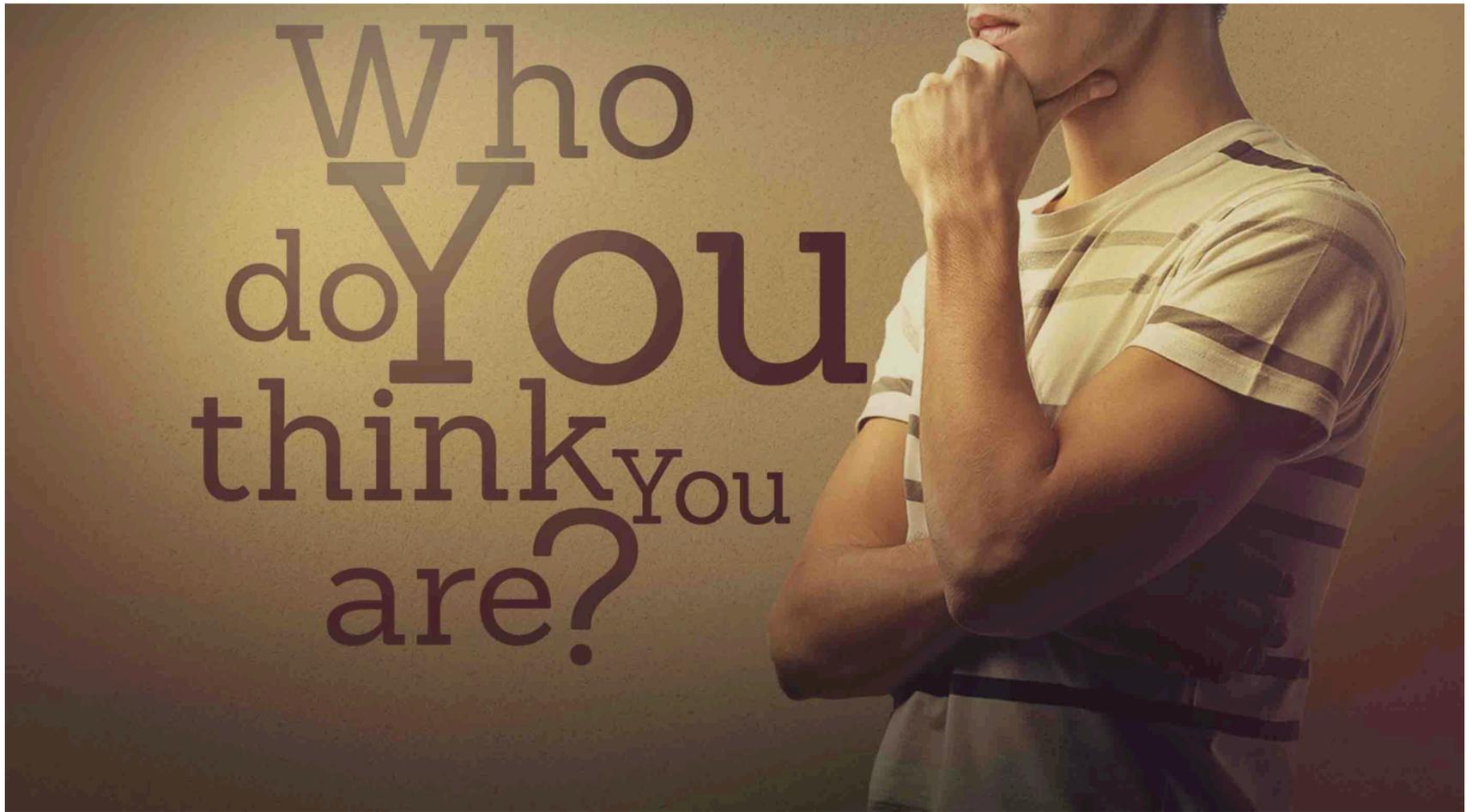
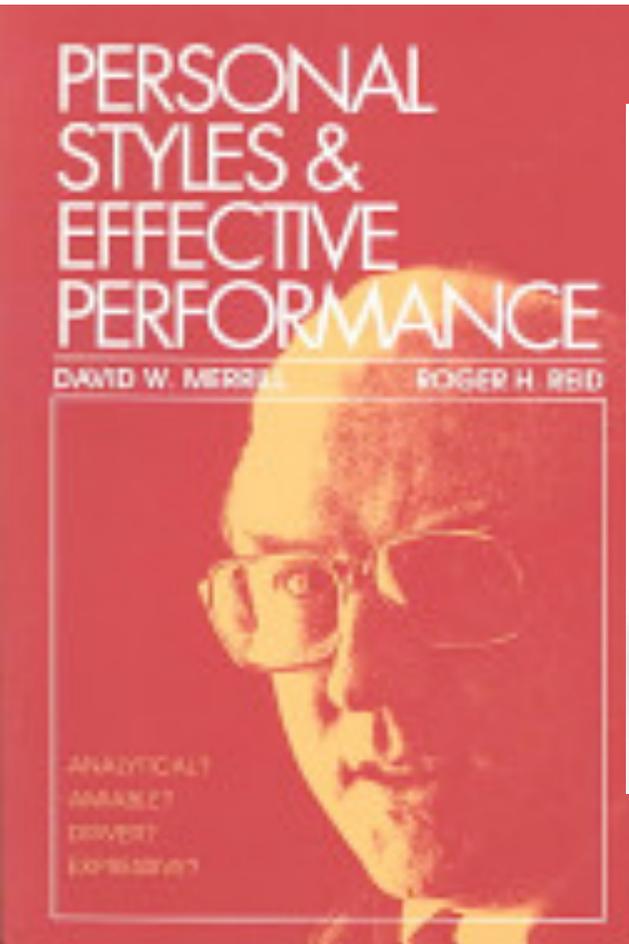


Who do you think you are?



# Understanding behavioural styles and our impact on colleagues

# Different styles work differently



Merrill DW, Reid RH. Personal Styles and Effective Performance: Make Your Style Work for You. London: CRC Press; 1999.

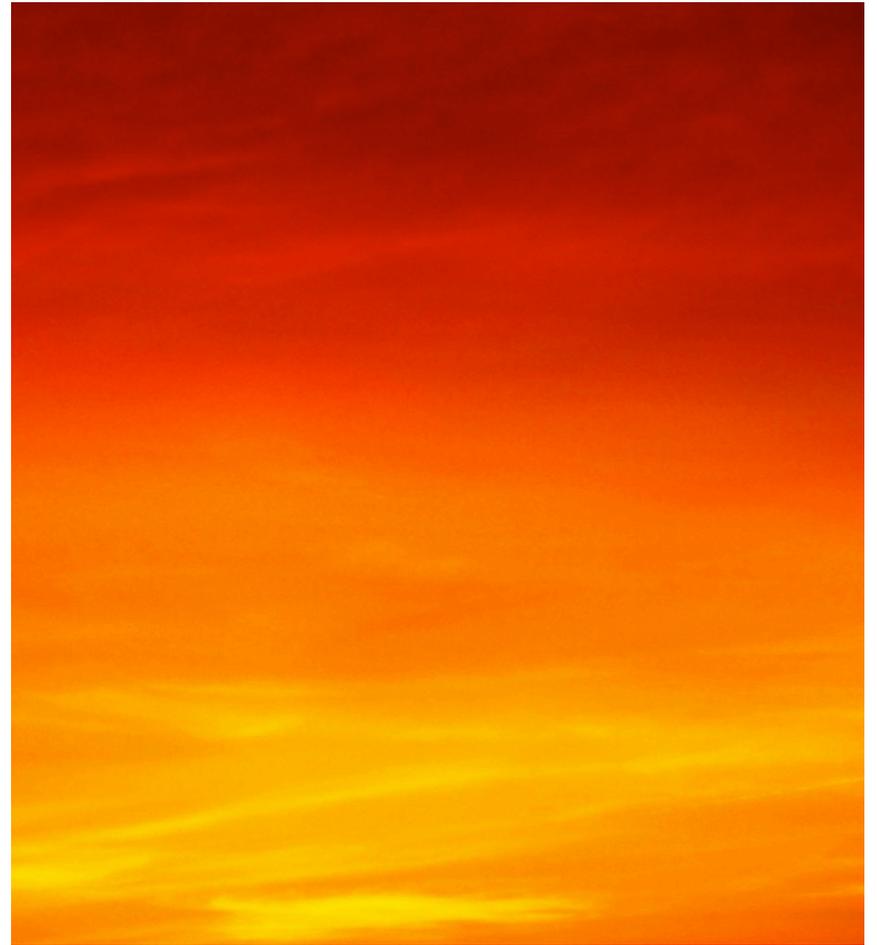
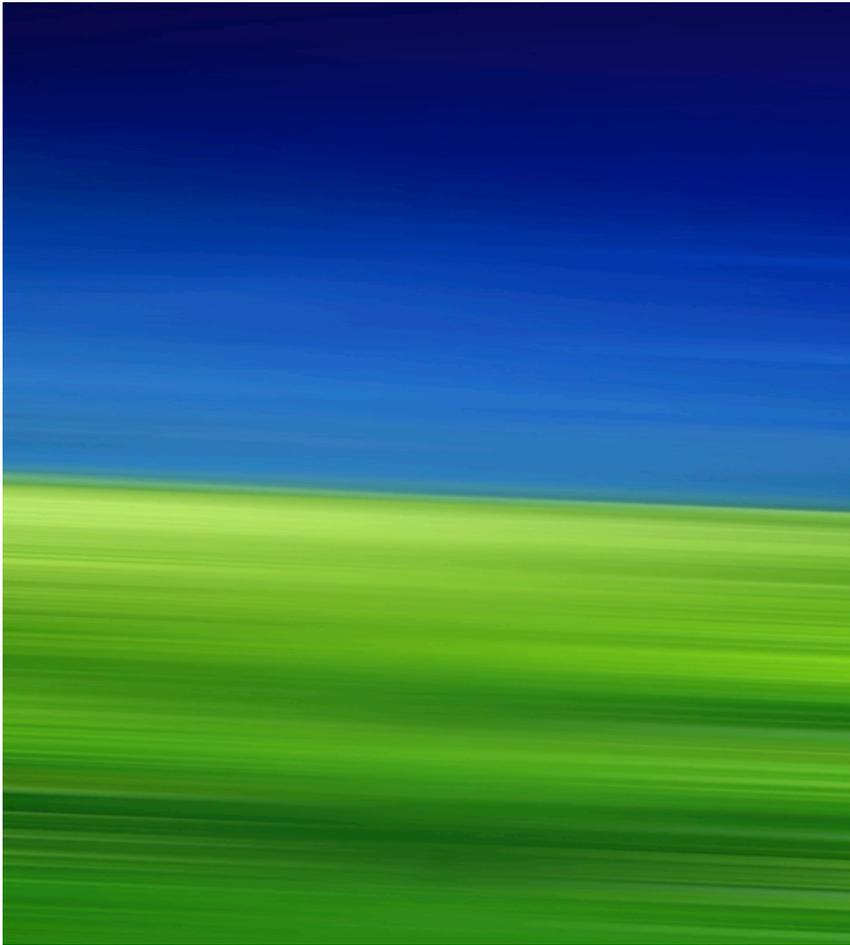
# Working in a team – value the difference and recognise individuals!



# Understanding others - and yourself !

- There is no type or style which is better
- We can complement each other or conflict!

# The Four Colours



# Yellow (expressive)

- If you chat and talk you are a YELLOW
- Outgoing, fun
- Easily bored and distracted
- Enjoy new experiences



# Green (amiable)

- If you chat and listen you are a GREEN
- Many HCPs are green
- Caring and sharing
- May focus more on people and less on getting the job done



# Red

- If you work and talk you are a RED
- Chief exec's are red! Leaders, good at delegating.
- Do not want to be bothered with the small stuff – 'tell me when it's done...'



# Blue

- If you work and listen you are a BLUE
- Scientists of the group: get the job done
- Led by facts rather than feelings and definitely not frivolity!



# Behavioural styles

## Blue - analyst

- formal
- measured + systematic
- seek accuracy

## Red - driver

- business like
- fast + decisive
- seek control

## Green - amiable

- calm
- team player
- seek harmony

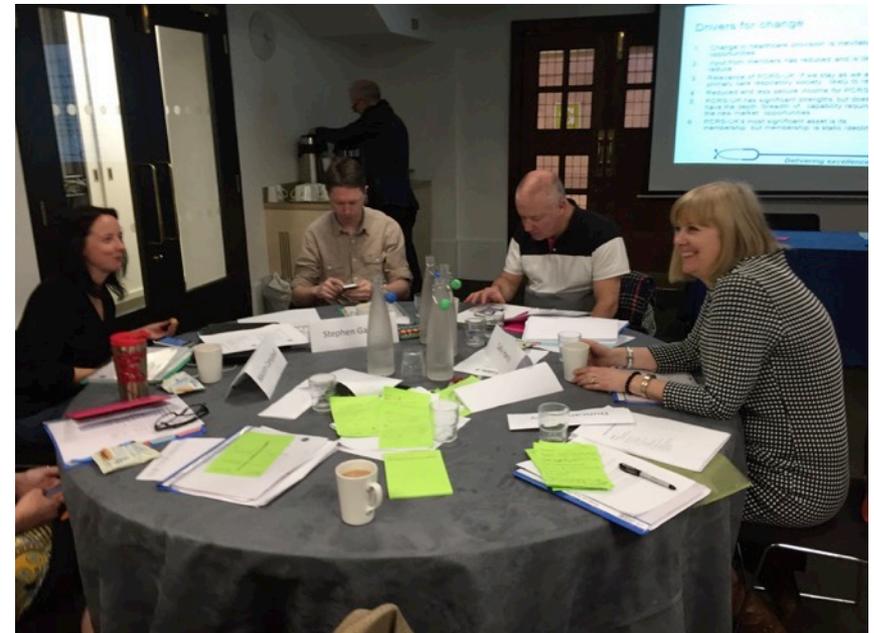
## Yellow - expressive

- flamboyant
- fast + spontaneous
- seek enthusiasm

Which is your **preferred** style?

# Group Task

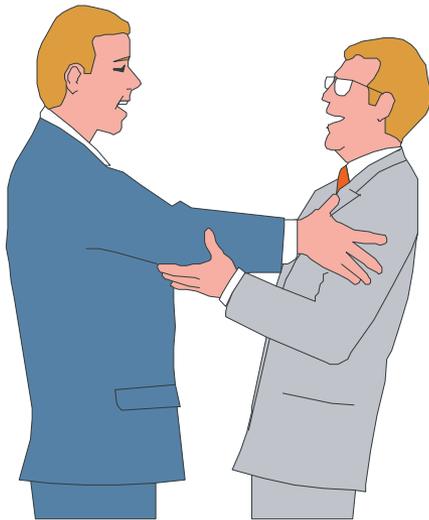
- Plan the village fete (you have 10 minutes in your group and will be expected to present back to the other teams)



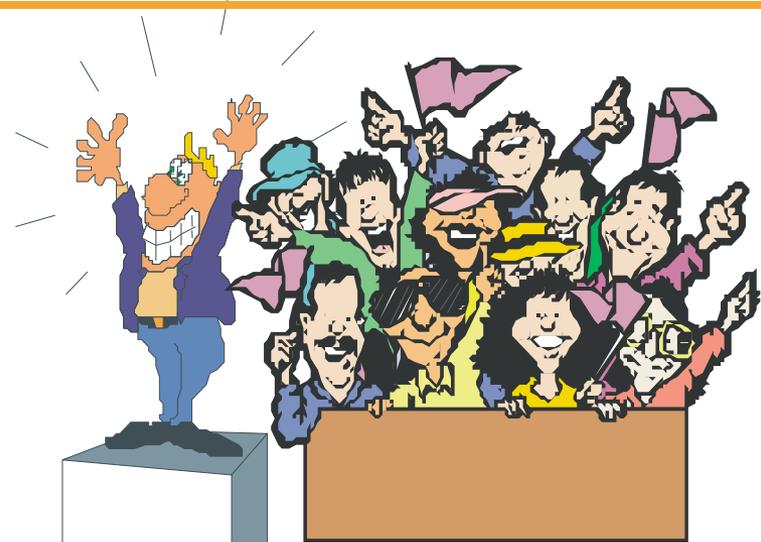
Blue  
Analyst



Red –  
Driver



Green - Amiable



Yellow expressive

How do you behave under stress?  
What are your fears in a change situation?

**Blue analytical**

under stress:

fears:

**Red driver**

under stress:

fears:

**Green amiable**

under stress:

fears:

**Yellow expressive**

under stress:

fears:

# Under stress

## **analytical**

- get over-focused  
on detail
- may withdraw

## **driver**

- energised
- will become  
assertive
- seek control

## **amiable**

- will submit
- avoid hassle
- get on with the job

## **expressive**

- rise to the challenge  
at 1st
- but may get stressed
- may flip to the  
dark side!

# Fears

## **analytical**

- not enough information
- making a wrong decision
- being forced to decide  
too early

## **driver**

- loss of control
- failure
- lack of purpose

## **amiable**

- not being liked
- upsetting people
- loss of security-  
e.g. of jobs
- not being thanked

## **expressive**

- being ignored
- not being valued
- being asked for detail
- being linked with failure

# What do the other groups think of you?

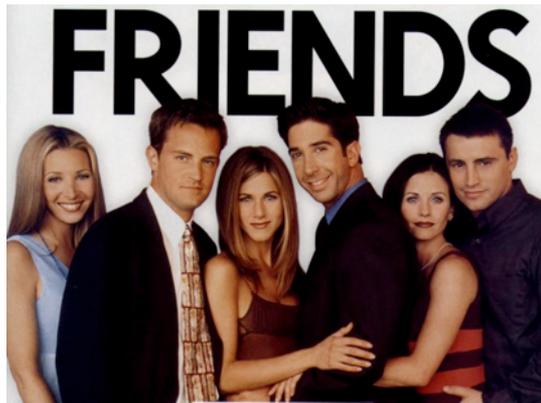
**Blue analytical**



**Red driver**



**Green amiable**



**Yellow expressive**



# A job to be done!!

## **BLUE ANALYST**

**Perfection**

**Get it right**

## **RED DRIVER**

**Control**

**Get it done**

## **GREEN AMIABLE**

**Approval**

**Get along**

## **YELLOW ENTHUSIAST**

**Attention**

**Get appreciated**

# Team Behaviour Styles and Belbin

## Red Analyst

- Monitor evaluator
- Completer finisher

## Red Driver

- Shaper
- Chairman

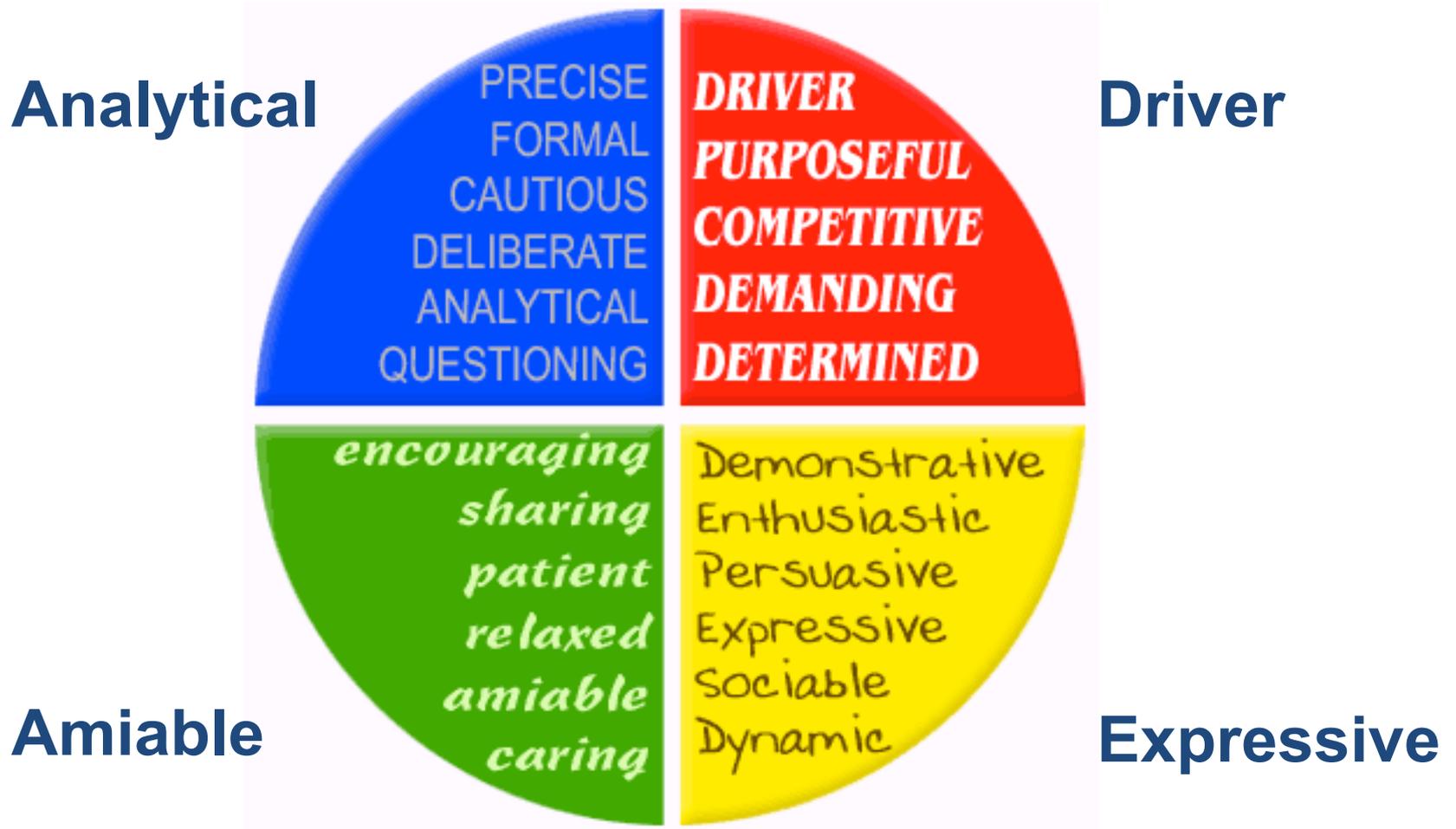
## Green Amiable

- Team worker
- Worker / Grafter

## Yellow Expressive

- Plant
- Resource Investigator

# Team behaviour styles and colours





Thank you for  
listening and  
engaging

SH Picture in 2013 at La Biennale,  
Venice