

THE PEOPLE CODE

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<http://www.colorcode.com/>

Presentation Aids:

<http://velda.com/ed/tbs/colorcode.html>



A FEW NOTES

- Helps you understand the motives and needs of others thus increasing ability to work together
- There are strengths and weaknesses of all colors. There isn't ONE right color.
- Validity of results always vary.





Power

The Reds get things done, and getting things completed quickly motivates them. They have vision and leadership and are normally responsible, decisive, and assertive.

Intimacy

The Blues are the do-gooders who value intimacy, connecting, quality relationships, and having a purpose. They provide quality and service and are usually loyal, sincere, and thoughtful.

Peace

The Whites are the peacekeepers who value the absence of conflict. They bring clarity and tolerance and are generally kind, adaptable, and good listeners.

Fun

The Yellows value doing something fun just for the sake of having fun. They provide enthusiasm and optimism and are considered charismatic, spontaneous, and sociable.

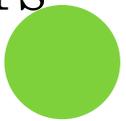
	Red	Blue	White	Yellow
Motive	Power	Intimacy	Peace	Fun
Needs	To look good (technically)	To look good (morally)	To feel good (inside)	To look good (socially)
	To be right	To be understood	To be allowed their own space	To be noticed
	To be respected	To be appreciated	To be respected	To be adored
	Approval from a select few	Acceptance	Kindness	Approval from the masses
Wants	To hide insecurities (tightly)	To reveal insecurities	To withhold insecurities	To hide insecurities (loosely)
	Productivity	Quality	Tolerance	Happiness
	Leadership	Autonomy	Independence	Freedom
	Challenging adventure	Security	Contentment	Playful adventure

RED'S LIMITATIONS

- Generally seeks to serve self first (“What’s in it for me?”)
- Promotes turmoil and conflict if necessary for a personal goal to be gained
- Out of touch with own feelings
- Privately rationalizes and publicly denies own failings
- Always has to be right
- Cannot relax and feel comfortable unless producing something (think shark!)
- Often arrogant and defiant of authority
- Inconsiderate of others’ feelings
- Won’t present self as vulnerable for fear of losing power and control



RED'S LIFE TIPS

- **Connect with others**, both emotionally and socially.
 - Believe that **other people can do things right** too!
 - **Relax!**
 - When setting goals, **set them differently for yourself than you do for others.**
 - **Avoid blaming others** for failing to meet your commitments.
 - **Think your problem through** and **seek others' advice.**
 - **You can't do it all.**
 - **Be cautious** when imposing your demands on others' time.
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BLUE'S LIMITATIONS

- Highly emotional
- Smug and self-righteous
- Controlling and/or envious of others' success when too easily obtained
- Strong orientation toward perfection and performance
- Verbally self-abusive



BLUE'S LIFE TIP'S

- **Try thinking rationally** rather than reacting emotionally when pressured.
- **Clearly state your limits** when others impose deadlines on you.
- **Manage your expectations.**
- **Don't set unrealistic expectations** of yourself or others to the extent that everyone feels overwhelmed.
- **Don't personalize** every people interaction you have.
- **Try viewing time management as fluid** instead of absolute.
- **There are limits to what you can control.**
- **Set a ten-minute limit in the day for worrying** about any topic.



WHITE'S LIMITATIONS

- Appears detached and uninvolved
- Takes a passive approach to life
- Unresponsive or not openly excited about experiences
- Has problems becoming intimate
- Bashful and unsure of self
- Easily manipulated into changing plans
- Ambivalent about direction and goals to pursue
- Often lazy and unwilling to take responsibility for self
- Resists making commitments



WHITE'S LIFE TIPS

- **State verbally how you feel** and what you perceive about yourself, current tasks, and others' behavior.
- **Address issues** rather than avoid them.
- Believe it or not, **conflict can be enriching!**
- **Actively seek a sense of urgency.**
- **Try setting proactive agendas**, rather than merely reacting to agendas others set for you.
- **Don't be overly defensive** when others seem demanding.
- **RISK A LITTLE.**
- Make the concerted effort to **control daydreams** that rob you of valuable time to get legitimate work done.



YELLOW'S LIMITATIONS

- Needs to look good socially (high priority)
- Irresponsible and unreliable
- Self-centered and egotistical
- Flighty and uncommitted
- Lot of talk with little action
- Superficial and mostly interested in a good time
- Unwilling to experience pain in order to produce quality
- Undisciplined
- Loud and obnoxious in public places
- Exaggerates successes and omits unpleasant truths
- Unable to confront or face issues



YELLOW'S LIFE TIPS

- Realize that **“busyness” is not necessarily the same as purposeful action.**
- **Set specific goals** each day and prioritize them.
- **Focus on “what’s necessary”** rather than “what’s fun.”
- **Set achievable “time bits”** where you focus on a specific task for a specific amount of time and create a fun reward to sticking to it.
- **Commit to the bigger picture.**
- **Balance undemanding creativity with focused commitments.**
- Do a little planning up front so you **“get it right” on the first time.**
- **Listen well** so you don’t have to interrupt others for information already presented.



GENERAL SESSION #1 DISCUSSION QUESTIONS

- What are the strengths and weaknesses of each color?
- What color do you believe you will work best with?
- What color do you believe you'll have the most challenges?
- What can you do to overcome these challenges?

