



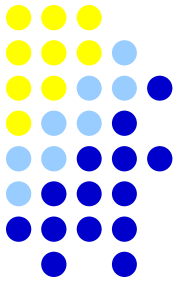
“Colorful Personalities: How Each Team Uniquely Navigates Change”

Katherine (Kit) Prendergast, PCC
Leadership & Team Excellence
Through Customized Coaching & Training
www.CareerConnectionsSN.com

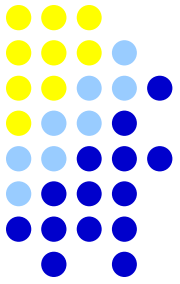


Welcome!

Agenda & Take Aways



- Different Perspectives & Realities
 - Learning Your Own Personality Style
 - Pre-Covid Changes in Our Lives
 - 5 Things That Impact Our Responses
 - What Creates Stress for Each Color
 - Unique Covid Stressors for Each Color
 - What Leaders Can & Need to Do
 - Surprises & Learning Highlights for You
-



Mini Self-Assessment

Identifying Your Own Personality Style (Preferences)



Colorful Personalities

What Each Values to Be at Their Best

Green (Competence)

- Concrete data
- Complete Information
- Accurate Knowledge
- Logical Thinking
- Time to Think
- Big Picture/Complexity
- Overall Competence

Orange (Adventure)

- Action! Freedom!
- Flexibility
- Being Spontaneous
- Hands-On Experiences
- Independence
- Challenges of All Kinds
- Taking Risks - Entrepreneur

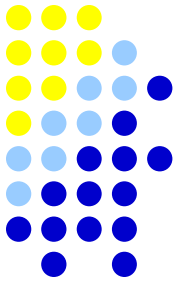
- Being Organized
- Clear Goals
- Careful Planning
- Measurable Outcomes
- Clear Expectations
- Accountability
- Punctuality
- Hard Work

Gold (Structure)

- Trust – Personal Integrity
- Personal Connection
- Honesty & Sincerity
- Harmony (avoid conflict)
- Well-Being of Others
- Frequent Communication
- Kindness & Respect
- Concern for the Greater Good

Blue (Relationships)

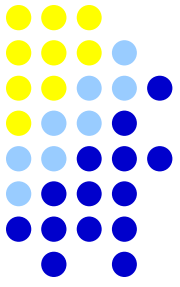
Highlights to Remember



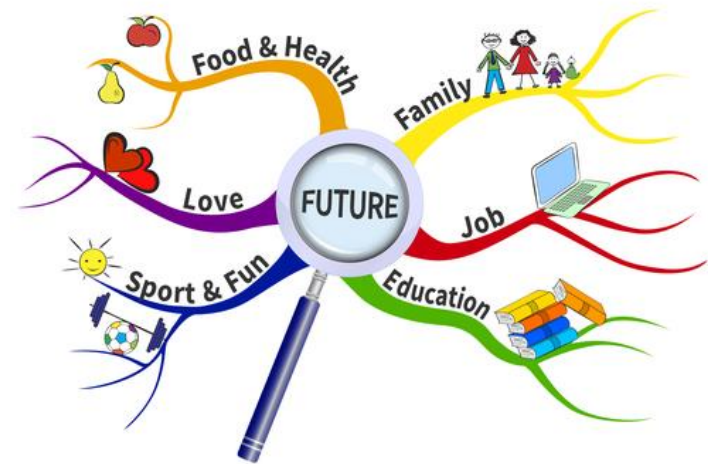
- We Are All Blends
- We Can Tap Into Another Color
- We Navigate Best in the “Nexus”



5 Factors That Make All the Difference!

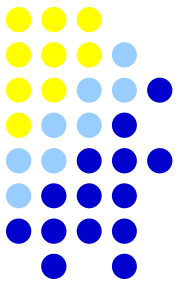


- 1) Timing
- 2) Sense of Control
- 3) Intensity
- 4) Duration
- 5) Effect on Areas of Life



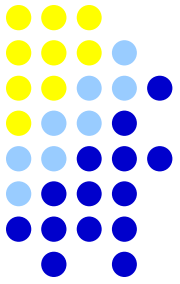
Same external change but different adjustment depending on these factors.

COVID19
A Unique Landscape
Global Crisis



- 1) Timing – no forewarning; sudden onset w/overwhelming speed
- 2) Sense of Control – no control, not voluntary; no experience w/similar
- 3) Intensity – severe disruption
- 4) Duration – unknown; no beg/end
- 5) Effect on Areas of Life – all areas of personal, work, community, global

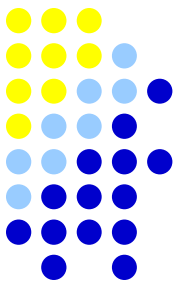
What Stresses Each Color About the COVID Pandemic



- For the **Greens**
- For the **Blues**
- For the **Gold**s
- For the **Orange**s



What Leaders Must Do During COVID19 to Bring Out the Best in Their Teams



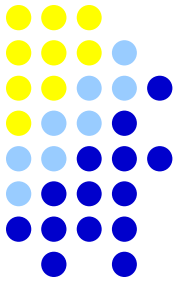
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Customize for Each Color

Patrick Lencioni “Be Exceedingly Human” March 2020

Ah Ha Moments

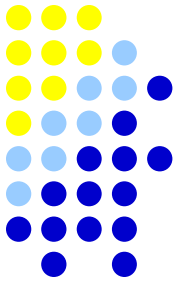


“What did you learn about yourself today?” (self-awareness)

“What did you learn about another color style that surprised you?”
(other awareness)



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