

JSS-1001 True Colours Reflection and Action Plan Assignment (10%)

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Now that you have gained more insight into the True Colours personality profiling system, please reflect on the following questions and record your answers below. Answers should be based on your own personality discoveries and consider the behaviours associated with your “brightest” colours.

Please record your colour scores in the table below:

Brightest Colour & Score	2 nd Brightest & Score	3 rd Colour & Score	4 th Colour & Score
Gold 19	Blue 15	Green 12	Orange 11

Reflection Questions:

1. What are three insights you have gained (and believe to be true) about your personality from the True Colours profiling system?

From the True Colours profiling system, as Gold has been discovered as my brightest color, three insights that I have gained and believe to be true are:

➔ Responsible and Reliable

I take my commitments seriously and strive to follow through on the promises that I made. I am dependable, which is a core part of my identity, and I take pride in being someone others can trust. When I am assigned with some task or duty, I complete it sincerely with full sense of responsibility which often makes me a key player in any team or project, as I ensure that tasks are completed efficiently and effectively.

➔ Detail-oriented and Thorough

I have a keen eye for detail and take the time to ensure that everything is done correctly. I take time for every work that I am involved into, and my thoroughness ensures that tasks are completed to the highest standards, minimizing errors and omissions

➔ Practical and sensible

I approach problems and tasks with a practical mindset, preferring to find logical and workable solutions. My decisions are often grounded in common sense and I tend to avoid unnecessary risks. This practicality helps me to manage resources wisely and make decisions that are beneficial in the long run.

2. What 3 strengths do you see you can bring to a teamwork situation? Please explain how these strengths benefit

Based on the True Colors Profile, the 3 strengths that I can bring to a teamwork situation are:

➔ **Organization and Reliability**

Strength: I excel at organizing tasks, schedules, and resources. And my reliability ensures that deadlines are met, and commitments are honored.

Benefit: My organizational skills can help and benefit the team stay on track and maintain a clear focus on priorities. My reliability builds trust among team members, as they can count on you to deliver consistently.

➔ **Attention to Detail**

Strength: I have a meticulous eye for detail, ensuring that every aspect of a project is thoroughly reviewed and completed accurately.

Benefit: My attention to detail strength helps prevent mistakes and oversights, contributing to higher quality outputs. This meticulousness can also be crucial in catching potential issues before they escalate, thereby maintaining the overall integrity of the project.

➔ **Strong Work Ethic**

Strength: I am dedicated and hardworking person, who often put in the extra effort to ensure that tasks are completed to the best of my ability.

Benefit: My strong work ethic sets a positive example for the team, fostering a culture of diligence and commitment. My perseverance can motivate others to maintain high standards and work together towards common goals.

3. What are 3 potential challenges you need to be aware of in a teamwork situation, based on what you know about the way you prefer to work? Please explain how these challenges can impact the team dynamic

The three potential challenges I may face in a teamwork situation and how they can impact the team dynamic are as follows:

Rigidity and Resistance to Change:

Challenge: I prefer establishing routines and am little resistant to changes in plans or processes.

Impact: This rigidity can lead to conflicts when the team needs to adapt quickly to new information or unexpected challenges. It may also stifle innovation if I am unwilling to consider new approaches or ideas.

Overemphasis on Rules and Procedures:

Challenge: I focus heavily on following rules and procedures, sometimes at the expense of flexibility and creativity.

Impact: This can create tension with team members who prefer a more flexible or creative approach. It may also slow down the team's progress if excessive attention is given to procedural details rather than moving forward with practical solutions.

Perfectionism and Micromanagement:

Challenge: My attention to detail and high standards can sometimes lead to perfectionism, which may result in micromanaging others. And people have been saying I even boss around for so many things.

Impact: This can hinder team morale and autonomy, as team members might feel that their contributions are undervalued or excessively scrutinized. It can also lead to inefficiencies if too much time is spent on perfecting tasks rather than completing them.

4. Considering the 4 different personality profiles, how do you plan to mitigate any potential future team challenges? Please provide a specific example of what you can do to work successfully with different personalities

In the work environment, it is ultimate that I need to work with the people with all 4 personalities. To work successfully with different personality profiles and mitigate potential team challenges, I will consider these strategies for each True Colors personality type:

➔ Gold:

Challenge: Balancing structure with flexibility.

Strategy: While I naturally excel in organization and reliability, I can practice being open to new ideas and flexible with changes. For example, if a team member suggests an unconventional solution, I will take the time to consider its merits before dismissing it.

➔ Blue:

Challenge: Balancing emotional considerations with task completion.

Strategy: I will build strong relationships with Blue personality types by acknowledging their feelings and emphasizing collaboration. For instance, when discussing project

deadlines, I will make sure to address any concerns they might have about team cohesion and morale.

➔ **Green:**

Challenge: Aligning my structured approach with their need for autonomy and innovation.

Strategy: I will encourage and support their analytical and logical thinking by providing them with clear goals and the freedom to explore different solutions. For example, I will set milestones for a project and allow Green personalities to devise the best methods to achieve those milestones, providing guidance only when necessary.

➔ **Orange:**

Challenge: Integrating their spontaneous and dynamic approach with my need for order and consistency.

Strategy: I will embrace their energy and spontaneity by allowing some flexibility in how tasks are completed, while still ensuring deadlines and key objectives are met. For example, if an Orange personality wants to try a new approach to a task, I will agree on a trial period to see how it works, balancing innovation with my need for reliability.

Example case:

My team is tasked with developing a new feature for a software application. To work successfully with different personalities:

- **Gold:** I will provide a clear project plan with detailed tasks and deadlines, ensuring there is structure and predictability.
- **Blue:** I will schedule regular check-ins to discuss progress and address any team concerns, fostering a supportive and collaborative environment.
- **Green:** I will allow team members to analyze data and explore innovative solutions, giving them the autonomy to approach problems logically and creatively.
- **Orange:** I will incorporate brainstorming sessions where spontaneous ideas are encouraged, and be open to experimenting with new approaches, ensuring there is room for their dynamic input.

In this way, I can create a harmonious and effective team dynamics.