with peers and adults. Angela likes situations where she can utilise her verbal skills, which comes handy when teaching. She values harmony, collaboration, teamwork, creativity and genuine human interaction at a personal level.

Angela learns Effectively When:	Angela learns Effectively by :
<ul style="list-style-type: none"><li>▪ Social interaction is allowed at an individual level.</li><li>▪ Her sensitivity is recognised, and uniqueness is praised.</li><li>▪ When her imaginative and creative skills are encouraged.</li><li>▪ Group learning opportunities are allowed.</li><li>▪ The environment has minimal conflict or contentious events.</li><li>▪ The atmosphere is open and interactive.</li></ul>	<ul style="list-style-type: none"><li>▪ Being emotionally involved.</li><li>▪ Involving her Feelings.</li><li>▪ Harmonising her experience with the content.</li><li>▪ Relating the current situation to personal experiences.</li><li>▪ Listening and sharing.</li></ul>

## Angela's Leadership Style.

### Angela Leads with Purpose & Trust

As an introvert, Angela may need to find a way to make time for herself, with time spent with her team. She has good interpersonal skills and can easily gain the trust of her team. Angela is thoughtful and seriously considers the impact of her decisions, she is not a Micromanager, and she is willing to give others freedom and room to do what needs to be done. Angela expects people to perform and she can be very good at finding ways to motivate and inspire others to do great work.



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 Angela should DO and should NOT DO when communicating with people having a colour preference of BLUE.

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

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

### 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"> <li>■ Careful</li> <li>■ Detailed</li> <li>■ Meticulous</li> <li>■ Neat</li> <li>■ Systematic</li> </ul>	<ul style="list-style-type: none"> <li>■ Critical</li> <li>■ Fussy</li> <li>■ Hard to Please</li> <li>■ Perfectionist</li> <li>■ Picky</li> </ul>



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 Angela should DO and should NOT DO when communicating with people having a colour preference of GREEN.

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

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

### 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"> <li>■ Consistent</li> <li>■ Good Listener</li> <li>■ Patient</li> <li>■ Predictable</li> <li>■ Stable</li> </ul>	<ul style="list-style-type: none"> <li>■ Passive</li> <li>■ Resistant to Change</li> <li>■ Slow</li> <li>■ Stubborn</li> <li>■ Un-responsive</li> </ul>



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 Angela should DO and should NOT DO when communicating with people having a colour preference of RED.

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

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

### 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"> <li>▪ Ambitious</li> <li>▪ Assertive</li> <li>▪ Decisive</li> <li>▪ Driving</li> <li>▪ Strong-Willed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Aggressive</li> <li>▪ Bossy</li> <li>▪ Confrontational</li> <li>▪ Demanding</li> <li>▪ Egotistical</li> </ul>



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 Angela should DO and should NOT DO when communicating with people having a colour preference of YELLOW.

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

### 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"> <li>▪ Loud, Talkative, Laughing / Joking, Quick</li> <li>▪ Lively, Expressive</li> <li>▪ Energetic, Good eye contact</li> <li>▪ Individual, Flamboyant, Quirky</li> <li>▪ Disorganised, Group photos, Social activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Frivolous</li> <li>▪ Indiscreet</li> <li>▪ Silly</li> <li>▪ Show off</li> <li>▪ Emotional</li> </ul>

### 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"> <li>▪ Charming</li> <li>▪ Enthusiastic</li> <li>▪ Persuasive</li> <li>▪ Social</li> <li>▪ Warm</li> </ul>	<ul style="list-style-type: none"> <li>▪ Easily Distracted</li> <li>▪ Glib</li> <li>▪ Poor Listener</li> <li>▪ Impulsive</li> <li>▪ Selfish</li> </ul>

## Angela 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 Angela approaches Innovation and creativity, alongside the suggestions on how these can be further developed.

 Angela's Innovative strengths	 Some Areas for Development
Creates strategies by working closely with specific people	Look at different means of handling things so there is less dependency on these individuals
Pays attention and supports other peoples' concepts	They would benefit from her input as well
Reaches conclusions from her own principles and convictions	Routinely address those beliefs
Gets her top results when she has many little targets to complete along the way to the final result	Ask for help to measure the progress
Likes to listen to numerous points of view before settling on a decision	Try not to take too long
Likes to include many individuals when working on new concepts	Consider being more "choosy" in who is asked to contribute which can speed up the process
Keeps a happy environment going in the group	This talent ought to be utilised to avoid disputes and friction
Has an easy-going and slow approach	Try to see the benefits by injecting more energy into the activities
Likes to articulate her ideas with other individuals	Give an opportunity to evaluate the process of sharing ideas
Takes care of issues by listening carefully	It could be too risky to depend on others peoples' ideas
Finds it challenging to show enthusiasm	Discuss and explore options with colleagues more often
Will help team individuals actively deal with people issues	You must respect other peoples' opinions