

# Personality Styles

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Who do you think you are?

- Stressed
- Angry
- Shy
- Negative

- Calm
- Enthusiastic
- Helpful
- Positive

- Good days
- Bad days
- Weather

- Environment (Staff room, board room, big meetings, consultation room)
- Tiredness
- Hunger
- People
- (Dare I say Hormones???)

# What is it to be part of a team?

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

# Different styles work differently

Understanding styles helps:

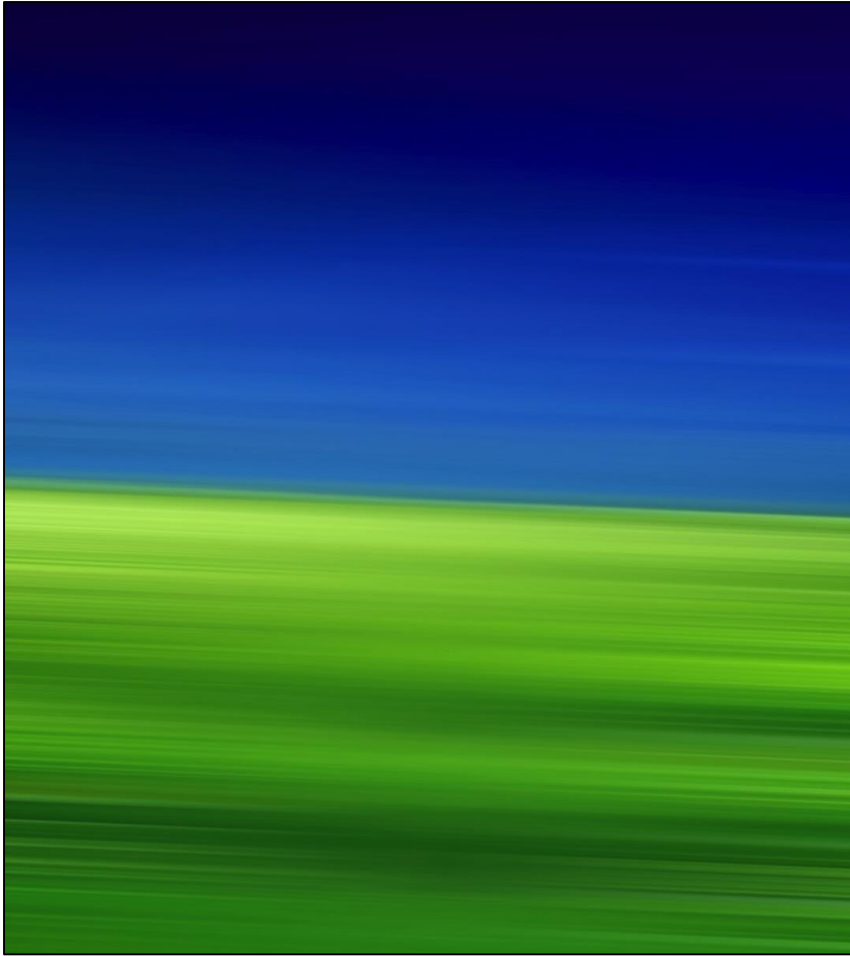
- improvement of interpersonal effectiveness skills-
- inspiring better communication,
- improved productivity,
- more harmonious working environment.

# 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 (driver)

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

# Blue (analyst)

- 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!

Blue  
Analyst

Red –  
Driver

Green - Amiable

Yellow expressive

# Group Task

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



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



# 10 Things FAB TEAMS DO! They...

1. Create a shared VISION of the future, and move towards it together.



2. Challenge the status quo together, so no one has to face scary change alone.



3. Sign up to...

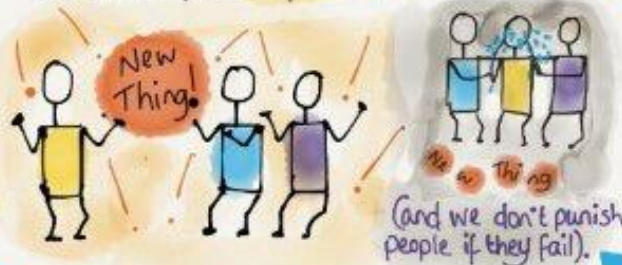


(change is built on a commitment to a different future, not performance management)

4. Value and embrace difference and healthy conflict.



5. Help everyone in the team to feel safe and innovate.



6. Communicate → TALK! (Don't rely on email)

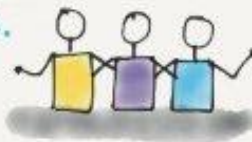


7. Are KIND to each other. Get to know each other as people - care about the little things (like tea + cake!)



8. Think the best of each other - so when something goes wrong you don't blame other people's incompetence.

10. Are Highly productive - the sum is greater than its parts.

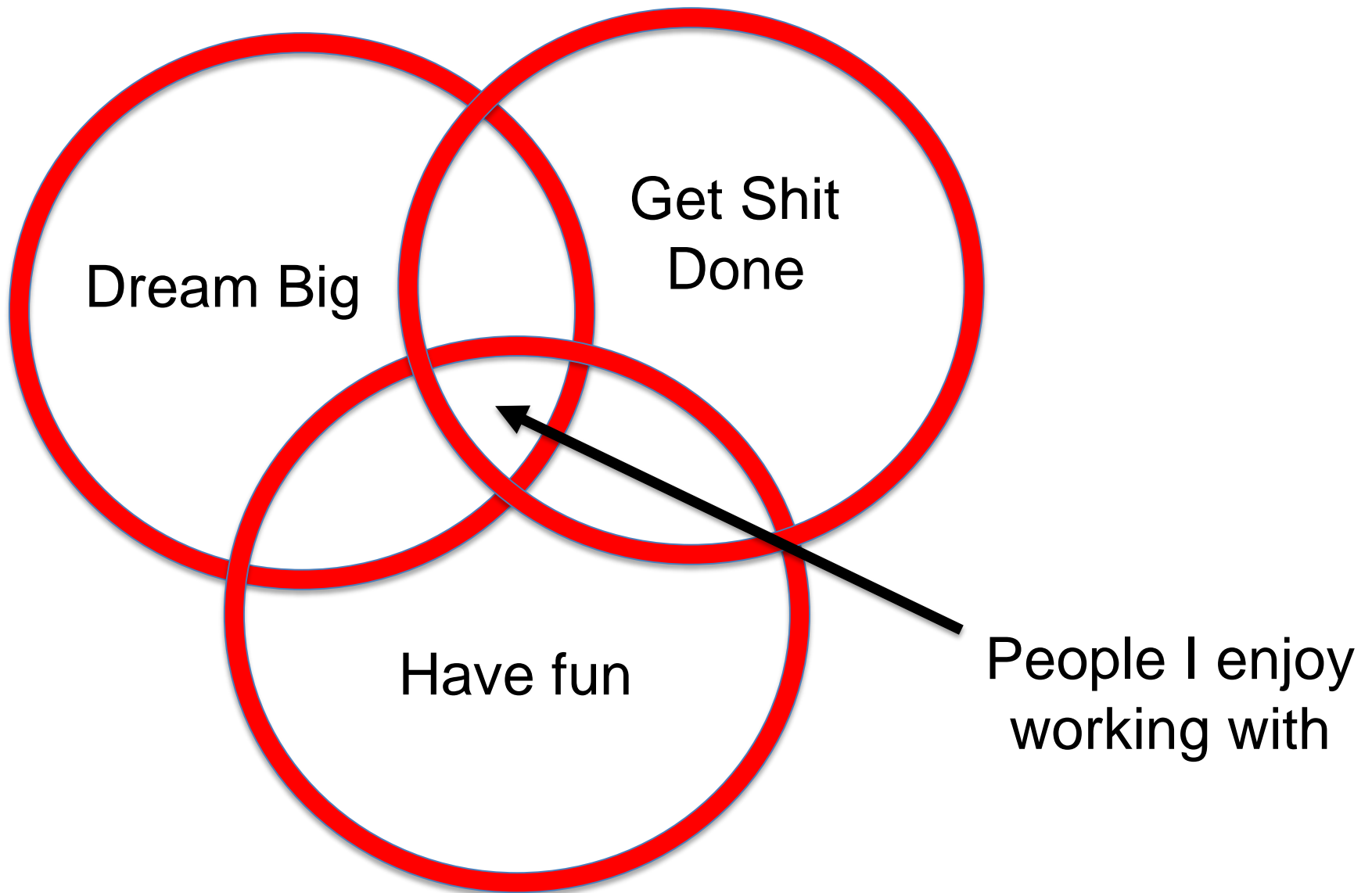


9. Achieve Win-Win for all team members



No 'winners and losers'!

@HorizonsNHS





A blue scroll graphic with a white border and a small blue circle at the top right corner. The text is written in white.

Thank you for  
listening and  
engaging

A blue rounded rectangle graphic with a white border.

SH Picture in 2013 at La Biennale,  
Venice