

The Colour Of You!

Randy Black, P. Eng., PMP
President – Northern Alberta
Chapter

Managing Director, Learning Services
Interthink Consulting Incorporated

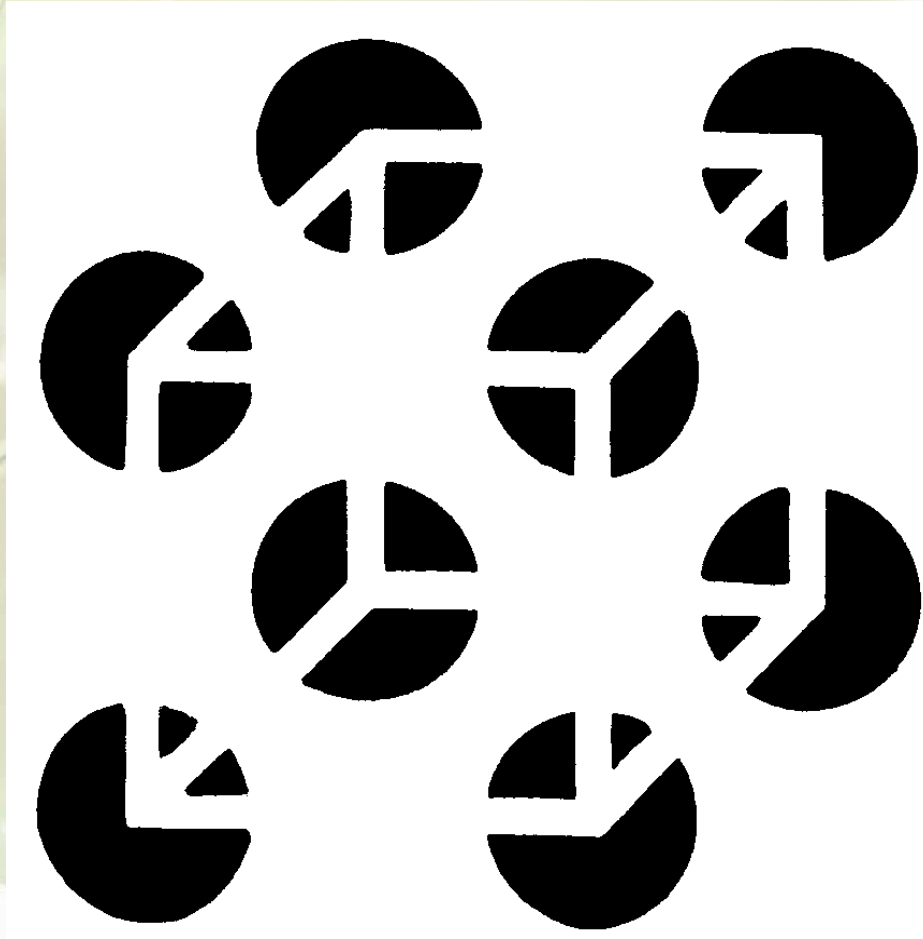


Today...

- Perception...
- Jungian Psychology
- Determining Your Preferences
- Detecting Personality
- Why Is This Important To Us?



Perception



Source: Insights™ Learning & Development

Perception – What Do You See First?



Source: Insights™ Learning & Development



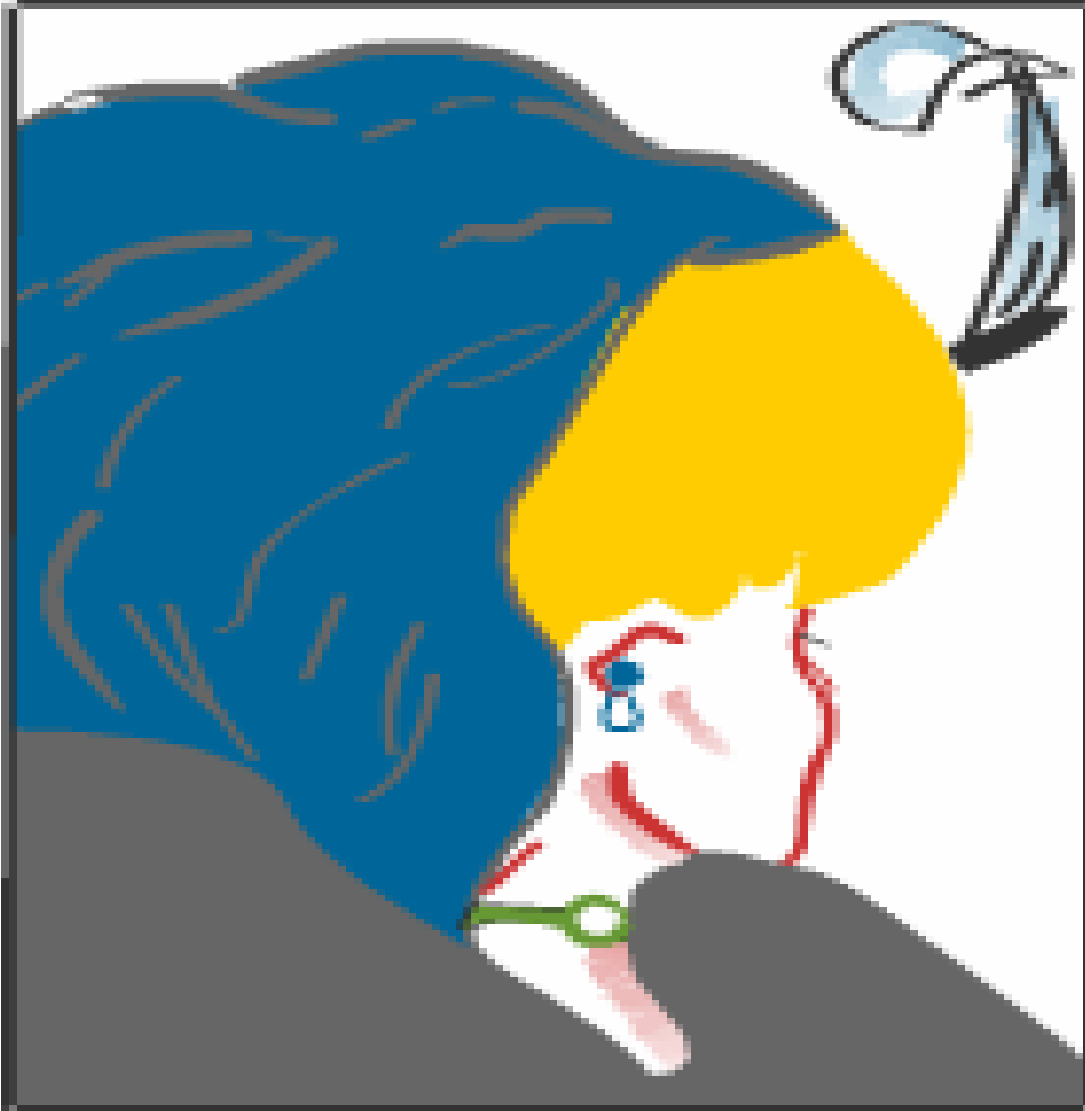
The Old Woman



Source: Insights™ Learning & Development



The Young Woman



Source: Insights™ Learning & Development



Perception – Seeing Different Points Of View



Source: Insights™ Learning & Development



Our Ability To Interpret...

The mind interprets patterns based on past experience – or on patterns it already knows

News Flash: Cambridge University Research

According to research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself but the word as a whole.

Source: Insights™ Learning & Development



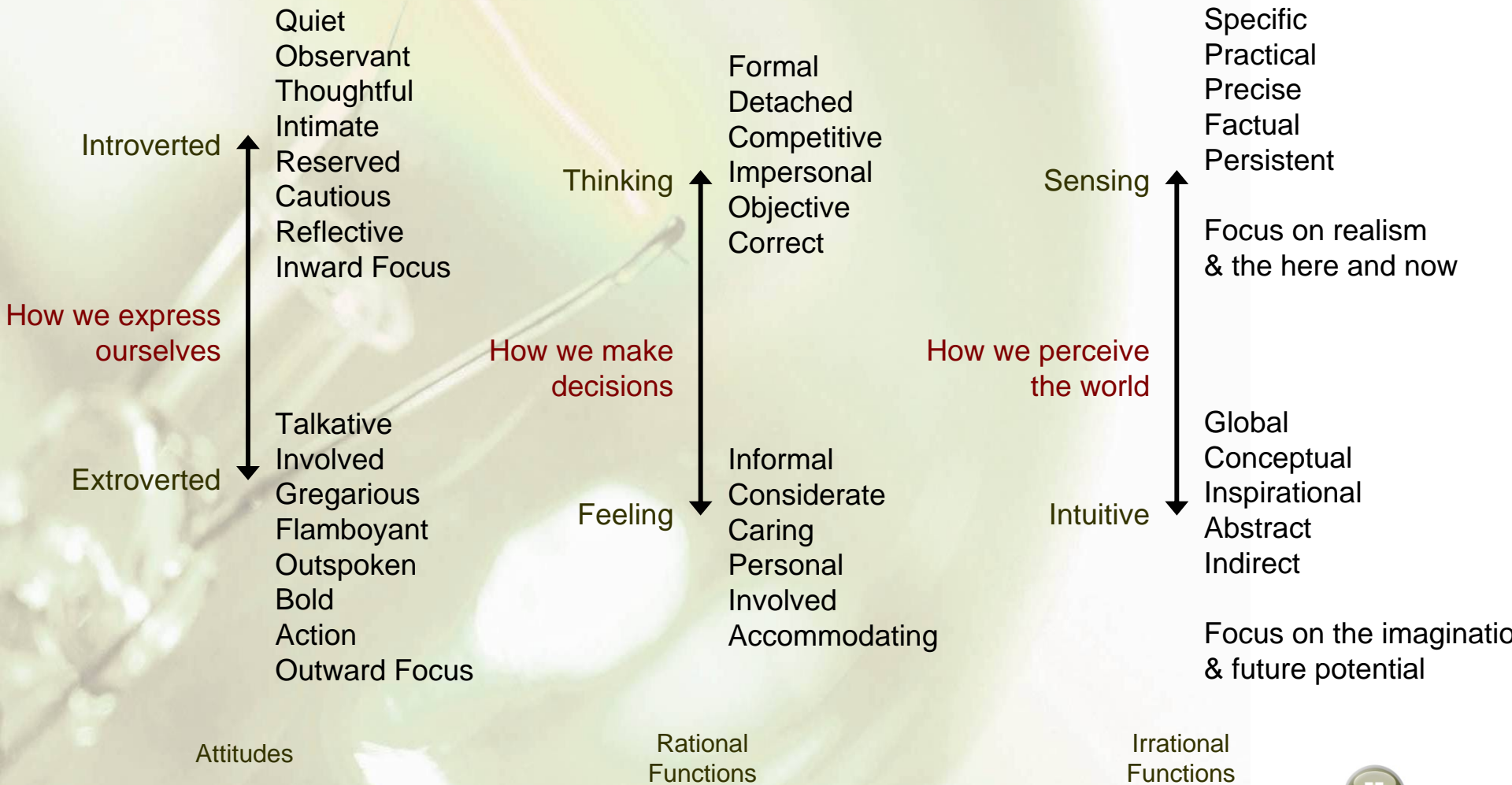
Jungian Psychology

Jung (Highly Simplified)

- Subjective Psychology
- Tools / Characteristics To Detect Personality
- Preferences



Jungian Typology – An Overview



The Insights™ Colour Energies

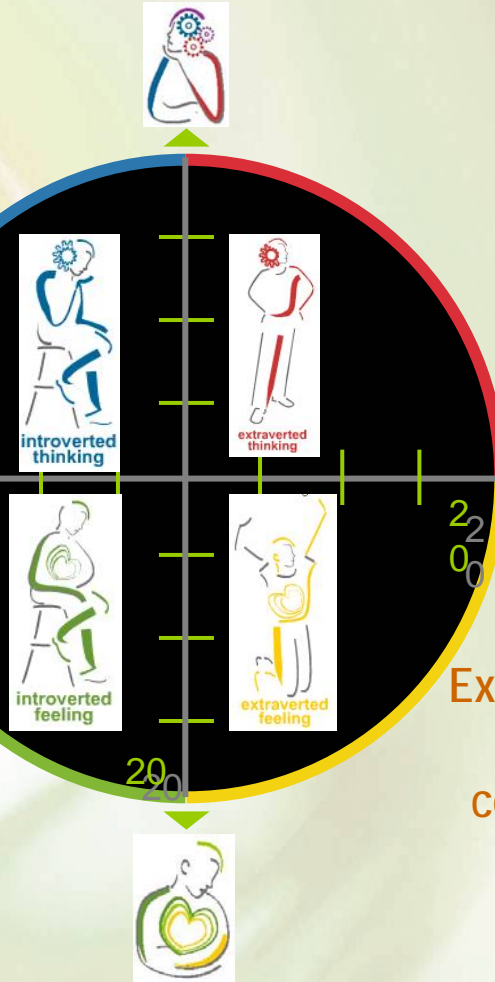
Cool Blue

..energy is the combination of the Introverted and Thinking preferences - producing a style that is task-focused, calm under pressure, thoughtful and objective.



Earth Green

..energy is the combination of the Introverted and Feeling preferences - resulting in an approach that favours depth, reflection, harmony and consensus.



Fiery Red

..energy is the combination of the Extraverted and Thinking preferences - enjoying high activity, working with others, being logical and focusing on facts.

Sunshine Yellow

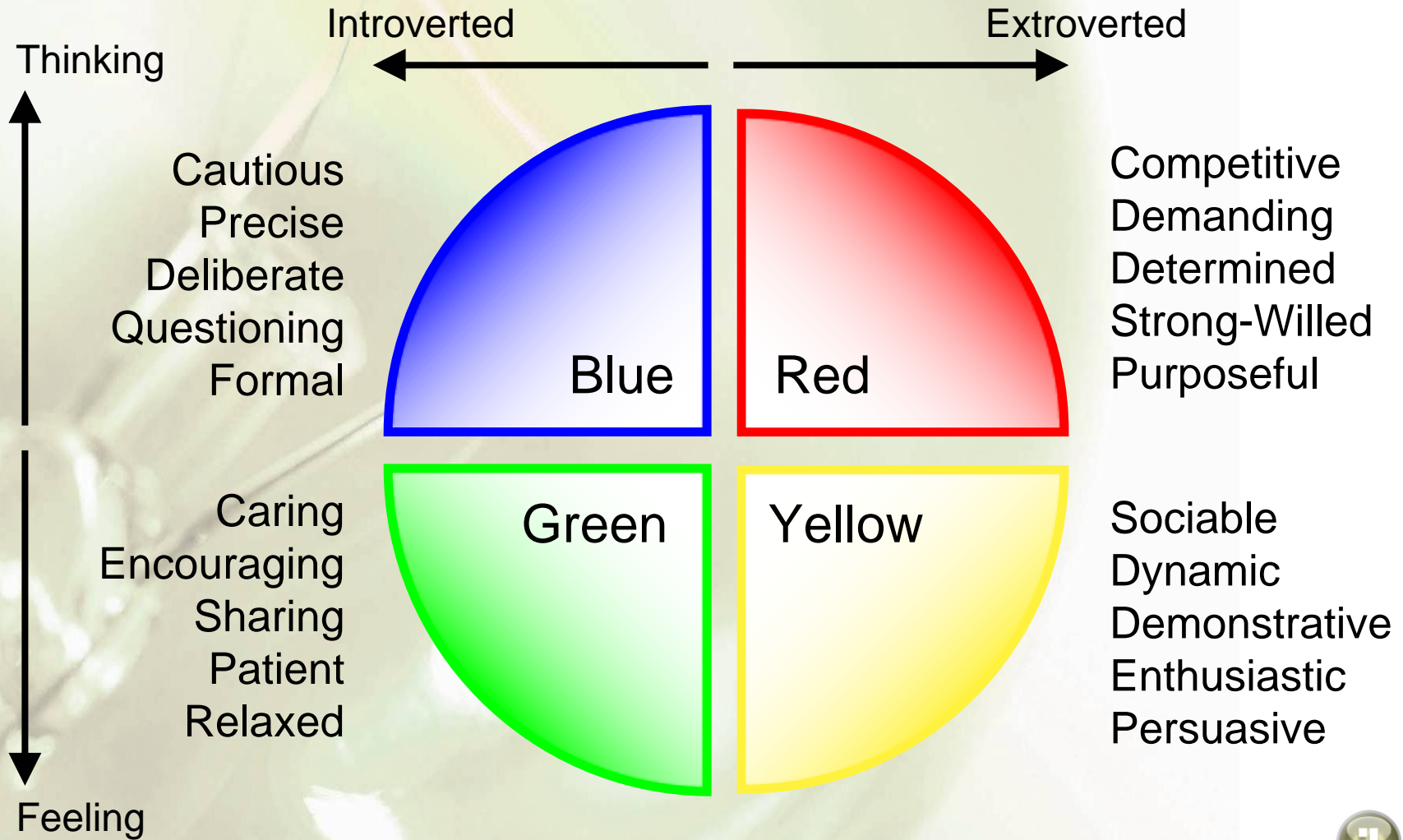
..energy is the combination of the Extraverted and Feeling preferences - coupling sociability and consideration for others with being action-oriented and entertaining.

Grouping Together

- Each Section Of Room Has A “Preferred Colour” Energy...
- Please Move To Your “Preferred Energy Area”
 - Blue, Green, Yellow, Red
- Group Into “Teams” Of 4-5...
- Someone Back At Your Office Is About To Win An All-Expenses Paid Trip To Hawaii
 - Tell us how you would prefer to select that person
 - Share your findings with the room...



On A Good Day...



Source: Insights™ Learning & Development



You And Stress

➤ **Level 1**

- **In Control – Our Persona**

➤ **Level 2**

- **Conscious Control**

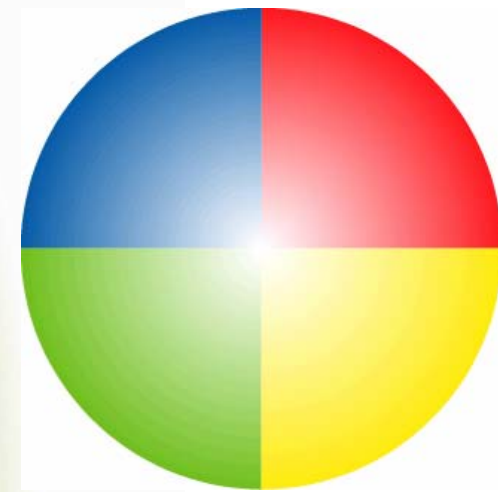
➤ **Level 3**

- **Less Conscious – True Self**

➤ **Level 4**

- **Unconscious – Beside Yourself**

➤ **Level 5**

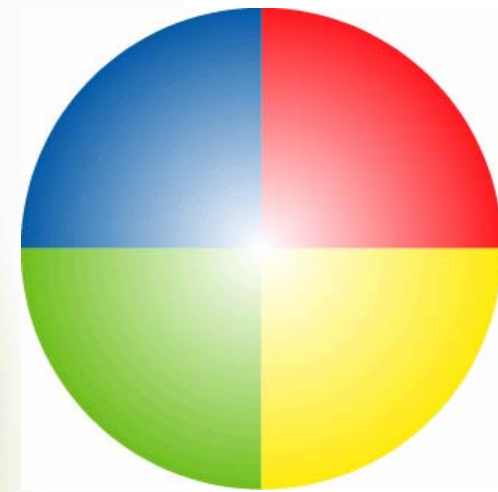


You And Stress

➤ Level 1

- In Control – Our Persona

➤ Level 2

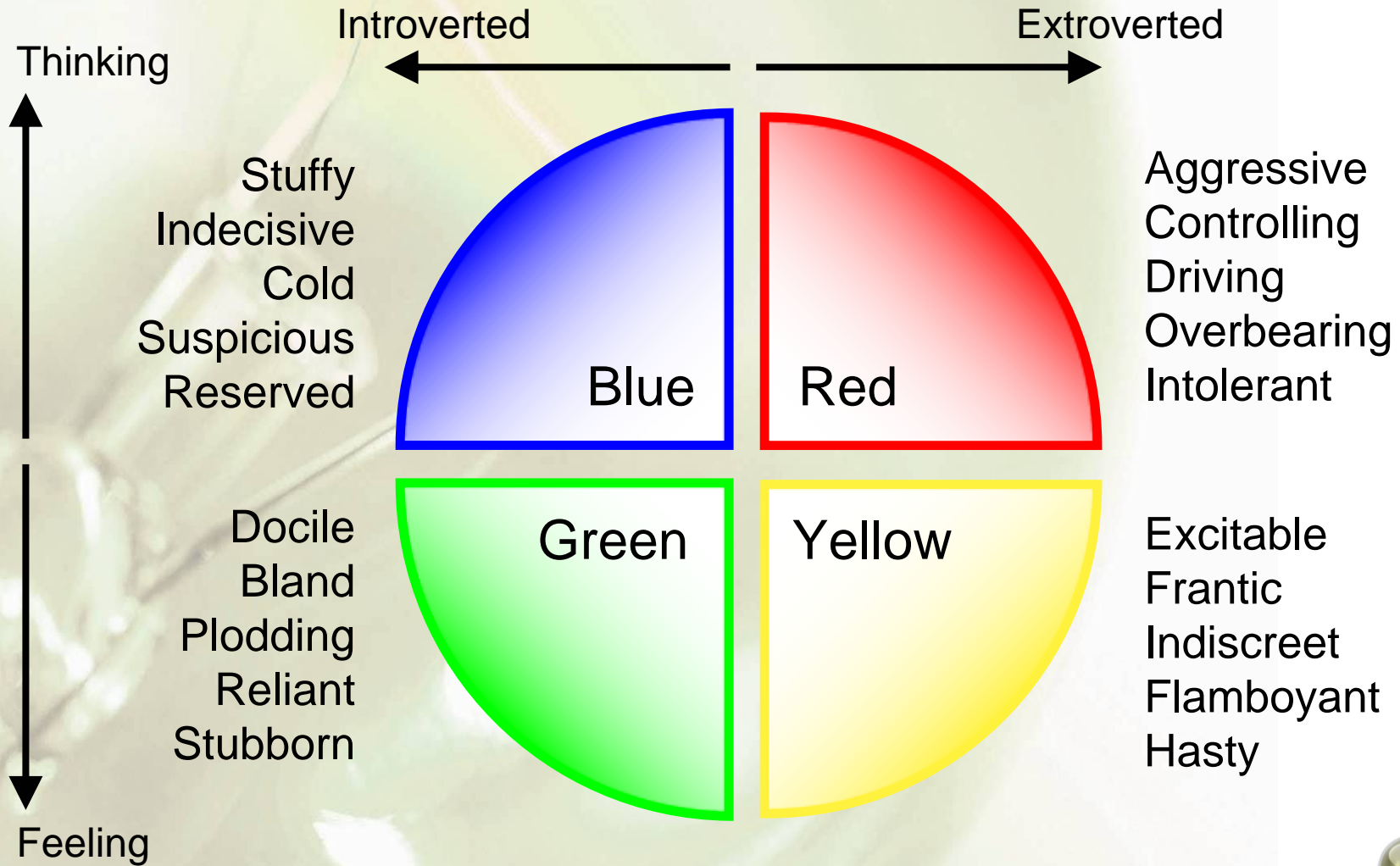


WINGOUTA

Control or Control
Level 3
Stress Conscious – True Self
Level 4
Stress Conscious – True Self
Level 5



So, When We Are Stressed... How Others See Us!!



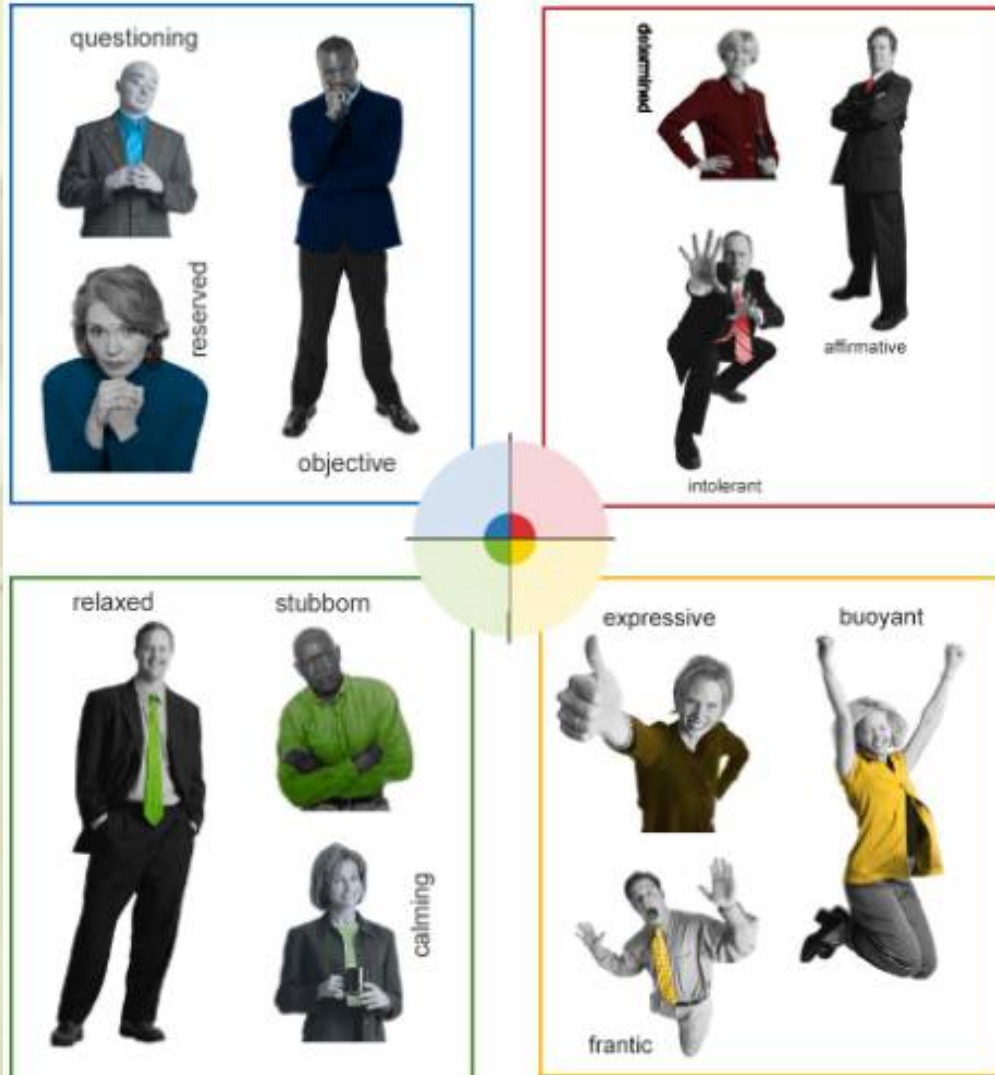
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How Do We Detect The Personalities Of Others?

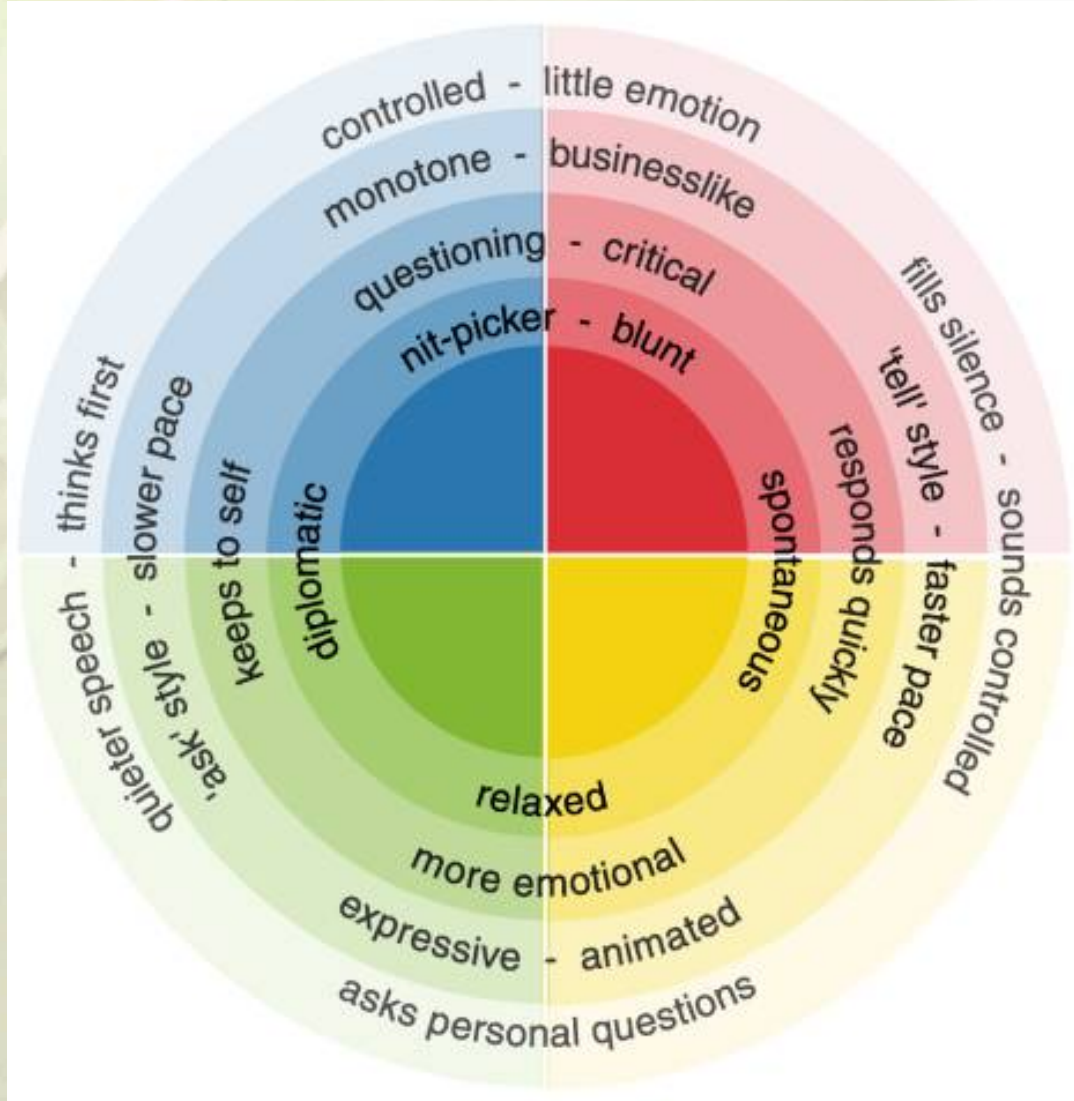
- By Their Body Language
- By The Way They Speak
- Through Our Interactions With Them
- By Their Offices

Recognizing Type – Body Language



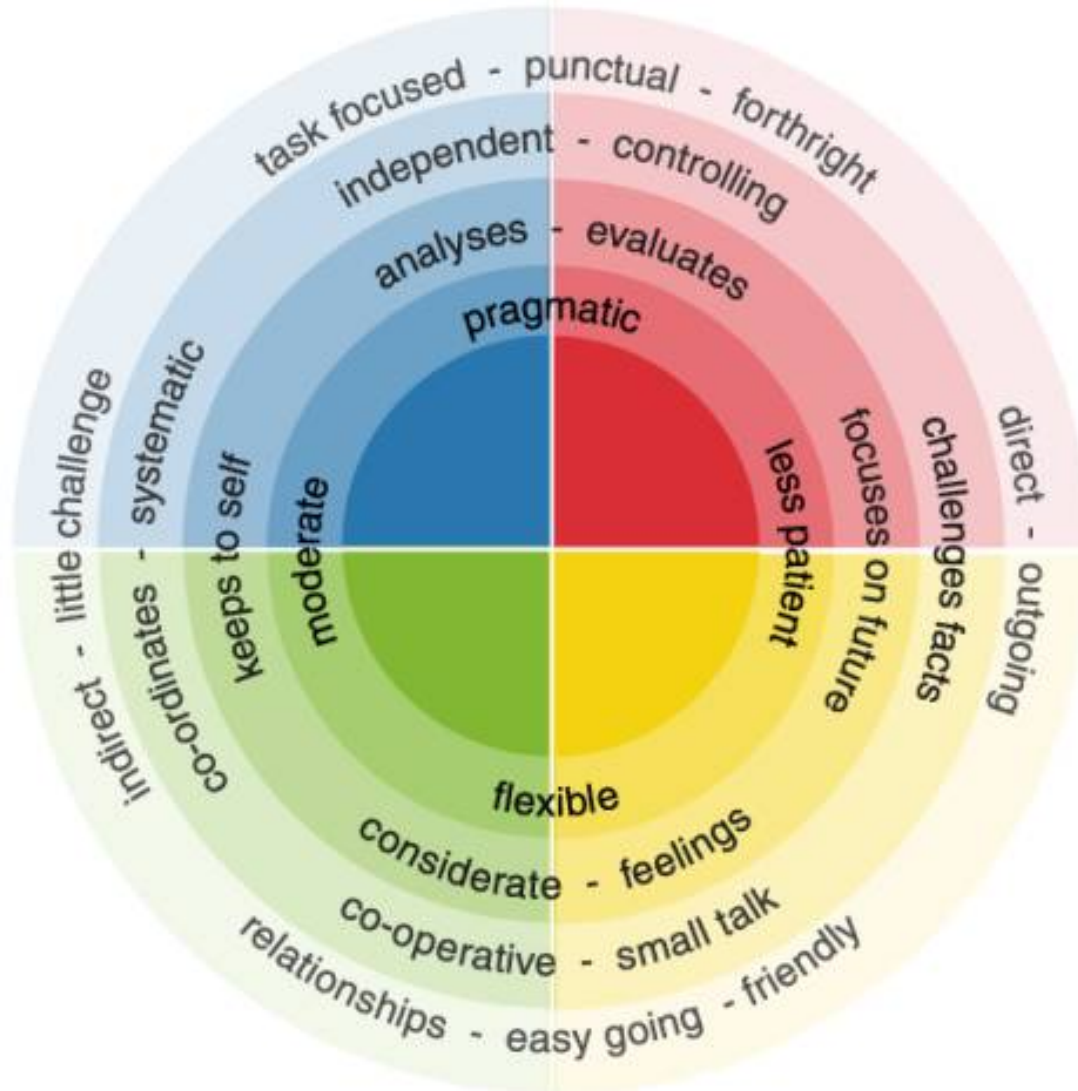
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Recognizing Type – Verbal Style



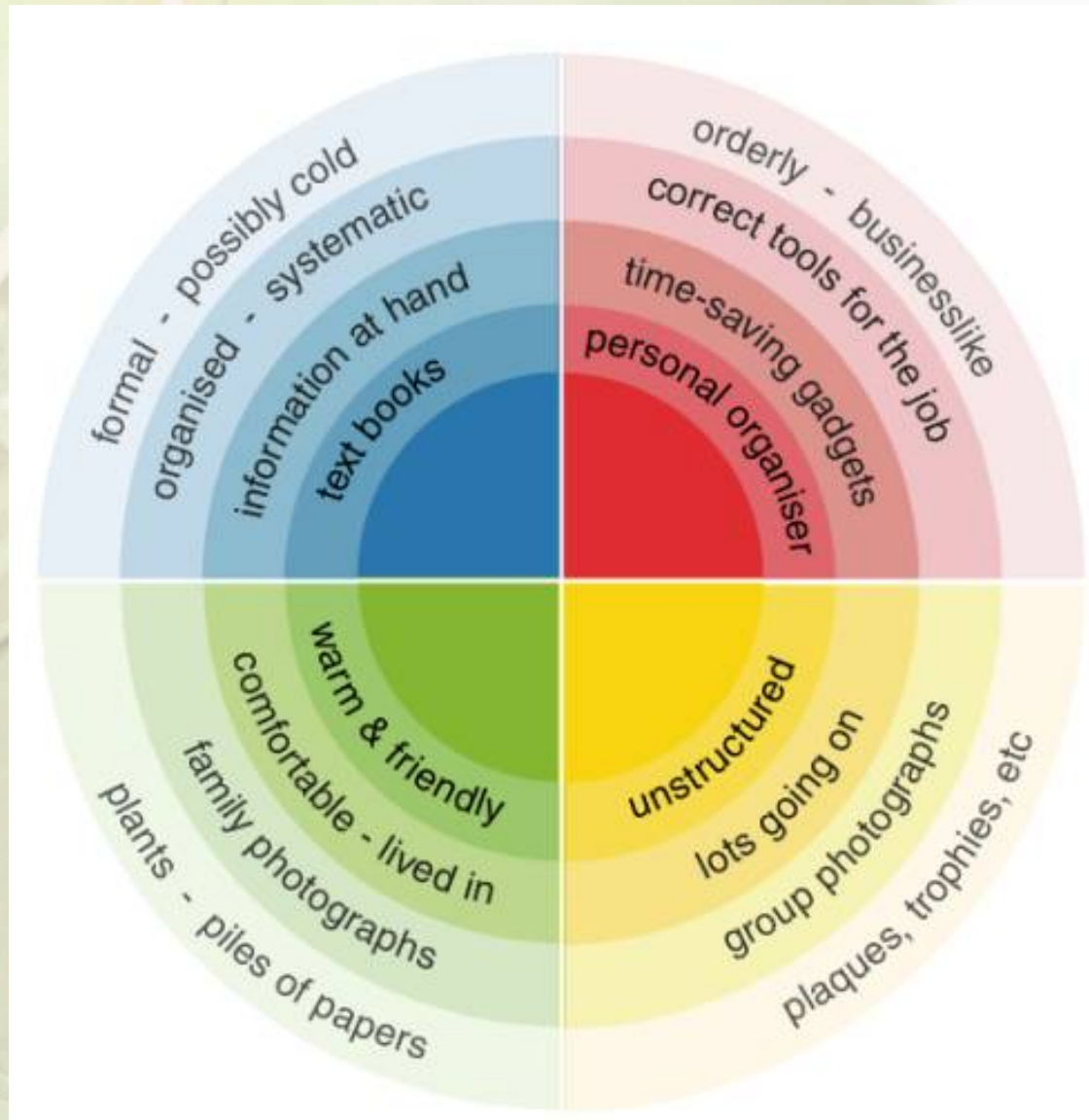
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Recognizing Type - Interactions



Source: Insights™ Learning & Development

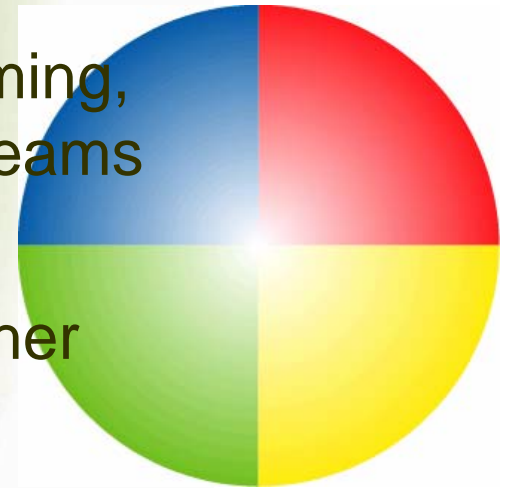
Recognizing Type – Working Environment



Source: Insights™ Learning & Development

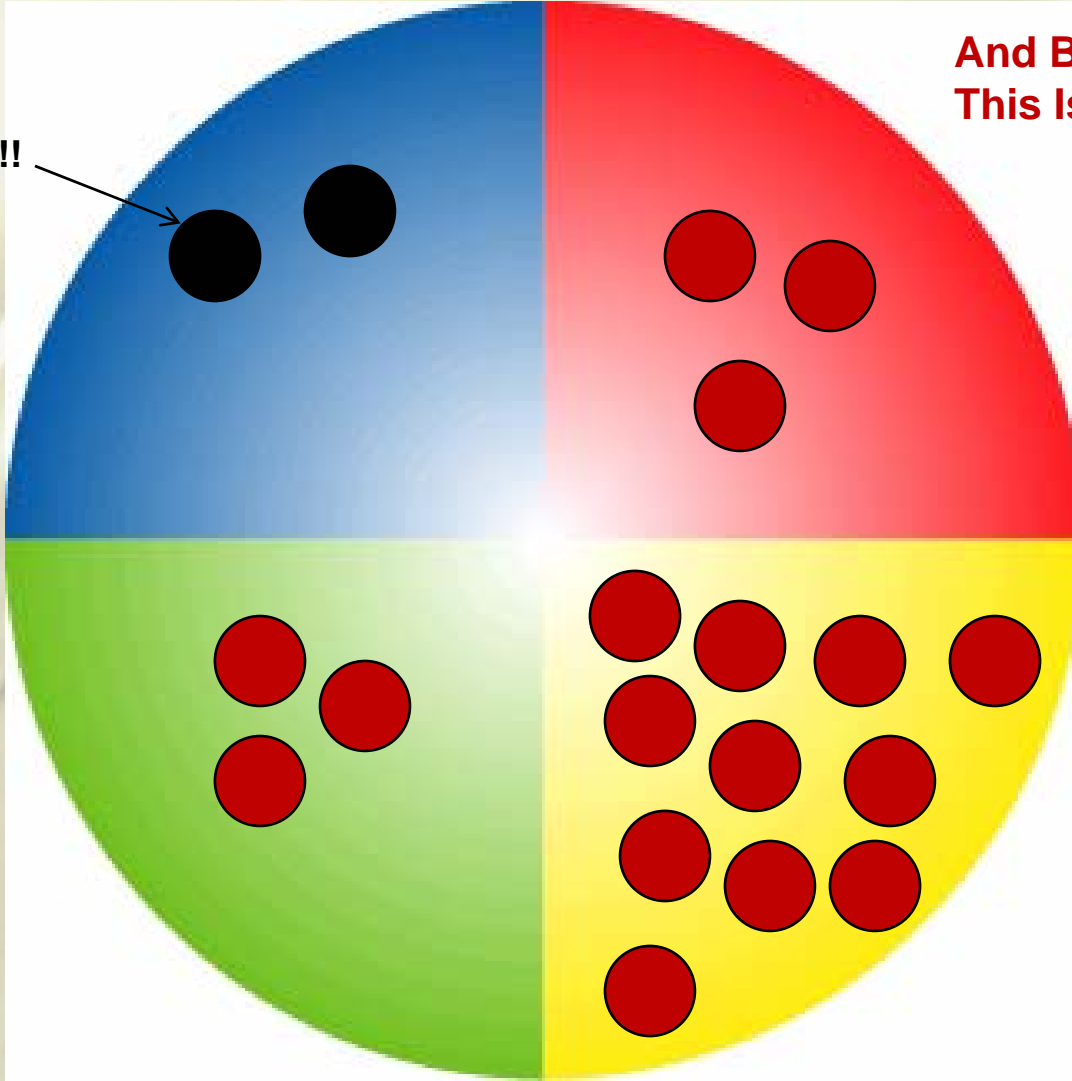
Why Is This Important To Us As Project Managers?

- Building Teams – Understanding Who Might Conflict
- Understanding Team Dynamics – The Forming, Storming And Norming Of Our Volunteer Teams
- YOU Building Better Relationships With Other Board Members
- Understanding How To Connect With Them And Meet Their Colourful Needs...



Consider Your Team...

This Is You!!



And Bless Them Everyone...
This Is Your Team....

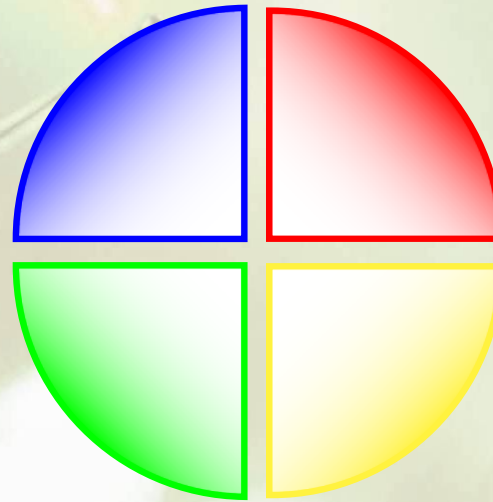
Given The Previous Team...

- What are you going to do to connect with these folks?
- How can you possibly motivate this team?
- How are you going to get them to focus upon the work of your project... and get work finished?
- Let's Talk This One Out...



Personal Motivations & Attitudes

Why - Knowledge & intellectual challenge.
How - Methodical & logical.
Inner Voice - Needs time & space.
Goals - Planned, stretched, logical.
When - It's scheduled.



Why - Stability & service.
How - Strong values.
Inner Voice - Self doubt. Am I right?
Goals - Meaningful, attainable & consistent.
When - Others come first.
Slow & steady.

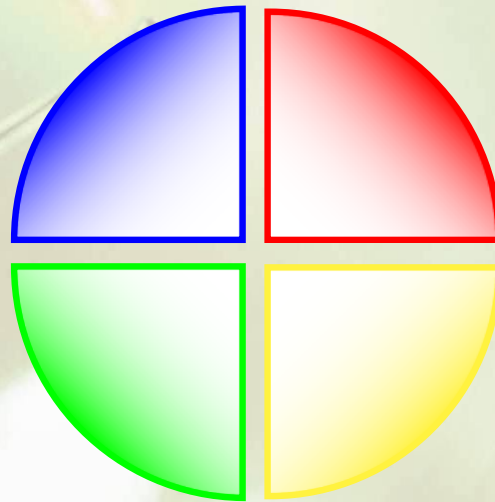
Why - Achievement & challenge.
How - High self esteem.
Inner Voice - Certainty. I'm right.
Goals - Clear, stretching, motivational.
When - Do it now.

Why - Flexibility & potential.
How - High self confidence.
Inner Voice - Optimist. It'll be OK.
Goals - Inspirational & fun.
When - Any time.

Meeting Their Colourful Needs

**Prefer a formal, business-like atmosphere.
Like your approach to be independent,
task-oriented and cool.
Believe that you have come together for
the purpose of doing business.**

**Prefer an orderly, business-like environment.
Don't like to waste time.
Control the sequence of events.
Expect your attitude to be formal.
Like a speedy conclusion.**



**Prefer the company of other low-key,
friendly people.
Prefer someone who has attitude of
genuine honesty and sincerity.
Fear of being taken advantage of.**

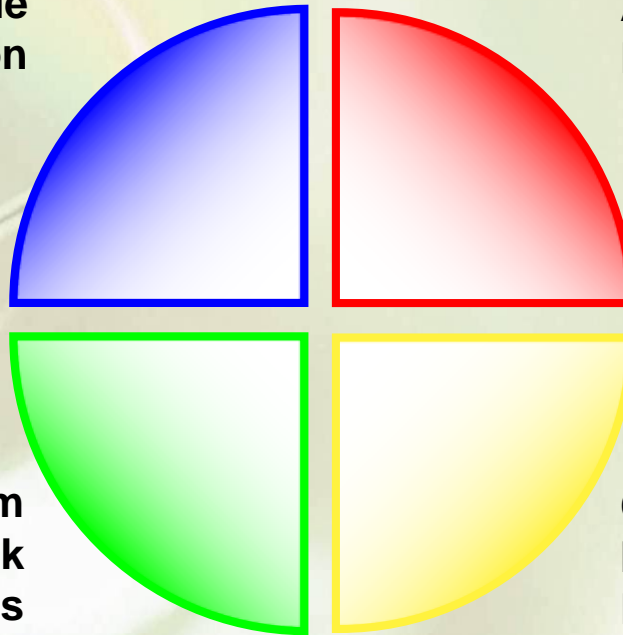
**Prefer people who are similar to
themselves.
Tend to be open, extrovert, friendly &
enthusiastic.
Enjoy distractions and personal stories.
Know a large number of 'networkers'.**

Source: Insights™ Learning & Development

Project Team Characteristics Of Different Types

Strong detail focus
Analytical
Sets standards & guidelines
Controls budget & schedule
Risk analysis and mitigation

Establishes direction
Defines objectives
Maintains focus & energy
Acts independently
Demonstrates authority



Builds & nurtures the team
Provides recognition & feedback
Establishes consensus
Negotiates effectively
Conscience of the team

Communicates effectively
Maintains enthusiasm
Provides creativity
Fully involves the team
Creates social atmosphere

Source: Insights™ Learning & Development



To Close...

1. Use This For Good...
2. Amateur Psychologists Need Not Apply...
3. You Understand The Colour Language...
4. Caution In Using... Stereotyping?



Questions??

Thank You!

Randy Black, P. Eng.,
PMP

randall.black@interthink.ca

780-414-6391

