

If you have a Red preference your likely reaction to/feeling about someone expressing a strong behavioural preference of:

<p>Green</p> <p>Frustrated by their lack of drive and action Frustrated by their indirect communication, perceived as a lack of expression or openness Wants them to 'get over it and get on with it'</p>	<p>Blue</p> <p>Feel unnecessarily criticised Feel held back – they are too slow, seems like they are just being difficult There is too much detail/ planning They are too fixed/ intransigent. They lack energy</p>	<p>Yellow</p> <p>They are unfocused/ flighty There is not enough action/ direction They are too team orientated They may seem superficial – trivialising things There is too much banter!</p>
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And how they may feel when you are expressing your RED preference strongly:

<p>Green</p> <p>They are intimidated They feel rushed They can see you as aggressive They may feel insulted</p>	<p>Blue</p> <p>There may feel there is too much change They may be frustrated there is too little planning or attention to detail Your fast pace may mean they feel unable to give their high-quality reflective contribution</p>	<p>Yellow</p> <p>They can feel personally judged but your high task orientated focus on achievement They may feel dismissed They may feel that there is too little space for ideas – they can feel shut down</p>
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If you have a Green preference your likely reaction to/ feeling or thoughts about someone expressing strong behavioural preference of:

<p>Red</p> <p>They are intimidating You feel rushed They can seem aggressive You may feel insulted</p>	<p>Yellow</p> <p><i>You may think:</i> They can be insensitive and even disloyal They don't seem to be really listening There is too much talking They are superficial.</p>	<p>Blue</p> <p>They are too task oriented They are un-inclusive of the team. They can seem un-kind They can seem too detached.</p>
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How they may feel when you are expressing your green preference strongly:

<p>Red</p> <p>Frustrated by your lack of drive and action Frustrated by your indirect communication which they may perceive as a lack of openness They may want you to simply 'get over it and get on with it'</p>	<p>Blue</p> <p>That you lack a focus on the high-level theory/ concepts to fit the practical details into That you are a little in-substantive – where is the evidence? May want you to fight more to get best/ right solution.</p>	<p>Yellow</p> <p>You are too quiet You come across as anti-social You are too earnest Lighten up and stop worrying.</p>
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If you have a Blue preference Your likely reaction to/ feeling or thoughts about someone expressing a strong behavioural preference of:

<p>Green</p> <p>There is a lack of theory/ concepts to fit the practical detail into</p> <p>You may perceive them as in substantive – where is the evidence?</p> <p>You may want them to fight more to get to best/ right solution.</p>	<p>Red</p> <p>There is too much change</p> <p>There is too little planning or attention to detail</p> <p>The pace they set means you feel unable to give a high-quality reflective contribution</p>	<p>Yellow</p> <p>There is a lack of structure or process</p> <p>They get too distracted</p> <p>They do not ground their ideas and operationalise them</p> <p>They are the jokers</p>
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How they may feel when you are expressing a strong blue preference:

<p>Red</p> <p>Feel unnecessarily criticised</p> <p>Feel held back – you are too slow, it can seem like you are just being difficult</p> <p>That there is too much detail/ planning</p> <p>That you are too fixed/ intransigent.</p> <p>That you lack energy</p>	<p>Yellow</p> <p>That you are too negative</p> <p>That you are overly risk averse</p> <p>They may feel dismissed/ ridiculed</p> <p>They may be frustrated by perceived bureaucracy</p>	<p>Green</p> <p>That you are too task oriented</p> <p>That you can be un-inclusive of the team.</p> <p>They can see you sometimes as un-kind</p> <p>That you are too detached.</p>
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If you have Yellow preference Your likely reaction to/ feeling or thoughts about someone expressing strong behavioural preference of:

<p>Blue</p> <p>They are too negative</p> <p>They are overly risk averse</p> <p>You feel dismissed</p> <p>You are frustrated by the bureaucracy</p>	<p>Red</p> <p>You may feel judged – too much focus on achievement</p> <p>You may feel dismissed</p> <p>There is too little space for ideas – you can feel shut down</p> <p>They are too task focused</p>	<p>Green</p> <p>They are too quiet</p> <p>They are anti-social</p> <p>They are too earnest</p>
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How they may feel when you are expressing a strong yellow preference:

<p>Red</p> <p>You are unfocused/ flighty</p> <p>There is not enough action/ direction</p> <p>You can seem superficial – trivialising things</p> <p>There is too much banter</p>	<p>Blue</p> <p>You lack structure or process</p> <p>You may seem flighty and distracted</p> <p>You do not ground your ideas and operationalise them</p>	<p>Green</p> <p>You can seem insensitive and even disloyal</p> <p>You can seem like you are not listening</p> <p>You are talking too much!</p> <p>You may seem superficial</p>
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