

# THE PEOPLE CODE

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<http://www.colorcode.com/>

Presentation Aids:

<http://velda.com/ed/tbs/colorcode.html>



## A FEW NOTES

- Helps you understand the motives and needs of others thus increasing ability to work together
- There are strengths and weaknesses of all colors. There isn't ONE right color.
- Validity of results always vary.





**Power**

The Reds get things done, and getting things completed quickly motivates them. They have vision and leadership and are normally responsible, decisive, and assertive.

**Intimacy**

The Blues are the do-gooders who value intimacy, connecting, quality relationships, and having a purpose. They provide quality and service and are usually loyal, sincere, and thoughtful.

**Peace**

The Whites are the peacekeepers who value the absence of conflict. They bring clarity and tolerance and are generally kind, adaptable, and good listeners.

**Fun**

The Yellows value doing something fun just for the sake of having fun. They provide enthusiasm and optimism and are considered charismatic, spontaneous, and sociable.


	Red	Blue	White	Yellow
<b>Motive</b>	<b>Power</b>	<b>Intimacy</b>	Peace	<b>Fun</b>
<b>Needs</b>	<b>To look good (technically)</b>	<b>To look good (morally)</b>	To feel good (inside)	<b>To look good (socially)</b>
	To be right	To be understood	To be allowed their own space	To be noticed
	To be respected	To be appreciated	To be respected	To be adored
	Approval from a select few	Acceptance	Kindness	Approval from the masses
<b>Wants</b>	<b>To hide insecurities (tightly)</b>	<b>To reveal insecurities</b>	To withhold insecurities	<b>To hide insecurities (loosely)</b>
	Productivity	Quality	Tolerance	Happiness
	Leadership	Autonomy	Independence	Freedom
	Challenging adventure	Security	Contentment	Playful adventure

# RED'S LIMITATIONS

- Generally seeks to serve self first (“What’s in it for me?”)
- Promotes turmoil and conflict if necessary for a personal goal to be gained
- Out of touch with own feelings
- Privately rationalizes and publicly denies own failings
- Always has to be right
- Cannot relax and feel comfortable unless producing something (think shark!)
- Often arrogant and defiant of authority
- Inconsiderate of others’ feelings
- Won’t present self as vulnerable for fear of losing power and control



# RED'S LIFE TIPS

- **Connect with others**, both emotionally and socially.
  - Believe that **other people can do things right** too!
  - **Relax!**
  - When setting goals, **set them differently for yourself than you do for others.**
  - **Avoid blaming others** for failing to meet your commitments.
  - **Think your problem through** and **seek others' advice.**
  - **You can't do it all.**
  - **Be cautious** when imposing your demands on others' time.
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# BLUE'S LIMITATIONS

- Highly emotional
- Smug and self-righteous
- Controlling and/or envious of others' success when too easily obtained
- Strong orientation toward perfection and performance
- Verbally self-abusive



# BLUE'S LIFE TIP'S

- **Try thinking rationally** rather than reacting emotionally when pressured.
- **Clearly state your limits** when others impose deadlines on you.
- **Manage your expectations.**
- **Don't set unrealistic expectations** of yourself or others to the extent that everyone feels overwhelmed.
- **Don't personalize** every people interaction you have.
- **Try viewing time management as fluid** instead of absolute.
- **There are limits to what you can control.**
- **Set a ten-minute limit in the day for worrying** about any topic.



# WHITE'S LIMITATIONS

- Appears detached and uninvolved
- Takes a passive approach to life
- Unresponsive or not openly excited about experiences
- Has problems becoming intimate
- Bashful and unsure of self
- Easily manipulated into changing plans
- Ambivalent about direction and goals to pursue
- Often lazy and unwilling to take responsibility for self
- Resists making commitments



# WHITE'S LIFE TIPS

- **State verbally how you feel** and what you perceive about yourself, current tasks, and others' behavior.
- **Address issues** rather than avoid them.
- Believe it or not, **conflict can be enriching!**
- **Actively seek a sense of urgency.**
- **Try setting proactive agendas**, rather than merely reacting to agendas others set for you.
- **Don't be overly defensive** when others seem demanding.
- **RISK A LITTLE.**
- Make the concerted effort to **control daydreams** that rob you of valuable time to get legitimate work done.



# YELLOW'S LIMITATIONS

- Needs to look good socially (high priority)
- Irresponsible and unreliable
- Self-centered and egotistical
- Flighty and uncommitted
- Lot of talk with little action
- Superficial and mostly interested in a good time
- Unwilling to experience pain in order to produce quality
- Undisciplined
- Loud and obnoxious in public places
- Exaggerates successes and omits unpleasant truths
- Unable to confront or face issues



# YELLOW'S LIFE TIPS

- Realize that **“busyness” is not necessarily the same as purposeful action.**
- **Set specific goals** each day and prioritize them.
- **Focus on “what’s necessary”** rather than “what’s fun.”
- **Set achievable “time bits”** where you focus on a specific task for a specific amount of time and create a fun reward to sticking to it.
- **Commit to the bigger picture.**
- **Balance undemanding creativity with focused commitments.**
- Do a little planning up front so you **“get it right” on the first time.**
- **Listen well** so you don’t have to interrupt others for information already presented.



# GENERAL SESSION #1 DISCUSSION QUESTIONS

- What are the strengths and weaknesses of each color?
- What color do you believe you will work best with?
- What color do you believe you'll have the most challenges?
- What can you do to overcome these challenges?

