



Personality  
**DIMENSIONS**<sup>®</sup>

# PD for Youth Profile Report

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**PD**  
*in Action*<sup>®</sup>

Your Personality Dimensions<sup>®</sup> Report talks about the personality styles, or colours, that best describe you, based on your answers. This report can help you to get to know yourself better. It talks about the things you do easily and what is important to you. It also reports how you see the world.

This report contains information about each of the four colours. Having this information will help you understand yourself and other people whose colour is different from your own.

Use this report to help you put your Personality Dimensions<sup>®</sup> into action at work, at home, with friends and where you live.

	 Inquiring Green	 Organized Gold	 Authentic Blue	 Resourceful Orange
<b>Picture Cards</b>	2	1	4	3
<b>Life Values</b>	2	1	4	3
<b>Learning</b>	2	1	4	3
<b>With Friends &amp; Family</b>	2	1	4	3
<b>At Work</b>	2	1	4	3
<b>Traits &amp; Characteristics</b>	3	4	2	1
<b>FINAL SCORE</b>	13	9	22	16

About you:

<b>Most Like You</b> Authentic Blue	<b>A Lot Like You</b> Resourceful Orange	<b>A Bit Like You</b> Inquiring Green	<b>Not Much Like You</b> Organized Gold
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Where does your energy come from?



# Authentic Blue

Core Needs: Relationships & Becoming a Better Person



## Characteristics

likes most people  
understands people  
shares feelings  
full of energy  
supportive and warm  
expressive  
honest  
cares about other people  
thinks positively

## Skills

motivating  
leading  
speaking and writing  
mentoring and training  
listening and communicating  
maintaining harmony  
building teams  
mediating conflicts  
encouraging others

## Getting Along With Authentic Blues

make people feel welcome  
allow them to show their feelings  
ask their help in resolving team conflicts  
encourage people to get along  
show interest in them as a person  
let them be creative  
argue feelings not just facts

## At Work

friendly & welcoming environment  
sharing ideas with others  
making decisions as a group  
calm and helpful co-workers  
creative tasks  
cooperative problem solving

## Likes

meeting new people  
honesty  
harmony and peace  
quotes that inspire  
being respected  
being cared for  
entertaining others  
changing to meet others' needs  
friendships

## Strengths

working well with others  
creative thinking  
sharing thoughts  
showing true concern  
strong instincts  
seeing potential in others  
commitment to helping people  
helping others grow  
building harmony  
helping with conflicts

## Problems Caused By

too many things to remember  
being rude or dishonest  
people being ignored  
too many projects at the same time  
mean or unkind comments  
lying and cheating  
lack of praise  
expecting too much of them

## Learning

value unity and harmony  
prefer to be part of a group  
enjoy stories and case examples  
most comfortable in a non-competitive environment  
appreciate teachers/instructors who take the time to get to know them  
learn well where everyone can communicate easily

## Needs

harmony  
being with others  
few details  
approval from others  
support without any limits  
encouragement  
attention  
being popular  
being accepted

## Potential Weaknesses

setting unrealistic goals  
being too compliant  
not using time wisely  
not being able to say "no"  
trying to do too much  
getting too involved  
being slow to decide  
being too sensitive to conflict  
seeing too many potential problems  
showing favouritism  
making people dependent (by helping them too much)

## Rewarding Authentic Blues

give them opportunities to learn new people skills  
compliment them in front of others, or send a note  
praise their creative ideas  
value how they work with others, and how they motivate them  
recognize how they help people get along  
value their feelings and ideas

# Resourceful Orange

Core Needs: Freedom, Activity, & Variety

## Characteristics

open to anything new  
looks for change  
makes quick decisions  
independent  
competitive  
very generous  
funny and clever  
clear and direct  
realistic risk-taker  
does not judge other people

## Skills

getting things done  
leading others, being “in charge”  
convincing other people  
talking in front of groups  
making “deals,” selling  
creating and designing  
responding to emergencies  
fixing mistakes  
managing many projects

## Getting Along With Resourceful Oranges

give challenging tasks  
make tasks a competition  
let them have fun with the job  
give them leadership or hands-on tasks  
supervise them less  
give them a variety of tasks  
don't tell them “how” to do it

## At Work

fast-paced environment  
working on a variety of tasks  
minimal direction/supervision  
freedom to work independently  
quick decision-making  
energetic & adaptable co-workers

## Likes

taking risks  
adventures  
fixing problems  
taking care of emergencies  
being the boss  
learning by doing things  
finishing things quickly

## Strengths

flexible and relaxed  
gets quick results  
good problem solver  
good in a crisis  
speaks clearly  
thinks quickly  
can work long and hard  
works well under pressure  
sees opportunities  
fun and entertaining

## Problems Caused By

not being valued for efforts  
too much structure  
lack of praise  
too many rules  
long meetings and a lot paperwork  
work with too much theory  
strict rules  
being unclear or sly

## Learning

value acting on a moment's notice  
work best when participating in activities  
prefer hands-on learning activities – learning by doing  
need to understand how they can use what they are learning  
like the freedom to experiment with what they are learning  
learn well in an unstructured environment with lots of freedom to move

## Needs

to be in control  
to work with little supervision  
freedom to decide quickly  
a chance to perform  
freedom to create results  
feedback  
to try new things often  
to have skills noticed

## Potential Weaknesses

impatient with theory  
not willing to argue about words  
may not see past today  
not interested in abstract ideas  
not completing some jobs  
not focussing on details  
being “pushy”  
acting too quickly  
too willing to argue  
may bend rules to get things done

## Rewarding Resourceful Oranges

give rewards like money, plaques, time off, etc.  
compliment them on their efforts  
praise their strength and ability to adapt  
applaud their approach to problem-solving  
value how well they work under pressure

# Inquiring Green

Core Needs: Knowledge & Know How



## Characteristics

wants things to make sense  
expects high quality  
makes improvements  
creates systems that work  
investigates  
asks questions  
controls emotions  
thinks of new ideas/methods  
sets high standards

## Skills

creating a mental picture  
solving problems  
researching and developing  
observing  
figuring things out  
planning and organizing  
understanding difficult ideas

## Getting Along With Inquiring Greens

encourage their ideas  
argue facts, not feelings  
look at the whole situation, not the details  
assign tasks that challenge them  
give space and time for work  
ask for their ideas first  
refer to rules when questions come up

## At Work

well-equipped environment  
problem solving & brainstorming  
room to think & be creative  
using strengths and abilities  
knowledgeable coworkers  
understanding why a task needs to be done

## Likes

exploring ideas  
discovering  
designing models  
improving quality  
creating plans  
solving hard problems  
explaining things  
lots of information

## Strengths

thinking about ideas  
figuring out "how" and "why"  
learning  
working hard on a project  
clear thinking  
using exactly the right words  
analyzing  
understanding meanings

## Problems Caused By

not being able to be independent  
showing a lot of emotion  
ideas being snubbed by others  
incompetence  
being forced to make quick decisions  
feedback thought to be negative  
being bored  
being kept on a need-to-know basis  
having to speak before thinking it through

## Learning

value research and independent study  
enjoy strategic planning or problem solving  
want to understand the who, what, why, when, where and how  
expect excellence from teachers and self  
do not like routine or repetition; have no tolerance for unnecessary work  
learn well in creative, unstructured environments

## Needs

knowledge  
high standards  
freedom to ask "why?"  
independence  
thinking time  
privacy

## Potential Weaknesses

complicated explanations  
loses focus if bored  
doesn't worry about others' feelings  
can be impatient  
may not complete a boring project  
gives too much information  
argues (for fun, sometimes!)  
dislikes emotional outbursts  
too analytical

## Rewarding Inquiring Greens

give them opportunities to learn new skills  
praise their creativity and skill  
recognize how well they have done their work  
listen to their ideas  
be open to their thoughts and opinions

# Organized Gold

Core Needs: Belonging, Duty & Responsibility



## Characteristics

organized and neat  
plans ahead/always prepared  
enjoys traditions  
responsible and practical  
reliable and loyal  
serves others, helpful  
someone to be trusted  
finishes jobs on time  
likes rules, respects leaders  
patient, works well with others

## Skills

planning and organizing  
taking care of details  
supervising/managing  
following directions  
collecting/sorting information  
doing routine work  
bookkeeping/counting  
getting things done/helping  
listening

## Getting Along With Organized Golds

be organized and on time  
have a backup plan  
give them what they need to get the job done  
help them understand what you expect  
make requests clear  
have a plan and keep to it  
give good reasons for changing things  
keep promises

## At Work

structured & predictable environment  
working on one thing at a time  
regular schedule  
collaborative co-workers  
finishing tasks on time  
projects with clear goals & expectations

## Likes

things in order  
finishing a job well  
being known as part of a group  
being prepared  
getting things done quickly  
practical rewards (e.g., money)  
making things stable  
creating structure

## Strengths

dependable and stable  
gets things done  
meets deadlines  
provides order  
clear sense of right/wrong  
thinks carefully before doing  
produces good quality  
cares about details  
willing to help  
works very hard

## Problems Caused By

vague roles and duties  
unclear or changing rules  
being bothered a lot while working  
messy workspace  
unplanned changes  
not knowing who's in charge  
not enough time to finish a task  
doing too many things at the same time

## Learning

value clear instructions and rules  
need a sense of structure, responsibility and belonging  
prefer to learn from a credible, established instructor  
want a solid basic foundation before moving on to advanced concepts  
prefer practical applications to theories  
learn well in an organized, structured environment

## Needs

stability  
a plan  
details  
rules  
steps to follow predictable routines  
to belong  
to feel needed and useful  
to finish things

## Potential Weaknesses

doesn't look at the future  
narrow focus on "now"  
can be stubborn  
unforgiving, if trust is broken  
hard to change  
may seem negative/critical  
expects too much from self  
expects too much from others

## Rewarding Organized Golds

compliment them on their work  
reward their loyalty, and efforts  
recognize their value to the team  
tell them how much they are valued  
welcome their organized style  
give rewards like money, plaques, cards, etc.

# Where does your energy come from?

Personality Dimensions teaches about four types of people. There is another important part of us that the people around us see, and that is how we get our energy. This is called Introversion and Extraversion, or as being an Introvert or Extravert. There are Introverts and Extraverts in all four temperament groups.

Often we think that Introverted means “shy” and Extraverted means “outgoing.” Instead, these words talk about how people get their energy. Introverts get their energy by having quiet time. Extraverts get their energy from keeping in touch with the people, places and things around them.

Introverts often prefer to do their thinking and planning by themselves. Extraverts enjoy talking and being part of a group. There are, however, outgoing Introverts and shy Extraverts. Some Introverts enjoy being with a group of people but they may need a quiet time after. Some Extraverts can be quiet and a bit shy at first, but they will become more involved once they are comfortable.

What the Extravert says out loud is not always what they decide to think or do. They are just throwing thoughts out. When Introverts are quiet and not talking are not necessarily bored ... they may simply be listening and thinking about what they are hearing. Give them some time and then ask what they think and you may be surprised



## Important Tips to Remember

### We're All Plaid

*Personality Dimensions® does not put people in little boxes.*

*Don't use it to give someone else a "label."*

*Each person is a mix of all four personality styles.*

*Everyone can use each of the four styles when they need to.*

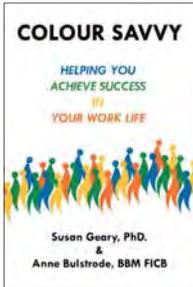
*Most of us have one or two styles that fit best for us.*

*These are the styles that we prefer to use most often.*

Keep the conversation going...

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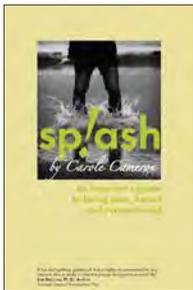


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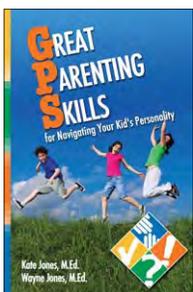


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