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**PD**  
*in Action*<sup>®</sup>

Your Personality Dimensions<sup>®</sup> Profile Report identifies which of the four different personality temperaments, or colours, best describes you – your personal colour spectrum – based on your responses to the assessment. It gives you a better understanding of yourself, your strengths, values and needs and how you perceive the world. Key information on each of the other temperaments will help you gain a greater understanding of those whose colour is different from your own.

Use this report as a reference to help you put your Personality Dimensions into action at work, at home, with friends and in your community – in all aspects of your life.

### **Use Personality Dimensions<sup>®</sup> to:**

- P**rovide a basis for understanding
- E**xpress yourself appropriately
- R**espect individual differences
- S**ucceed with style!
- O**rganize efficient teams
- N**egotiate more effectively
- A**ppreciate yourself and others
- L**earn to improve communications
- I**dentify potential problems early
- T**ake steps to avoid or defuse problems
- Y**ield higher productivity
- D**elegate tasks appropriately
- I**nteract with others more effectively
- M**anage others more efficiently
- E**levate morale and enthusiasm
- N**ourish interpersonal relationships
- S**upport and encourage others
- I**nfluence others positively
- O**ptimize team performance
- N**arrow gaps and differences
- S**ucceed with style and ease!!

|                                     |  Inquiring Green |  Organized Gold |  Authentic Blue |  Resourceful Orange |
|-------------------------------------|---|---|--|--|
| <b>Picture Cards</b>                | 2   | 1   | 4  | 3  |
| <b>Life Values</b>                  | 3   | 1   | 4  | 2  |
| <b>At Work</b>                      | 1   | 2   | 4  | 3  |
| <b>In Relationships</b>             | 4   | 3   | 1  | 2  |
| <b>In Communications</b>            | 1   | 3   | 2  | 4  |
| <b>In Conflict</b>                  | 2   | 1   | 3  | 4  |
| <b>Traits &amp; Characteristics</b> | 1   | 2   | 3  | 4  |
| <b>FINAL SCORE</b>                  | 14  | 13  | 21   | 22   |

Your highest score is your preferred style, your lowest score is your least preferred style.

|   |   |  |  |
|---|---|--|--|
| <b>My Preferred Style</b><br>Resourceful Orange | <b>My Secondary Style</b><br>Authentic Blue | <b>My Third Style</b><br>Inquiring Green | <b>My Shadow / Least Preferred Style</b><br>Organized Gold |
|---|---|--|--|

Extraversion  Introversion

# Resourceful Orange

Core Needs: Freedom, Activity & Variety

## Characteristics

seeks change and variety  
independent and competitive  
seeks new ways to do things  
eager to try new things

action-oriented doers  
extremely generous  
takes initiative  
open and non-judgemental

makes quick decisions  
quick witted and funny  
realistic, practical risk-taker

## Functional Skills

producing results  
negotiating and improvising  
responding to emergencies  
jack-of-all-trades

leading, motivating others  
public speaking and presenting  
fixing mistakes

selling and persuading  
creating and designing  
managing multiple projects

## Strengths

flexible, adaptable, resilient  
determination and drive  
appreciates and gets quick results  
natural instinct for opportunity  
seeks and appreciates harmony

troubleshooting and problem-solving  
decisive & quick to act, thinks well on the spot  
excellent in crisis situations  
sees facts and realities  
optimistic, ethical, honest, and sincere

clear, direct communicator  
expedites and makes things happen  
endurance and stamina  
easy-going and entertaining  
concerned for others

## Potential Weaknesses

impatient with theory and semantics  
bend/break rules to get things done  
may be lax with detail

may be pushy in seeking a decision  
little interest in abstract material  
may not follow through

may be confrontational and impulsive  
may act too quickly, miss the big picture

## Resourceful Orange Team Members

### Needs

independence and control of self  
opportunity to create and perform  
freedom of expression and control

freedom to act quickly  
recognition for skill and performance

results and immediate feedback  
challenge and variety

### Gaining Their Cooperation

assign critical and challenging tasks  
appeal to their love of competition  
let them have fun with the job

give them leadership or hands-on tasks  
limit controls, details and supervision

give them a variety of tasks  
don't tell them "how" to do it

### Likes

taking risks and testing limits  
being in charge (of, at least, self)  
completing tasks quickly

dealing with problems/crises  
learning by experience  
multi-tasking (more productive)

"putting out fires"  
competition and contests

### Problems Caused By

feeling used or unappreciated  
too much unnecessary structure  
lack of positive recognition

rule-bound environment  
long meetings and excessive paperwork  
theoretical or abstract material

rigidly enforced procedures  
unclear, manipulative communication

## Rewarding the Resourceful Orange Team Member

**give** concrete rewards – money, plaques, time off, etc.  
**give** immediate positive and specific feedback on their performance  
**acknowledge** their flexibility, adaptability, energy and endurance

**compliment** their ingenious approach to problem-solving  
**recognize** their ability to cope and react well in crisis situations

# Authentic Blue

Core Needs: Relationships & Self Actualization



AUTHENTIC BLUE

## Characteristics

people-oriented  
creates cohesive environment  
supportive, empathetic, inspirational  
ethical, honest, and sincere

relates well to others  
enthusiastic and stimulating  
expressive and animated  
concerned for others

makes a favourable impression  
sensitive to the needs of others  
seeks and appreciates harmony  
optimistic

## Functional Skills

motivating, persuading and leading  
care-taker of group process  
synthesizing and maintaining harmony  
mediating conflicts

public speaking and presenting  
recruiting and training  
acting as a catalyst  
quick to praise and encourage

counselling, guiding, and mentoring  
listening and communicating  
creativity and aesthetic taste  
flexible approach to reaching goals

## Strengths

ability to persuade and cooperate  
creative thinker  
facilitates personal & organizational growth  
expresses thoughts and feelings  
inspires and motivates others

communicates empathy  
dedicated to people issues  
natural team builders/players  
good intuition and imagination

quick to offer praise and support  
mediates and resolves conflict  
sees/promotes potential in others  
fosters harmony

## Potential Weaknesses

goal-setting and time management  
may avoid confronting problems  
slow to make decisions and act

too caught up in process  
may create dependencies in an attempt to be helpful  
may be too compliant

sensitive to criticism and conflict  
can't say no; takes on too much  
may show favouritism

## Authentic Blue Team Members

### Needs

interaction with others  
unconditional support  
validation of personal worth

freedom from control and detail  
encouragement and reassurance  
attention, acceptance, appreciation

approval and public recognition  
understanding and popularity

### Gaining Their Cooperation

create a relaxed people-centered environment  
recognize feelings as valid  
ask their help in resolving team conflicts

encourage cooperation/fairness  
show interest in them as a person

encourage/support creativity  
argue opinion and feelings, not just facts

### Likes

meeting new people  
self help and personal growth  
personal validation

honesty and harmony  
influencing/entertaining others  
observe and "read" people

inspirational quotes and speeches  
using imagination and creativity  
changing to meet others' needs

### Problems Caused By

too much specific data to remember  
blunt/dishonest communication  
perceived disregard for people issues

too many simultaneous projects  
put downs and discouraging comments  
dishonesty and unethical behaviour

lack of personal recognition  
unrealistic expectations

## Rewarding the Authentic Blue Team Member

**provide** opportunity for professional development in human relations  
**compliment** them in public or send a little note  
**praise** their imagination, creativity, participation and cooperation

**acknowledge** their uniqueness, people skills, and ability to motivate  
**recognize** their contribution to a harmonious environment  
**demonstrate** understanding/appreciation of their feelings/ideas

# Inquiring Green

Core Needs: Knowledge & Competence



## Characteristics

logical and rational  
analytical and systematic  
emotionally self-controlled  
needs independence

quality conscious  
investigative and inquisitive  
strategic thinker  
requires private time

improvement oriented  
seeks the big picture  
innovative and ingenious  
sets high expectations & standards

## Functional Skills

visualizing and creating  
observing and diagnosing  
getting to the core of complexity

analyzing and problem-solving  
conceptualizing and reasoning

researching and developing  
planning and organizing

## Strengths

determination  
absorbing and storing knowledge  
drawing insightful conclusions  
big picture perspective  
gathering data and information

conceptual skills  
clarity of thought and precise language  
analytical ability  
contributing optimum effort

global and strategic thinking  
seeking comprehensive information  
establishing standards  
systematic and logical approach

## Potential Weaknesses

explaining detailed information  
information overload  
can be impatient and arrogant

insensitivity to the feelings of others  
lack of understanding toward emotional arguments  
analysis paralysis

lack of follow-through  
lack of concentration if disinterested  
argumentative

## Inquiring Green Team Members

### Needs

knowledge and competence  
precision and accuracy  
quiet time to think and process information

intellectual stimulation  
freedom to ask "why?"

clear quality standards  
personal autonomy

### Gaining Their Cooperation

encourage/validate their ideas  
argue facts, not feelings  
communicate the big picture

assign critical and challenging tasks  
provide space and time for research/work  
ask for their input at the initial stages

use policies as guideline when possible  
provide rationale for decisions

### Likes

exploring the unknown  
improving quality/effectiveness  
solving complex problems

discovering new possibilities  
creating strategies  
explaining complexity

designing conceptual models  
acknowledgement from colleagues  
lots of data and information

### Problems Caused By

lack of independence  
emotional displays by others  
having ideas summarily dismissed

incompetence  
hasty decisions without enough info  
perceived negative criticism

boredom  
being kept on a need-to-know basis  
being forced to speak before thinking it through

## Rewarding the Inquiring Green Team Member

**provide** opportunity for professional development  
**compliment** their creativity and ingenuity  
**recognize** their accuracy and the quality of their work

**listen** to their ideas and innovations  
**be open** and receptive to their observations and opinions

# Organized Gold

**Core Needs:** Belonging Through Duty & Responsibility

## Characteristics

organized and orderly  
dependable and reliable  
service-oriented  
strong belief in policy & procedure

maintains traditions  
loyal to organizational goals  
helpful and trustworthy  
respects authority and rules

responsible and practical  
always prepared  
completes tasks on time  
patient and cooperative

## Functional Skills

planning and organizing  
following directions  
budgeting and computing  
helping and implementing

handling details  
collecting and classifying data  
budgeting and computing  
good informational listener

supervising and coordinating  
setting up and following procedures  
managing and monitoring

## Strengths

dependability and stick-to-itiveness  
focuses on productivity  
stabilizer to the organization  
cooperative and willing to help out  
weighs consequences before acting

seeks closure and follows through  
attention and concern for detail  
honours time-lines  
good quality and quantity of work  
possesses common sense

strong sense of right and wrong  
organization and planning skills  
provides and maintains order  
caretaker of group maintenance

## Potential Weaknesses

guardedness and lack of vision  
unforgiving once trust is broken  
too hard on self and others

narrow focus  
rigid and resistant to change

righteousness, my way or no way  
sometimes pessimistic or negative

## Organized Gold Team Members

### Needs

security, stability, order and a plan  
time to complete tasks  
sense of belonging

rules, standards, and procedures  
details of specific requirements  
to feel needed and useful

consistency, accuracy, productivity  
recognition of efforts and job done  
to see things through to the end; closure

### Gaining Their Cooperation

be organized and punctual  
have viable options if things go wrong  
provide adequate resources to do the job

keep expectations/procedures clear  
make requests explicit  
have agenda and maintain schedules

give rationale for change; don't rush it  
keep promises and commitments

### Likes

sense of order and structure  
serving and enjoying time with others  
stabilizing/structuring the process

satisfaction from a job well done  
being prepared and efficient

responsible and practical  
tangible rewards

### Problems Caused By

confusion re: roles/responsibilities  
unclear or changing rules  
frequent disruptive interruptions

disorganized work place  
unplanned/unanticipated change  
vague lines of authority

lack of time or changing time-lines  
too many priority tasks at once

## Rewarding the Organized Gold Team Member

**compliment** them on the quality and quantity of their work  
**reward** their loyalty, efficiency and dependability  
**recognize** their value to the team or organization (belonging)

**let them know** how much they are appreciated  
**value** their organized style  
**give** concrete rewards – money, plaques, cards, etc.



# Introversion/Extraversion

An element of personality theory that is not actually a part of temperament theory, but is critically important to understanding ourselves and others, is the preference for Introversion or Extraversion. This preference affects all four temperament styles so it is important that we are aware of this element and make allowances for it in our interpersonal communications. Following is a brief explanation of Introversion and Extraversion.

In common terms, Introversion might be described as shy or reserved and Extraversion as outgoing or gregarious. However, Jung (1923) and Myers-Briggs (1960) used these terms to describe how individuals are energized. Extraverts seek stimulation from outside themselves and tend to direct their energies outward in action. Therefore, when extraverts spend the day working with others, they tend to be pumped up. When they spend hours working on their own in quiet reflective work or planning, they may be quite tired by the end of the day.

Introverts are just the opposite. Introverts seek stimulation from within and direct their energies inward in reflection. They can work just as effectively with others all day long, but when they go home, they may be exhausted and will want quiet time to rejuvenate. If Introverts spend all day working on individual tasks with very few interruptions, they tend to go home energized.

Introverts do their best thinking, learning, and decision-making through quiet reflection and individual study. Extraverts are at their best when discussing and sharing ideas with others. Extraverts find brainstorming effective in getting their creative juices flowing, whereas Introverts may find it intrusive and confusing because it does not allow them time to process the information internally. Extraverts will often think out loud and will sometimes surprise even themselves with the things they say. They can have a real "aha" experience, or they can "put their foot in their mouth," by speaking as they think. Introverts always think things through before sharing their thoughts, so "foot in mouth" is rarely a problem for them. However, their internal processing time can sometimes be misread by others as disinterest or disagreement with what is going on. Sometimes Introverts will choose not to share their thoughts with others.

These definitions of Introversion and Extraversion are not the same as those in common usage. Unlike commonly held beliefs, Introverts can be very good at interacting with others, as well as very warm and outgoing. By the same token, Extraverts can sometimes be more reserved on first meeting. We know from discussion and observation that there are Reserved and Outgoing Introverts and Reserved and Outgoing Extraverts. What significance, therefore, does this knowledge have for people learning about Personality Dimensions®?

Personality Dimensions® teaches about the four temperament types, but to be truly effective in understanding and communicating with others, you also need to be aware of Introversion and Extraversion. You need to realize that what the Extravert says out loud is not necessarily his/her final decision. They are just throwing it out there as it comes to mind. You also need to recognize that Introverts, when quiet and non-communicative, are not necessarily disinterested.... they may simply be taking in and processing what they are hearing. Give them some time and then ask for their input, then be prepared to be surprised at their insights.

## Important Tips to Remember

### We're All Plaid

*You do this tool a grave injustice if you use the information you learned here to stereotype or label others. Remember, we can and do function from all perspectives, but some require less effort and will feel more comfortable than others and this is different for each person.*

## Differences Are Desirable

**THIS IS JUST A TOOL!**

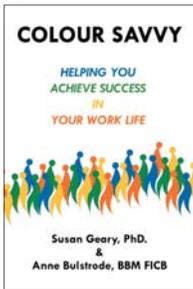
- It cannot and does not** explain all human behaviour.
- Use it** when it is helpful for understanding yourself and others.
- Use it** for improving your communication with others.
- Use it** for motivating and gaining cooperation from others.
- Set it aside** when it is not helpful.

Keep the conversation going...

Join Our **facebook** Group

[www.facebook.com/PDspeaks](http://www.facebook.com/PDspeaks)

# Grow Your Personality Dimensions®

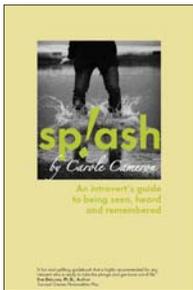


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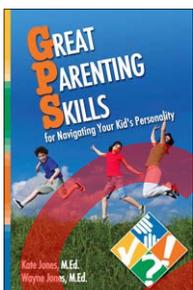


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