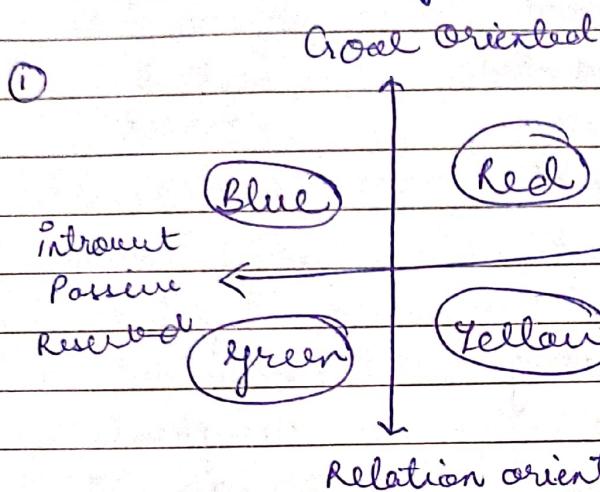


Surrounded By 4 Loci

~ Thomas Ekikson



- ② flexibility & ability to interpret other people's need → good communicator
- ③ Most people you meet aren't like you.
- ④ The stronger your self-understanding is → the greater your probability of adapting to the people around you.

⑤ ANALYTICAL (blue)

- slow exn
- max effort to organize
- min interest in relationship
- cautious action
- tendency to avoid involvement
- historical time frame

STABLE (Green)

- calm exn
- min effort for connection
- min interest in change
- supportive action
- tendency to reject conflict
- current time frame

DOMINANT (Red)

- Quick exn
- max effort to control
- min interest for caution in relationship
- Direct Action
- Tendency to avoid inaction
- current time frame

INSPIRATOR (yellow)

- Rapid exn
- Max effort to involve
- Min interest in routine
- impulsive action
- Tendency to reject isolation
- future time frame

Say +ve things before & after criticism.

ASHA
Date _____
Page _____

RED

aggressive
ambitious
strong willed
goal oriented
Pushing
prob solver
Pioneer
innovator
impatient
controlling
concerned
performance oriented
Powerful
Result oriented
Initiator
Speed
Time keeper
intense
opinionated
straight forward
independent

YELLOW

Talkative
Enthusiastic
Persuasive
creative
optimistic
Social
Spontaneous
Expressive
Charming
full of vitality
Self centred
Sensitive
Adaptable
Inspiring
needs attention
Encouraging
communicative
Flexible
Open
Social
Imaginative
Easy going

GREEN

Patient
Relaxed
self controlled
Reliable
composed
Loyal
Modest
Understanding
Lengthy
Stable
Prudent
discreet
supportive
Good listener
Helpful
producer
persistent
reluctant
Thoughtful
Control feeling
considerate
Kind

BLUE

Conscientious
Systematic
Distant
Keerest
Conventional
seems Pensive
objective
structured
Analytical
perfectionist
needs time
overthinking
Methodical
seeks facts
Quality oriented
Scrutinizes
follows rules
Logical
Questioning
meticulous
Reserved
Reflecting

⑥ 80% people → comb of 2 color

⑦ Green → most common Red → least common

⑧ Some touching their neck → often indicator of liar.

⑨ TEST OF INTELLIGENCE - "if you agree with me then you're intelligent, if you don't you clearly & undoubtedly an idiot"

⑩ When RED ask what, YELLOW wonders who. When Blue asks why, Green wants to know how.

⑪ Classic Mistake: Lookin' prob at your lens.

RED BEHAVIOUR

- ① bold, ambitious, driven, ~~hot~~ tempered, rash or dominant.
- ② belief → they can achieve anything → if they just work hard enough
- ③ task → imp → they go through fire & water to complete it
↳ NO purpose → goes into trash. } always in hurry (quick = good)
- ④ HE SEE HIMSELVES AS A WINNER.
- ⑤ This kind of intensive & competitive behavior → upsets people
- ⑥ prepared to make quick decision & to work hard.
- ⑦ Nothing is impossible. Red doesn't care what others think.
- ⑧ when they believe something → they let people know that this is the only truth that exists.
Red means → FAST

<u>DRIVEN</u>	<u>PROMPT</u>	<u>RESOLUTE</u>	<u>AMBITIOUS</u>
<u>DECISIVE</u>	<u>PERSUASIVE</u>	<u>COMPETITIVE</u>	<u>INDEPENDENT</u>
<u>DETERMINED</u>	<u>STRONG WILLED</u>	<u>RESULTORIENTED</u>	<u>TIME CONSCIOUS</u>

- ⑨ Have lot of energy. ⑩ only listen when there is something to gain from it. ⑪ Take wild chances ⑫ believe → no weakness
- ⑬ Red feels he knows the best → he'll keep tabs on everyone around him to ensure → they all do right thing.
- ⑭ worst thing to do when to get in conflict with Red → back off
- ⑮ Red → advantage → he gets everything done his way.
↳ disadv → everyone else feels controlled.
- ⑯ They believe → "They're always surrounded by the 'doers'".
- ⑰ clear & distinctive body language
 - keep their distance from others
 - have powerful handshake
 - lean forward aggressively
 - use direct eye contact
 - use controlling gestures
- ⑲ Reds will always sound convincing
- ⑳ needs to demonstrate he's someone to be reckoned with
- ㉑ Have their finger triggered right from start.
- ㉒ dislikes → endless discussion
looks at clock → very often
- ㉓ lives in present. everything happens is here & now
- ㉔ Unique ability to focus on current agenda
- ㉕ "speed" = "efficiency"
- ㉖ Deeply Red become irritated & aggressive when they notice someone is trying to be nice friends with them.

(21) ADAPTING TO RED BEHAVIOR

- a) "do what I asked for you, as quickly as possible".
 • hurry up speed up & act more quickly
- b) "Do you want something? Speak up!"
 • reds → very much to the point
 • enjoy being with those who have the ability to tell them what they want - quickly.
 • if you want to have his full attention → cut SMALL TALK
 it's vital that you're clear & straightforward. Determine the most essential point of your msg & start there.

DON'T USE A SINGLE WORD UNNECESSARILY

written material → concise & well laid out.

- c) "I couldn't care less what you did on Valentine"
 d) You can sleep when you're dead.
 ↳ stick to the topic! → easiest way to prepare
 ask at end → if it's okay to raise the issue.

e) "You don't actually know? Then why am I wasting my time with you?"

- ↳ "It's hard to say"
 "It depends" } invites RED . v. imp in his eyes .
 "I don't really know" } & frustrates

↳ if R is permitted to walk over you → you lose respect

(27) SHOW THAT YOU WORK HARD

↳ Red dislikes getting into details.

(28) will do just about anything to achieve the desired results

(29) everything is very urgent

(30) "I'm not here to be your pal"

(31) must tell him nicely that it doesn't work like that.

(32) Confront his behavior immediately

say loud & clear you won't tolerate

Demand adult behavior, if he loses temper leave the room

(33) Never let him get his way just by barking his head off.

(34) Detest → being told that he must lower his voice.

(35) When you're conveying criticism

↳ avoid gift wrapping it.

(36) Stick to the facts ↳ red are not interested in feelings of others or what people thinks

(37) Quick to appoint scapegoats.

(38) Be prepared for war.

④ Prepare yourself extremely well & try not to give +ve feedback to Red if you're not feeling strong that day.

⑤ Don't consider himself Angry person - just gave piece of his mind / raised his voice.

Stress Factor for Reds

- a) Take every form of Authority Away (not involve in decision making)
- b) Achieve no results whatsoever
- c) Eliminate Any kind of challenge
- d) Waste Time & Resources & work as inefficiently as possible
- e) Make a Bunch of stupid Mistakes
- f) Give him no control over Others.
- g) Tell him regularly to cool down or to lower his voice.
- i) Make sure everything become a Routine (They hate Mundane & repetitive task)

⑥ REDS → very demanding (from themselves & you) → under stress (becomes ^{more} ~~way~~)

⑦ Lsp of Red → noise level was high.

Three ppl were standing & explaining (loudly) they were right

↳ Before the allotted time was up they carried

YELLOW BEHAVIOUR

- ① The sun is always shining somewhere attitude
- ② More popular than other colours
- ③ Yellow behavior → simply contagious.
- ④ Can talk to anyone → not at all shy → perceive most people as pleasant
- ⑤ See strangers → in a +ve light → lots of pleasant energy (have)
- ⑥ Unlimited optimism & enthusiasm.
- ⑦ Nothing is really a problem it will all sort itself out
- ⑧ Amazing ability to inspire ⑨ Spread joy & warmth ⑩ makes everything seem simple
- ⑪ Very persuasive.
- ⑫ Ask them if you need help with new suggestion or ideas?
- ⑬ Most imp factor for 'em in business → relationships.
- ⑭ They have more acquaintances than everyone else
 - ↳ they like everyone → he doesn't need to know a person very well before calling him friend.
- ↳ Anyone who doesn't actively dislike 'em → they consider to be a pal.

- | CHARMING | OPEN | OPTIMISTIC | FLEXIBLE |
|--------------|------------|------------|---------------|
| ENTHUSIASTIC | INSPIRING | CREATIVE | SPONTANEOUS |
| OUTGOING | CONVINCING | EASY GOING | COMMUNICATIVE |
- ⑮ Don't listen at all ⑯ Take wild chances ⑰ belief → no weakness
 - ⑱ Really good communicator → no stage fear.
 - ⑲ Have no prob delivering opinions, views & advices regardless of whether they know anything about the subject or not.
 - ⑳ When an idea pops → he simply says
 - ㉑ SERIOUS MISTAKE - taking everything he says as true.
 - ㉒ Don't like keeping track of details
 - ㉓ now = good for yellow ㉔ He is BAD LISTENER
 - ㉕ Can't keep his concentration long enough to follow through
 - ㉖ • relaxed & jocular ㉗ Jokes weird & countless smiles.
 - friendly eye contact ㉘ ↗ cheerful, intense
 - expressive gestures ㉙ Shows EMPATHY in their voice
 - often come clear ㉚ No matter what emotion, it'll be noticeable in his voice.
- B.L

Truly successful people → good listeners.

MEMO
Date _____
Page _____

- (29) Functions best → when he is happy & content → strive to create a warm & friendly behavior around him. Smile a lot, have fun & laugh → Not afraid of conflicts like green
- (30) Yellow can't cope with details. Keep Yellow's attention by giving small, precise details as possible.
- (31) "It must feel right" → yellow readily ignore facts as long as ↳ get through him by showing you also follow your gut.
- (32) "New" == "exciting".
- (33) Equip myself with lots of energy → Yellow will leave you.
- (34) Need to show him → you are just as open & friendly he is if you're way too closed & private → he'll feel unwelcome.
- (35) Yellows are very susceptible to flattery.
- (36) Become approachable, demonstrate ur available, smile a lot, be sure to have open body language, show'em you are curious & interested.
- (37) Yellows → WORST LISTENERS → in all context → expect that what you've said has gone in one ear & out with another.
- (38) Optimistic regarding time, believes he knows best.
- (39) Coordinate all appointments properly with yellow. Explain very clearly to be on time with consequences.
- (40) FOR YELLOWS, the most imp THING → LOOK GOOD. ALL THE TIME.
↳ talk more than they work ↳ work slowly & consistently
- (41) Hates being controlled. Treat him repeating some feedback until he likes a child; Be kind but clear ↳ understands. clarity is the key
- (42) Explain him how the great popularity he already enjoys can be increased if he do that. Everyone will love him
- (43) Yellow may see you lip moving but not hear anything you're saying.
- (44) finds it difficult to cope with criticism
↳ create friendly atmosphere in room find right tone & loud inton
- (45) work slowly & consistently ↳ Ask him to repeat your feedback. insist that he writes down what you said.
- (46) its truly imp to get him to acknowledge & actually accept the message
- (47) Although, they feel awful when criticized they soon forget the pleasure of someone to talk to; perhaps the worst thing.

- ⑤ They don't listen & only implement stages that they themselves have thought of. Message their ego & put words into their mouth.
- ⑥ Stress Factor for Yellow → stress → always noticeable
- (a) pretend he's invisible
 - (b) become very skeptical (pessimism & -ve kills yellow)
 - (c) structure work (they happily create schedule for others but can't follow themselves)
 - (d) Isolate him from rest of the grp
 - (e) Make clear that it's inappropriate to joke at work.
 - (f) Push a yellow to think carefully beforehand - twice.
 - (g) Continuously squabble & fuss about insignificant things.
 - (h) Try a little public humiliation.
- ⑦ For stress management → let him organize party, he needs to meet people in social contexts.

GREEN BEHAVIOUR

- ① Most common & most balanced & more positive than others.
- ② Calm, leisurely & easygoing → Best Listener.
- ③ Never forget anyone's birthday. → even help those he don't like.
- ④ Wants to stay on good terms with everyone. → good listeners
- ⑤ So good hearted → people often take advantage.
- ⑥ Look after everyone else around him.
- ⑦ Enjoy STABILITY & certain PREDICTABILITY → in workplace.
- ⑧ Have no prob taking orders — as long as the orders are formulated in appealing manner.
- ⑨ for 'em → Team before self.
↳ grp will always come first
- ⑩ Everyone else is more imp → Green never asks for anything.

FRIENDLY	CONSIDERATE	PLEASANT	PATIENT
CALM	PREDICTABLE	THOUGHTFUL	TEAM PLAYER
RELIABLE	STABLE	DISCREET	

- ⑪ Exaggerate weakness → ignore their strengths.
- ⑫ always expects the worst & tend to lie down.
- ⑬ afraid of change, refuse to change their mind.
- ⑭ waits for right feeling to make changes or they'd rather be patient
- ⑮ FAILS TO SEE — most other people want to do things, assume that every1 thinks as they do & sits on sofa
- ⑯ satisfied with doing nothing. Recognizes good ideas as quickly as others but green just sits & waits (for right feeling to convince them, if it doesn't happen they don't do anything)
- ⑰ Bigger the plan, less likely to commit. All he wants is peace & quiet
- ⑱ Lots of work → Greatest Enemy. Mindset → everything should be easy.
- ⑲ Doesn't want people to be too involved. Mind of green
- ⑳ Doesn't correct himself, needs time to think.
 - it was better before
 - grass is not always greener on the other side
- ㉑ Often — but not always suggests body movement.
 - relational ppl
- ㉒ don't feel ease in large grp → become more closed & reserved.
- ㉓ Try to make themselves invisible (don't wanna be center of attention)

- (24) Green think we good finds → very intimate & friendly
 if he thinks you just met → you have to wait → let him
 come to you → don't force yourself on them. In time, they'll trust you
- (25) • are relaxed & come close
 • act methodically
 • tend to lean backwards
- (26) Security is most imp to green
 He worries about everything that can happen
- B.L
- (27) Looks for Stability, don't even think about wild gamblers.
- (28) Not motivated → to get out in world, becomes easier to stay at home. Nice & safe. Feels better when they don't have to be active. Needs peace & quiet
- (29) Glides under radar & disappears completely.
- (30) Help us green find, face his fear of unknown. Encourage him to do brave things that feels scary & still move ahead.
- (31) STABILITY & PREDICTABILITY → Valuable
- (32) Green won't come up with anything on his own. You've to handle planning. Ease his mind by explaining every plan's step.
- (33) Don't usually takes their own initiative.
- (34) If you make a comment on green behavior, make sure we careful about how you present it (differ writing in private)
- (35) "It was better before. Much Better"
 ↳ everything new is evil. Rapid change is most difficult to accept.
 The faster it is, the worse.
- (36) Green won't start unless you put them on the task.
- (37) Many green roam through life wishing that things were different. But they rarely have a desire to do anything about it. They continue to be dissatisfied.
- (38) Be sure to explain Behavior is the problem not the Person.
- (39) STRENGTH - green is always prepared to cooperate
 ↳ group of 3 people (or more) → large grp.

⑩ Stress Factors for Green

- a) take every form of security away from him
- b) unfinished task & loose ends are deeply disturbing
(things that are started but are drawn out) → that's why yellows are phenomenal to cause stress for greens.
- c) Hang Around him constantly (needs private space)
- d) Make lightning - fast changes & unexpected change of direction
(specificity of yellow & red)
- e) Having to redo the task (= failure)
- f) Disagreement
- g) Push him into Spotlight

⑪ Manage Green stress → allow them to do nothing. Give 'em free time for any form of relaxation. They don't really want to do anything. Let them do nothing → They'll be back to normal selves.

⑫ In green grp → strange calmness → Their voice were quiet & all were listening rather than speaking

BLUE BEHAVIOUR

- ① puts things back where they belong
- ② They know how things stand before they speak
 - ↳ They google, read, check → before presenting a report.
- ③ Never misses the slightest details. (will hold & consider everything more time)
- ④ "Is there more material?". ⑤ Think safety first.
- ⑥ Prep → to deep dive & get 100% correct exactly.
- ⑦ Think → if we're doing something → do it correctly.
- ⑧ Logical & Rational thinking → critical. ⑩ Very very introverted
- ⑨ Don't say a single word unnecessarily.
- ⑪ impossible to find argument that a true blue will accept.

ACCURATE	CORRECT	QUALITY ORIENTED	METHODICAL
DETAIL ORIENTED	LOGICAL	THOROUGH	REFLECTIVE
CAUTIOUS	ORDERLY	SYSTEMATIC	UNASSUMINGLY

- ⑫ ignore strengths → exaggerate their weaknesses.
 - ⑬ blue means high quality in interpretation.
 - ⑭ finds it difficult to begin anything new bcz they want to prepare very thoroughly.
 - ⑮ wants to have all the info on everything
 - ⑯ They never finish anything. There's always more to do.
 - ⑰ "I don't really know you, so keep our distance"
 - ⑱ doesn't need small talk. Likes being on his own company & with immediate family.
 - ⑲ They don't trust others. Everything has to be confirmed, recorded & documented properly.
 - "The only I can trust is myself & my own eyes"
 - ⑳ checks everything 1 extra time
 - ㉑
 - prefers to keep others at a distance
 - either stand or sit
 - often have closed B.L
 - speak w/o gestures
 - no need for center of attention
 - req relatively large amt of personal space
- makes idomatic stmt with
an expressionless face
- feels uncomfortable
- looks straight in eye no
flirt with eye contact.
- no/little variation in voice,
sounds more or less same all the time.

⑯ Make sure you can show that you've done your best & are well prepared.

⑰ If you don't know the answer - just say so. Acknowledge that you don't know. Don't offer any excuse just to get out of situation.
if Blue doesn't know, he acknowledges & then finds out

⑱ "We're not here to hang out & be cozy"

↳ stick to the task. Work with checklist where factual matters are noted - things you can tick off with Blue.

⑲ Put daydreams & visions aside.

if plan seems wacky → Blue won't have any confidence in it.
don't promote ideas that are too wild with him.

⑳ DETAILS: Facts are the only things that matter

㉑ There's no substitute for Quality.

㉒ Avoid criticizing Blue for taking too much time. Praise 'em for attention to detail & superior work they do.

㉓ Remind him: other people's feelings. action can be good

Calmly tell Blue that he needs to work at faster pace. Explain exactly why this is so important.

㉔ "we must stay on track or we'll miss out next deadline"

Push him to make a choice

㉕ NO GUT FEELINGS

㉖ Before giving -ve feedback to Blue → make sure you know what you're talking about, he knows exactly what he's done & has a far better eye for details than you do.

㉗ You need to stick with concrete facts. each time start feeling guilty about saying -ve things & start speaking about about how appreciated he is, you'll surprise him.

㉘ Blue sees risks everywhere

㉙ You should never try to surprise a blue

㉚ Blue becomes excessively pessimistic → under stress & pressure,

They must be given time & space to manage this
to think.

④ Stress Factors for Blues

- a) Tell him "you don't know what you're talking about"
- b) Make a spontaneous decision (needs to know motivation behind change)
- c) Tell him "this could be risky or uncertain but we're going to go ahead anyway"
- d) Try to surprise him
- e) Mistakes are made by blockhead & careless people Blues don't make mistake
- f) when Blue can't prepare himself in his way it triggers stress
- g) surround him with overly emotional people.

3:

BLUE : analytical

-ve	+ve
Critical	Delight
Indecisive	Thoughtful
Narrow minded	Serious / Persistent
Fastidious	Demanding
Moralizing	Methodical

RED : dominant

-ve	+ve
Pushy	Strong willed
Strict	Independent
Tough	Ambitious
Dominant	Determined
Held	Effective

GREEN : stable

-ve	+ve
Stubborn	Supportive
Uncertain	Respectful
Compliant	Obliging
Dependent	Reliable
Awkward	Pleasant

YELLOW : Inspiring

-ve	+ve
Manipulative	Inspiring
Hot-tempered	Stimulating
Undisciplined	Enthusiastic
Counteractive	Dramatic
Egoistic	Outgoing

- 5% population - 1 color, 80% - 2 colors → 15% - 3 colors.
- 2 colors comb" follows ones usually - Blue/Red, Red/Yellow, Yellow/Green or Green/Blue
- if you can't recognize person - shut ur mouth & start listening
- To push a RED is not as difficult as pushing a green or a blue.
- DIVERSITY IS THE ONLY POSSIBLE ROUTE.
- The best way to put a grp of people together is by mixing different types of people. → Only way to achieve decent dynamics in any grp.
- Managers bring in new pple who are just like themself bcz they understand each other.
- Because we are all diffnt. If you keeps your eyes open, you'll find out exactly how diffnt.