

# How to Coach Your Team

*Based On Individual Personalities*

## Introduction

There are four basic temperaments, you are born with one that is dominant. This is genetic! You are not just one temperament, but rather you're a blend of the four. From time to time, your colors may change slightly; however, your dominant color will never change. The four temperaments are:

1. **BLUE** (Relationships)
2. **GOLD** (Duty & Responsibility)
3. **GREEN** (Knowledge & Information)
4. **ORANGE** (Freedom)

## Personality Type 1: Green

*The Leader, Seeks Knowledge & Information*

### Common Behaviors and Tendencies

- Fast paced
- Take charge
- Self starter
- Results oriented
- Initiator of actions, ideas and decisions
- Impatient

### Tips for Working with a Leader

- Have an agenda, be concise
- Don't tell them what to do
- They will want to add a few thoughts
- Contests for achievement
- More business-like atmosphere
- Ask their opinions

### **Tips for Coaching a Leader**

- Tone it down
- Be a good listener
- Be considerate – ask questions like “how does that sound to you?”

### **How to Sell to a Leader**

- Provide them the facts and get to the point quickly
- What are the benefits to them?
- Do the math for them
- They have to have respect for the seller/show credibility
- Honesty is very important

### **How to Recruit a Leader**

- Tell them how much the company needs them
- Show them what is in it for them: rewards/risks/incentives
- Tell them about the training they will receive
- Tell them they can be their own boss

### **How to Train a Leader**

- Provide them with the information and training, then cut them loose
- They do not like to be micromanaged
- Allow them to choose their own training process
- Be brief and quick to the point

### **How to Motivate and Coach a Leader**

- Challenge and reward them
- Find what motivates them and focus on that

### **How to Build a Relationship with a Leader**

- Be quiet and don't pester
- Be honest
- Be responsive and timely
- Say what you mean and mean what you say

### **How to Handle Conflicts with a Leader**

- Address the issue up front, be direct, don't dwell
- Admit when you are wrong

## Personality Type 2: Orange

*The Cheerleader, Seeks Freedom*

### **Common Behaviors and Tendencies**

- Stimulates and inspires others
- Future oriented
- Works well with all people
- Needs recognition
- Very “emotionally driven”

### **Tips for Working with a Cheerleader**

- Be a good listener, let them vent
- Create excitement
- Focus on recognition

### **Tips for Coaching a Cheerleader**

- Fill their calendar quickly
- Write down everything and have them repeat back their goals/actions back to you.
- Keep the lists short and show urgent tasks
- Ask specifics
- Role play – it helps them remember
- Do frequent check in calls
- They hate routine, but love excitement
- Thrive on recognition
- Love personalized letters or notes

### **Tips for Coaching a Cheerleader**

- Fill their calendar quickly
- Write down everything and have them repeat back their goals/actions back to you.
- Keep the lists short and show urgent tasks
- Ask specifics
- Role play – it helps them remember
- Do frequent check in calls
- They hate routine, but love excitement
- Thrive on recognition
- Love personalized letters or notes

### **How to Sell to a Cheerleader**

- They are impulsive buyers
- Don't shush them; let them help you sell to their friends!
- Don't over sell them, have fun
- Sell to them first – they will help sell to everyone else

### **How to Recruit a Cheerleader**

- Tell them they will be part of a team
- Close the deal quick before they lose excitement
- Recognize them

### **How to Train and Lead a Cheerleader**

- Give them short, achievable goals
- Simple processes
- Keep the meetings fun and give them a job
- Contests!

### **How to Motivate and Coach a Cheerleader**

- Recognition, consistency, contests

### **How to Grow a Relationship with a Cheerleader**

- Be a good listener
- Set boundaries for the conversations
- Email recognition or text regularly
- Invite them over for lunch, do meetings

### **How to Handle Conflicts with a Cheerleader**

- Start out with a compliment, then the details, then a compliment again
- Validate their feelings
- Bring them back to the positive
- Remind them of their success!

## **Personality Type 3: Gold**

*The Organizer, Seeks Duty & Responsibility*

### **Common Behaviors and Tendencies**

- Thinks logically and sequentially
- Takes time in making decisions
- Experts in problem solving skills

- They love to Google things!
- Avoids confrontations with others
- Listens and processes information
- Follows directions and is usually very punctual

### **Tips for Working with an Organizer**

- Ask and answer a lot of questions
- If you don't know the answer, don't make one up because you will lose credibility with them; instead, tell them you will find them the answer

### **Tips for Coaching an Organizer**

- Be timely
- Use pros and cons list
- Help them set deadlines to projects
- Be comfortable with their silences, they need time to process the information
- Have them "think about it" and call you back
- Be encouraging
- Give them plenty of lead time

### **How to Sell to an Organizer**

- Tell them what you want them to do or buy and why
- Set the expectation with them upfront as a host or customer
- What is the discount, etc. – provide them with the bottom line

### **How to Recruit an Organizer**

- Give them all the clear and concise information and facts
- Let them process and research it
- Send all information in email form so they have it and can print it out to review/process it

### **How to Train or Lead an Organizer**

- Be organized and have an agenda
- Use bullet points or lists
- Be concise

### **How to Motivate and Coach an Organizer**

- Don't push, but encourage them
- Listen
- Tell them and let them know they can do it
- Set expectations, but ask them to assist
- Pair with an accountability partner with a different personality

### **How to Grow a Relationship with an Organizer**

- Don't hover, give them space
- Let them set their own goals
- Follow through
- Love them

### **How to Handle Conflicts with an Organizer**

- Schedule a time to talk
- Give them time to process it all
- Explain, put it in writing and be specific
- Check in after to see if they have any questions

## **Personality Type 4: Blue**

*The Care Bear, Seeks Strong Relationships*

### **Common Behaviors and Tendencies**

- Shows loyalty and generosity
- Seeks agreement of others, wants to please and has great people skills.
- Patient and accommodating of others
- Concerned with relationships between people
- Makes decisions slowly and carefully
- Relationships based on genuine trust
- Don't like being in the spotlight

### **Tips for Working with or Coaching a Care Bear**

- Build rapport first (ex. ask about their family, it is very important to them!)
- Build genuine trust
- Don't accept their no as a final answer; they might change their mind later after they see if it works for their family
- Don't expect enthusiasm
- Recognize their achievements
- They get overwhelmed easily
- Need time to work through change
- They like practical gifts

### **How to Sell to a Care Bear**

- Build trust/create a relationship
- Show support

- How their purchase can help you in business and/or impact for a good cause

#### **How to Recruit a Care Bear**

- Trust, be open and reliable
- Give them time and the information so that they can weigh their options

#### **How to Train or Lead a Care Bear**

- Don't push them, massage them through the process
- Give all options and reassure you are in their corner

#### **How to Motivate and Coach a Care Bear**

- Do it as a group, assign them a buddy with a similar personality
- Have a shared goal
- Don't over stimulate or they will shut down

#### **How to Grow a Relationship with a Care Bear**

- Trust, loyalty, honesty
- Positive encouragement
- Persistence and consistency

#### **How to Best Handle Conflict with a Care Bear**

- Very rarely will occur!
- Talk it out, be open and honest
- Make it "safe" for the care bear
- Be sensitive to their thoughts and opinions

# Personality Styles Worksheet

In each column, check off all the words that describe you. You will probably check words in more than one column. After you have finished going through all the words, add up how many checks you've made in each column, and place the total at the bottom of each column.

- |  |  |   |                                      |
|--|--|---|--------------------------------------|
| <input type="checkbox"/> Adventurous   | <input type="checkbox"/> Animated      | <input type="checkbox"/> Analytical       | <input type="checkbox"/> Adaptable   |
| <input type="checkbox"/> Persuasive    | <input type="checkbox"/> Playful       | <input type="checkbox"/> Persistent       | <input type="checkbox"/> Peaceful    |
| <input type="checkbox"/> Strong-Willed | <input type="checkbox"/> Sociable      | <input type="checkbox"/> Self-Sacrificing | <input type="checkbox"/> Submissive  |
| <input type="checkbox"/> Competitive   | <input type="checkbox"/> Convincing    | <input type="checkbox"/> Considerate      | <input type="checkbox"/> Controlled  |
| <input type="checkbox"/> Resourceful   | <input type="checkbox"/> Refreshing    | <input type="checkbox"/> Respectful       | <input type="checkbox"/> Reserved    |
| <input type="checkbox"/> Positive      | <input type="checkbox"/> Spirited      | <input type="checkbox"/> Sensitive        | <input type="checkbox"/> Satisfied   |
| <input type="checkbox"/> Sure          | <input type="checkbox"/> Promoter      | <input type="checkbox"/> Planner          | <input type="checkbox"/> Patient     |
| <input type="checkbox"/> Outspoken     | <input type="checkbox"/> Spontaneous   | <input type="checkbox"/> Scheduled        | <input type="checkbox"/> Shy         |
| <input type="checkbox"/> Forceful      | <input type="checkbox"/> Optimistic    | <input type="checkbox"/> Orderly          | <input type="checkbox"/> Obliging    |
| <input type="checkbox"/> Daring        | <input type="checkbox"/> Funny         | <input type="checkbox"/> Faithful         | <input type="checkbox"/> Friendly    |
| <input type="checkbox"/> Confident     | <input type="checkbox"/> Delightful    | <input type="checkbox"/> Detailed         | <input type="checkbox"/> Diplomatic  |
| <input type="checkbox"/> Independent   | <input type="checkbox"/> Cheerful      | <input type="checkbox"/> Cultured         | <input type="checkbox"/> Consistent  |
| <input type="checkbox"/> Decisive      | <input type="checkbox"/> Inspiring     | <input type="checkbox"/> Idealistic       | <input type="checkbox"/> Inoffensive |
| <input type="checkbox"/> Mover         | <input type="checkbox"/> Demonstrative | <input type="checkbox"/> Deep             | <input type="checkbox"/> Dry Humor   |
| <input type="checkbox"/> Tenacious     | <input type="checkbox"/> Mixes Easily  | <input type="checkbox"/> Musical          | <input type="checkbox"/> Mediator    |
| <input type="checkbox"/> Leader        | <input type="checkbox"/> Talker        | <input type="checkbox"/> Thoughtful       | <input type="checkbox"/> Tolerant    |
| <input type="checkbox"/> Chief         | <input type="checkbox"/> Lively        | <input type="checkbox"/> Loyal            | <input type="checkbox"/> Listener    |
| <input type="checkbox"/> Productive    | <input type="checkbox"/> Cute          | <input type="checkbox"/> List-Oriented    | <input type="checkbox"/> Contented   |
| <input type="checkbox"/> Bold          | <input type="checkbox"/> Popular       | <input type="checkbox"/> Perfectionist    | <input type="checkbox"/> Permissive  |
| <input type="checkbox"/> Self-Reliant  | <input type="checkbox"/> Bouncy        | <input type="checkbox"/> Behaved          | <input type="checkbox"/> Balanced    |

**TOTAL** \_\_\_\_\_

**TOTAL** \_\_\_\_\_

**TOTAL** \_\_\_\_\_

**TOTAL** \_\_\_\_\_

- |                                |                                 |                                  |                                |
|--------------------------------|---------------------------------|----------------------------------|--------------------------------|
| <input type="checkbox"/> Bossy | <input type="checkbox"/> Brassy | <input type="checkbox"/> Bashful | <input type="checkbox"/> Blank |
|--------------------------------|---------------------------------|----------------------------------|--------------------------------|



- |   |   |  |   |
|---|---|--|---|
| <input type="checkbox"/> Unsympathetic    | <input type="checkbox"/> Undisciplined  | <input type="checkbox"/> Unforgiving       | <input type="checkbox"/> Unenthusiastic |
| <input type="checkbox"/> Resistant        | <input type="checkbox"/> Repetitious    | <input type="checkbox"/> Resentful         | <input type="checkbox"/> Reticent       |
| <input type="checkbox"/> Frank            | <input type="checkbox"/> Forgetful      | <input type="checkbox"/> Fussy             | <input type="checkbox"/> Fearful        |
| <input type="checkbox"/> Impatient        | <input type="checkbox"/> Interrupts     | <input type="checkbox"/> Insecure          | <input type="checkbox"/> Undecisive     |
| <input type="checkbox"/> Unaffectionate   | <input type="checkbox"/> Unpredictable  | <input type="checkbox"/> Unpopular         | <input type="checkbox"/> Uninvolved     |
| <input type="checkbox"/> Headstrong       | <input type="checkbox"/> Haphazard      | <input type="checkbox"/> Hard-to-Please    | <input type="checkbox"/> Hesitant       |
| <input type="checkbox"/> Proud            | <input type="checkbox"/> Permissive     | <input type="checkbox"/> Pessimistic       | <input type="checkbox"/> Plain          |
| <input type="checkbox"/> Argumentative    | <input type="checkbox"/> Angered Easily | <input type="checkbox"/> Alienated         | <input type="checkbox"/> Aimless        |
| <input type="checkbox"/> Nervy            | <input type="checkbox"/> Naive          | <input type="checkbox"/> Negative Attitude | <input type="checkbox"/> Nonchalant     |
| <input type="checkbox"/> Workaholic       | <input type="checkbox"/> Wants Credit   | <input type="checkbox"/> Withdrawn         | <input type="checkbox"/> Worrier        |
| <input type="checkbox"/> Tactless         | <input type="checkbox"/> Talkative      | <input type="checkbox"/> Overly Sensitive  | <input type="checkbox"/> Timid          |
| <input type="checkbox"/> Domineering      | <input type="checkbox"/> Disorganized   | <input type="checkbox"/> Depressed         | <input type="checkbox"/> Doubtful       |
| <input type="checkbox"/> Intolerant       | <input type="checkbox"/> Inconsistent   | <input type="checkbox"/> Introvert         | <input type="checkbox"/> Indifferent    |
| <input type="checkbox"/> Manipulative     | <input type="checkbox"/> Messy          | <input type="checkbox"/> Moody             | <input type="checkbox"/> Mumbles        |
| <input type="checkbox"/> Stubborn         | <input type="checkbox"/> Show Off       | <input type="checkbox"/> Skeptical         | <input type="checkbox"/> Slow           |
| <input type="checkbox"/> Lord Over Others | <input type="checkbox"/> Loud           | <input type="checkbox"/> Loner             | <input type="checkbox"/> Lazy           |
| <input type="checkbox"/> Short-Tempered   | <input type="checkbox"/> Scatterbrained | <input type="checkbox"/> Suspicious        | <input type="checkbox"/> Sluggish       |
| <input type="checkbox"/> Rash             | <input type="checkbox"/> Restless       | <input type="checkbox"/> Revengeful        | <input type="checkbox"/> Reluctant      |
| <input type="checkbox"/> Crafty           | <input type="checkbox"/> Changeable     | <input type="checkbox"/> Critical          | <input type="checkbox"/> Compromising   |

**TOTAL** \_\_\_\_\_

**TOTAL** \_\_\_\_\_

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**TOTAL** \_\_\_\_\_

**COLUMN TOTAL**

**COLUMN TOTAL**

**COLUMN TOTAL**

**COLUMN TOTAL**

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## Personality Worksheet Results

Each person has a Primary Personality Style and Secondary Personality Style. The highest totaled column is Primary and second highest totaled column is secondary. You may have two columns that have very close totals and you will find that you are strong in both personality styles.

### **Highest Totals in Column 1**

Your primary personality style is: **Green/Leader**

### **Highest Totals in Column 2**

Your primary personality style is: **Orange/Cheerleader**

### **Highest Totals in Column 3**

Your primary personality style is: **Gold/Organizer**

### **Highest Totals in Column 4**

Your primary personality style is: **Blue/Care Bear**