

C-me Colour Profiling: How the colours see their team role

RED

Our **Red** sees their role as:

- Bringing a clear direction, determined and focused, keeping the team on target, pushing the team to take decisions and challenging the status quo.

When things go wrong they may well:

- Look for the three key learning points and move on, drive on to succeed; failure is not an option, express the view that winning isn't everything, it's the only thing, bring clarity and purpose to a change of plan or regard it as just another challenge.

Others taking a less positive view of the **Red** may see them as:

- Quick to blame others, pressurising others towards a solutions they may not support, exclude colleagues from decisions, too focused on winning rather than successfully completing the task, blinkered towards a single solution rather than a consensus, generating stress by unrealistic timescales, leaping into action without considering all the facts.

YELLOW

Our **Yellow** sees their role as:

- The team's go getter, offering new ways of tackling problems, making the impossible possible, never lets procedure get in the way of results, and keeping up the team spirit.

When things go wrong they may well:

- takes the opportunity to add new ideas, see the good in all situations, reshape the original challenge to make success possible, keep talking positively, rally around and encourage others

Others taking a less positive view of the **Yellow** may see them as:

- Leaping in without full consideration, too many ideas to do them all at once, too little focus, confusing, having no back-up plan, impatient to get to the solution, not be listening to others contribution and lacking substance.

GREEN

Our **Green** sees their role as:

- Working for harmony in the team, a loyal and faithful team servant, maintains the sense of balance, conscientious and calm and seeing both sides of an argument

When things go wrong they may well:

- Believe cooperation will lead to success in the end, share the tasks with other groups, seek to ensure that the workload is equally spread across the team, ensure that everyone has their say about the solutions but also feels responsible for the setback.

Others taking a less positive view of the **Green** may see them as:

- Conducting exhaustive, constant reviews of how the situation has occurred, focusing on the negative, paralysed by indecision, taking on too much of the workload themselves, not facing the setback head-on if it causes conflict and waiting for everyone's views to be heard before considering next steps.

BLUE

Our **Blue** sees their role as:

- Organising the important details of a project, bringing technical expertise and focus on the details, initiating the small improvements that make a difference, the team's quality controller and standing back to evaluate before launching into a plan

When things go wrong they may well:

- Go back to the original plan and check assumptions, analyse the situation and present the options, allocate resources to the specific tasks that are holding back the team, learn from the difficulty and take this learning forward into the revised plan.

Others taking a less positive view of the **Blue** may see them as:

- Pouring cold water over new ideas, getting very serious, going over old ground – again, sticking rigidly to principles at the expense of a solution, beating themselves up about lack of foresight and becoming bogged down in the details and not seeing the big picture.