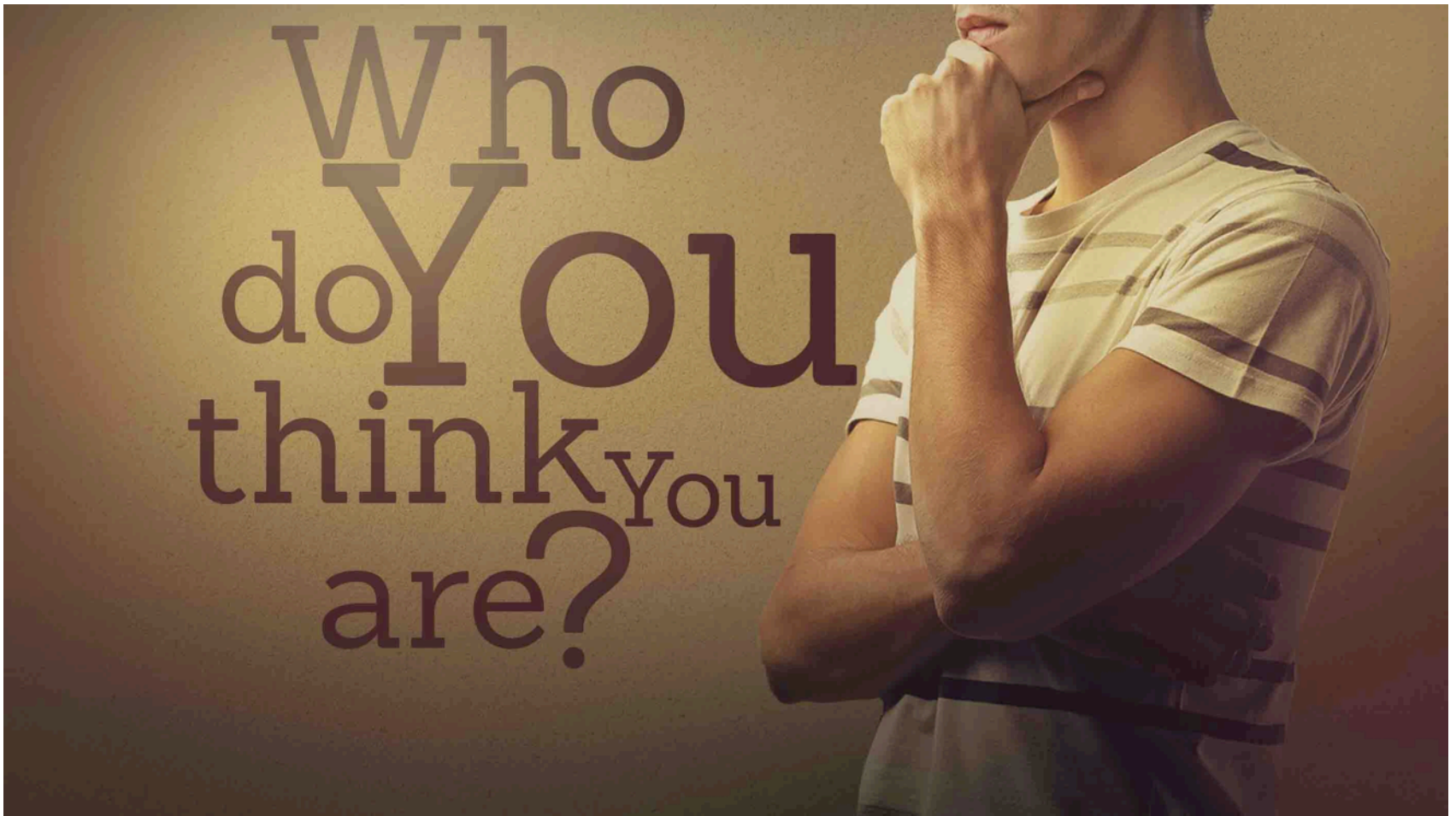
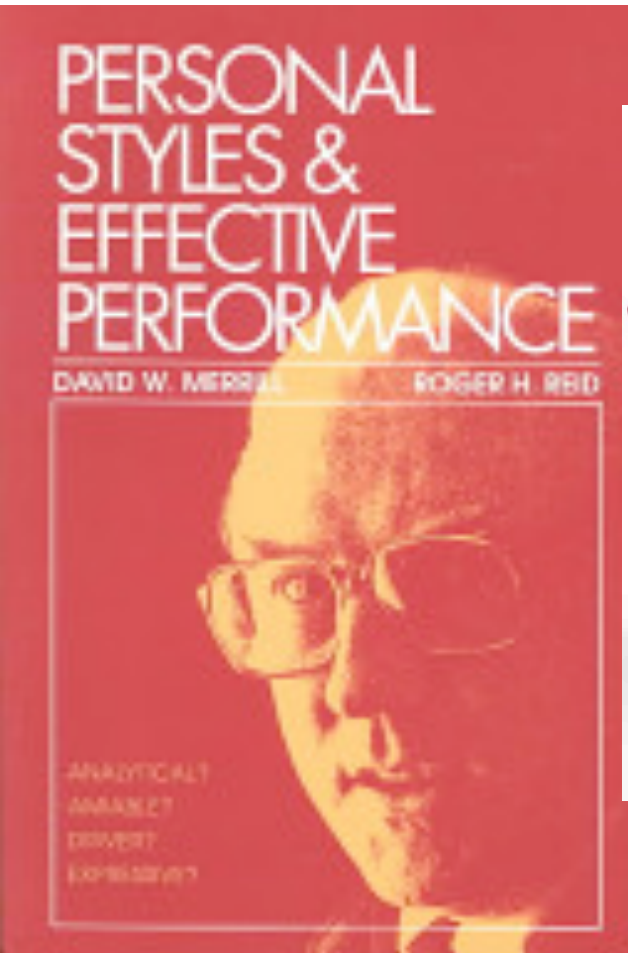


Who do you think you are?



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.

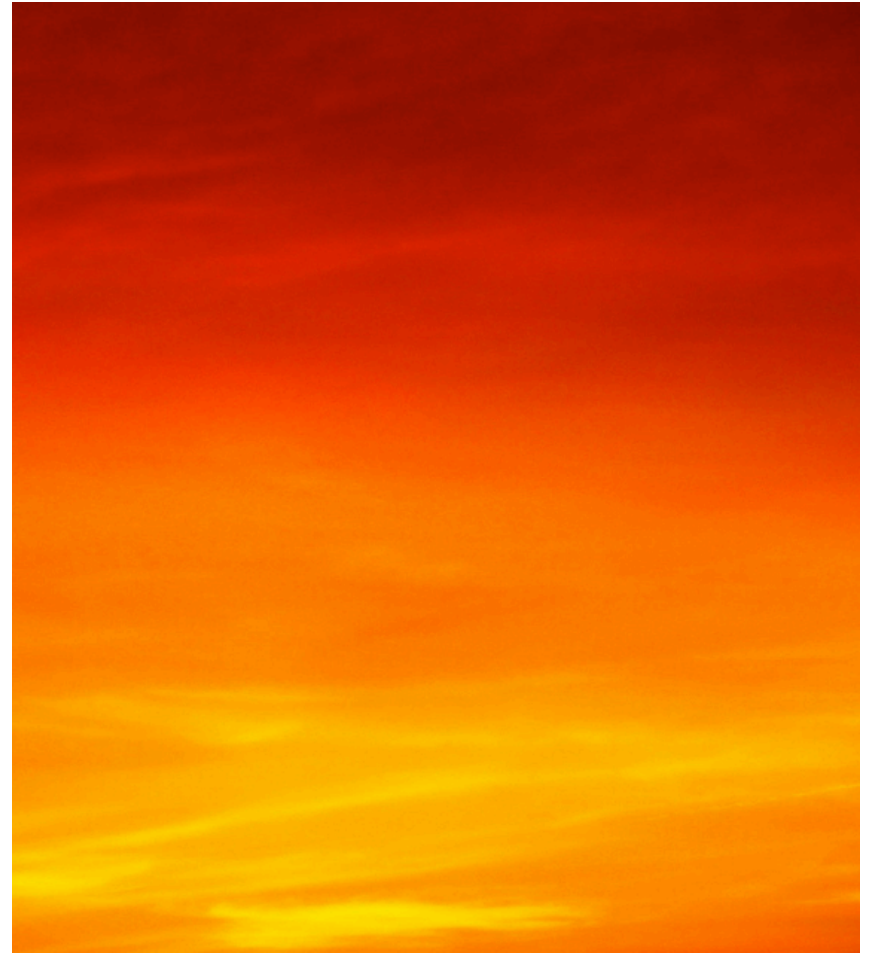
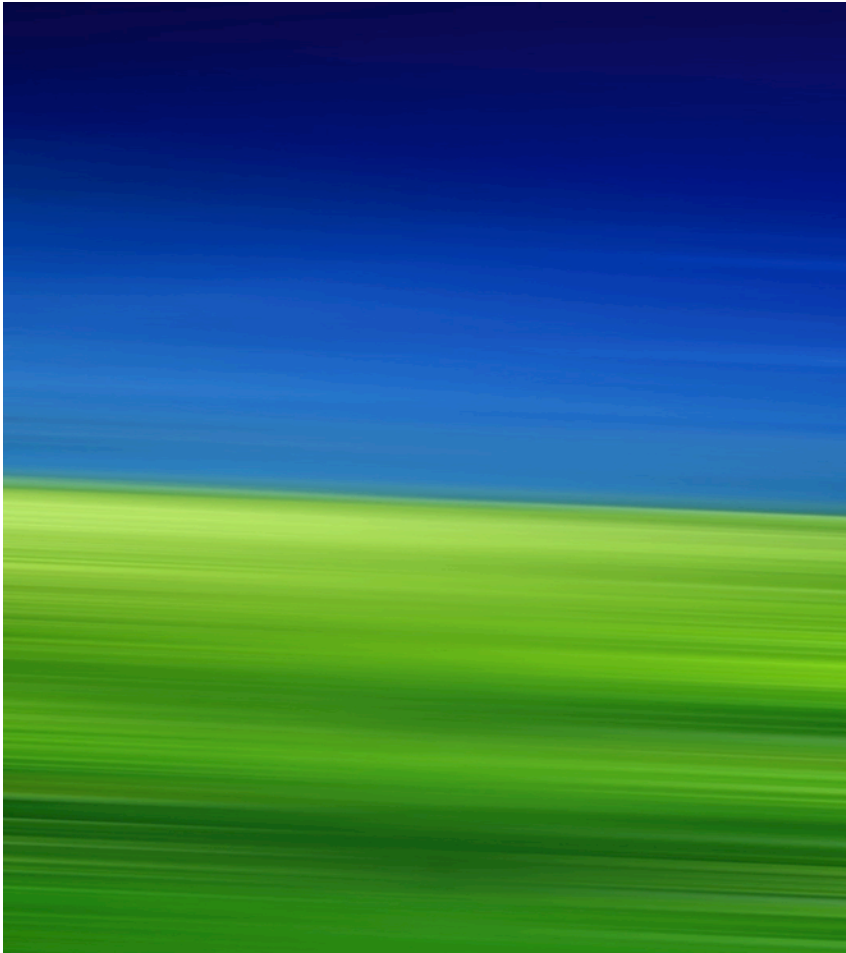
Working in a team – value the difference and recognise individuals!



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

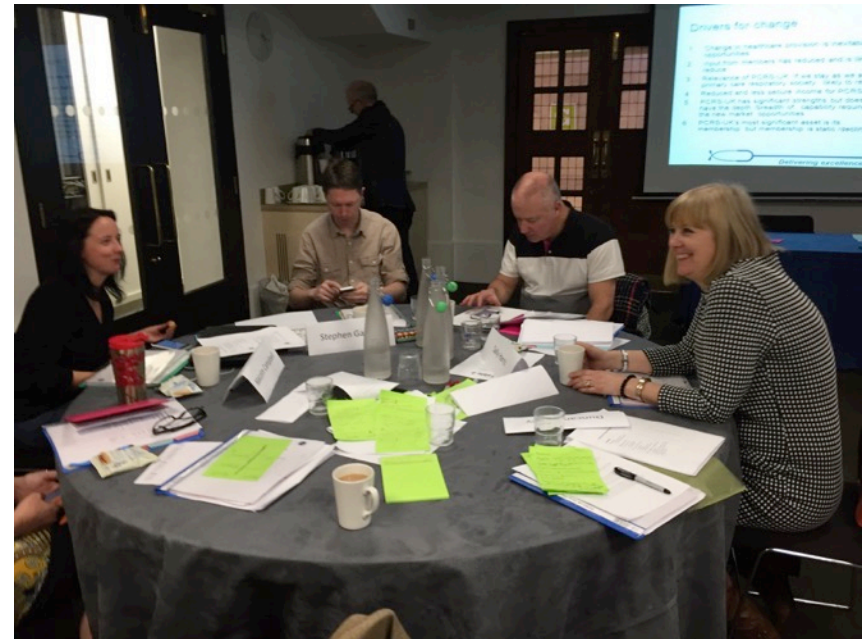
Yellow - expressive

- 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?

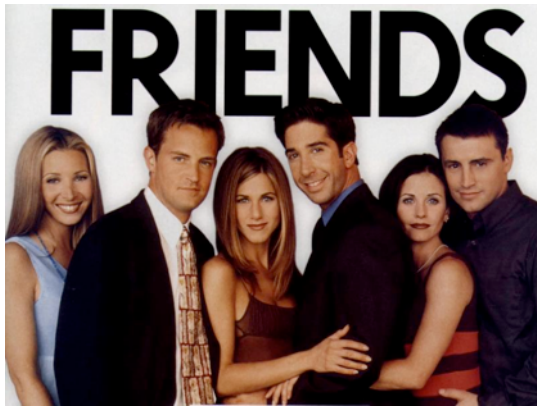
Blue analytical



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

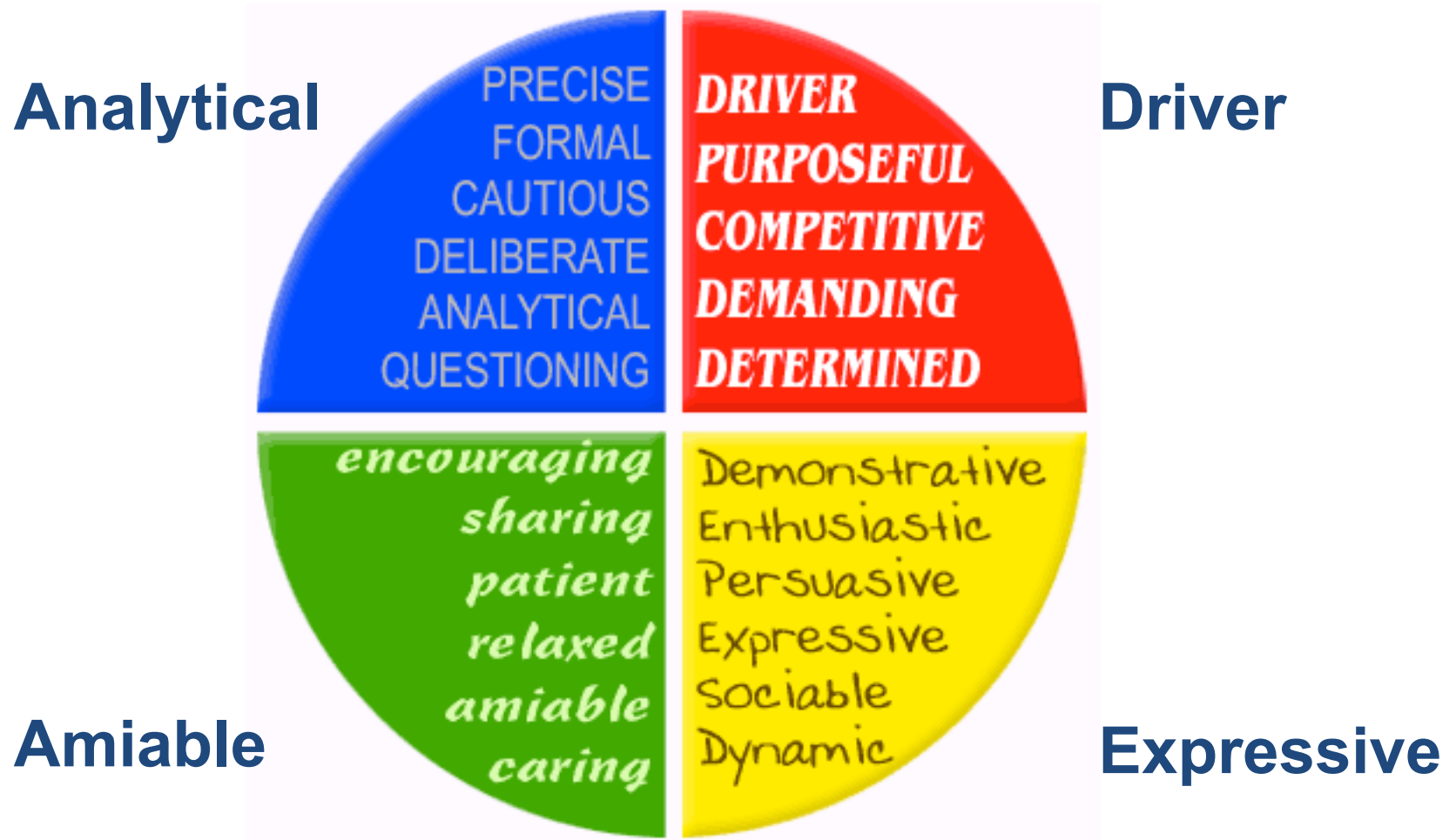
Green Amiable

- 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