Leadership is Understanding

Nicole Hofman – one card Officer
Sheridan College – Ontario, Canada
Nicole.Hofman1@SheridanCollege.ca
Total Number of Students

22,066
Full-time students

3,334
Part-time students

Not including students currently on co-op work terms or in Continuing and Professional Studies courses.

11,950
Davis Campus

8,634
Trafalgar Campus

4,151
Hazel McCallion Campus

667
Skills Training Centre

Sheridan
Get Creative
Leadership is Understanding

THE SAME OLD THINKING

THINKING

THE SAME OLD RESULTS
Leadership is Understanding
Objectives - Understanding Yourself & Your Team

- How to better understand your staff
- How to better understand your leadership approach
- How to be a better leader to your staff
- How to decrease conflict and increase productivity within your team
Leadership is Understanding
Leadership is about who we are leading

- Understanding yourself and your team will allow you to:
  - Identify the preferences of others
  - Alter your behavior to work more effectively with others
If you don’t know what an extrovert thinks – you haven’t been listening. If you don’t know what an introvert thinks – you haven’t asked them.

- Myers Briggs
Empedocles (490-430 B.C.)
- Water
- Air
- Earth
- Fire

Plato (428-347 B.C.)
- Idealist
- Rational
- Guardian
- Artisan

Aristotle (384-322 B.C.)
- Ethical
- Dialectical
- Proprietary
- Hedonic

Leadership is Understanding
History of Personality Assessments
Carl Jung (1875-1961)
- Feeling
- Intellect
- Body
- Intuition

Myers-Briggs (1950’s)
- Extraverted/introverted
- Sensing/Intuition
- Thinking/Feeling
- Judging/Perceiving

David Kolb (1970’s)
- Blue
- Green
- Gold
- Orange

Leadership is Understanding
History of Personality Assessments
Leadership is Understanding
Taking the Assessment
**True Colours Score Card**

Instructions: Compare all 4 boxes in a row. Do not analyze each word just get a sense of each box. Score each of the four boxes in each row from most to least as it describes you:

<table>
<thead>
<tr>
<th>Score</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Active\n Variety\n Sports\n Opportunistic\n Spontaneous\n Flexible</td>
<td>Organized\n Planned\n Neat\n Parental\n Traditional\n Responsible</td>
<td>Warm\n Helpful\n Friendly\n Authentic\n Harmonious\n Compassionate</td>
<td>Learning\n Science\n Quiet\n Quick\n Versatile\n Inventive</td>
</tr>
<tr>
<td>3</td>
<td>Curious\n Ideas\n Questions\n Conceptual\n Knowledge\n Problem Solving</td>
<td>Caring\n People Oriented\n Feelings\n Unique\n Empathetic\n Communicative</td>
<td>Orderly\n On-time\n Honest\n Stable\n Impulsive\n Dependable</td>
<td>Action\n Challenges\n Competitive\n Theoretical\n Impulsiveness\n Impactful</td>
</tr>
<tr>
<td>2</td>
<td>Helpful\n Trustworthy\n Dependable\n Loyal\n Conservative\n Organized</td>
<td>Kind\n Understanding\n Giving\n Devoted\n Warm\n Poetic</td>
<td>Playful\n Quick\n Adventurous\n Confident\n Open Minded\n Independent</td>
<td>Independent\n Exploring\n Competent\n Thorough\n Why Questions\n Ingenious</td>
</tr>
<tr>
<td>1</td>
<td>Follow\n Rules\n Useful\n Concerned\n Procedural\n Cooperative</td>
<td>Active\n Free\n Winning\n Tending\n Risk Taker</td>
<td>Sharing\n Getting Along\n Feelings\n Determined\n Dramatic</td>
<td>Thinking\n Solving Problems\n Rational\n Determined\n Composed</td>
</tr>
<tr>
<td>Score</td>
<td>O</td>
<td>R</td>
<td>S</td>
<td>T</td>
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</tr>
<tr>
<td>4</td>
<td>Puzzles\n Seeking Info\n Making Sense\n Philosophical\n Principled\n Rational</td>
<td>Social Causes\n Easy Living\n Happy Ending\n Approachable\n Affectate\n Sympathetic</td>
<td>Exciting\n Lives\n Hands On\n Courageous\n Skillful\n Small</td>
<td>Pride\n Tradition\n Do Things Right\n Orderly\n Conventional</td>
</tr>
<tr>
<td>3</td>
<td>Total Orange Score</td>
<td>Total Green Score</td>
<td>Total Blue Score</td>
<td>Total Gold Score</td>
</tr>
</tbody>
</table>

If any of the scores in the boxes below are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.
Leadership is Understanding
True Colours

- Four Colours – Orange – Gold – Blue – Green
- We are comprised of all four colours – 1 primary colour
- All four have positive and negative characteristics
- No colour is inherently bad – or better than any other
Leadership is Understanding
True Colours – Orange

- Seeks Change & Variety
- Action Oriented Doers
- Makes Quick Decisions
- Independent and Competitive
- Quick Witted and Funny
- Eager to try new things
- Takes Initiative
- Realistic and Practical
- Risk Taker

Core Needs:
Freedom, Activity, Variety
Leadership is Understanding
True Colours – **Orange**

If somebody offers you an amazing opportunity but you are not sure you can do it, say yes – then learn how to do it later!

*Richard Branson*
Leadership is Understanding
True Colours – **Gold**

- Organized and Orderly
- Maintains Traditions
- Responsible
- Dependable and Reliable
- Always Prepared
- Completes Tasks on Time
- Values Policy and Procedure
- Respects Authority and Rules
- Patient and Cooperative

**Core Needs:**
Belonging, Duty, Responsibility
Leadership is Understanding
True Colours – **Gold**

For every minute spent in organizing, an hour is earned.

*Benjamin Franklin*
Leadership is Understanding
True Colours – **Blue**

- People Oriented
- Relates Well to Others
- Creates Cohesive Environment
- Enthusiastic and Stimulating
- Sensitive to the Needs of Others
- Supportive and Empathetic
- Seeks and Values Harmony
- Ethical, Honest, Sincere
- Concerned for Others

**Core Needs:**
Relationships & Self Actualization
Leadership is Understanding

True Colours – Blue

True forgiveness is when you can say, "Thank you for that experience."

Oprah Winfrey
Leadership is Understanding

True Colours – **Green**

- Logical
- Improvement Oriented
- Analytical and Systematic
- Investigative
- Seeks the Big Picture
- Emotionally Self-Controlled
- Strategic Thinker
- Innovative and Ingenious
- Needs Independence
- Sets High Expectations and Standards

**Core Needs:**
Knowledge & Competence
Leadership is Understanding
True Colours – Green

Innovation is the only way to win.

Steve Jobs
Leadership is Understanding
True Colours – STRESSORS

**Orange**
- Rules
- Responsibility
- Redundancy
- Deadlines
- Structure
- Process over Reality
- Sitting Still

**Gold**
- Ambiguous Tasks
- Disorganization
- Irresponsibility of others
- Changing Plans/Details
- Tardiness

**Blue**
- Conflict
- Policy over People
- Negative Criticism
- Being Compared to others
- Not being seen as an individual

**Green**
- Lack of Independence
- Incompetence in others
- Lack of Options
- Inability to Use or to Display Knowledge
- Subjective Judgment
Leadership is Understanding
True Colours – Leading

Orange
- Listen to their opinions
- Think “Big Picture”
- Recognize their contributions
- Be lively with them
- Keep directions concise
- Stay in the “Grey”
- Create friendly competition/challenges

Gold
- Respect their time
- Stick to facts
- Follow up on promises
- Show your competence
- Let them have some control
- Use lists when assigning tasks
- Be direct with expectations/rules

Blue
- Approach conflict with a soft approach
- Ask them about their passions
- Avoid being judgmental to thoughts
- Draw out their opinions
- Handle issues in private
- Always be courteous

Green
- Take your time
- Communicate clearly and concisely
- Don’t pressure for answers
- Respect their process
- Ask directly for their feedback
- Give them space
- Show your patience
The insights of True Colours is one-half awareness and one-half choosing to value others for who they are, instead of wanting them to be more like ourselves

-George J. Boelcke
Leadership is Understanding
Using “True Colours” at Work

- Take the test with your team(s)
- Use as a team builder/strengths finder
- Take note of the diversity/lack of diversity on your teams
- Ask them for feedback – Never make assumptions
Treat others the way they wish to be treated.

-The Platinum Rule
Thank You!

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