

**Charts from Summer Youth Program
June 2016 – Event Record #1505 - Event #7954**



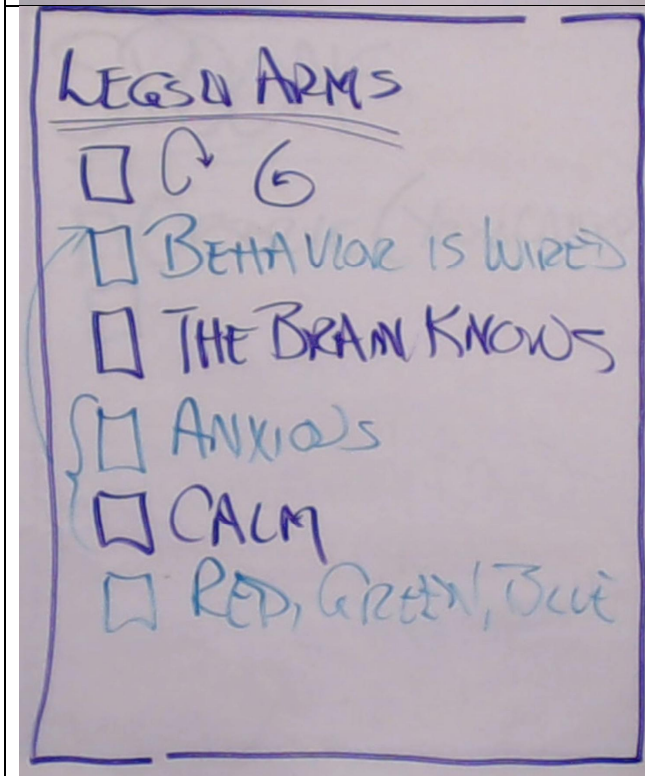
Opening Remarks

The Agenda was presented to give participants an idea of the session they were attending.

We (Elizabeth and Joe) introduced ourselves providing a bare bones history of their organization.

Emphasis was on the “hands on” nature of the learning environment – Have an experience and learn from what happened as opposed to a purely “teaching” session.

Most employees in Hampton have also completed this workshop.

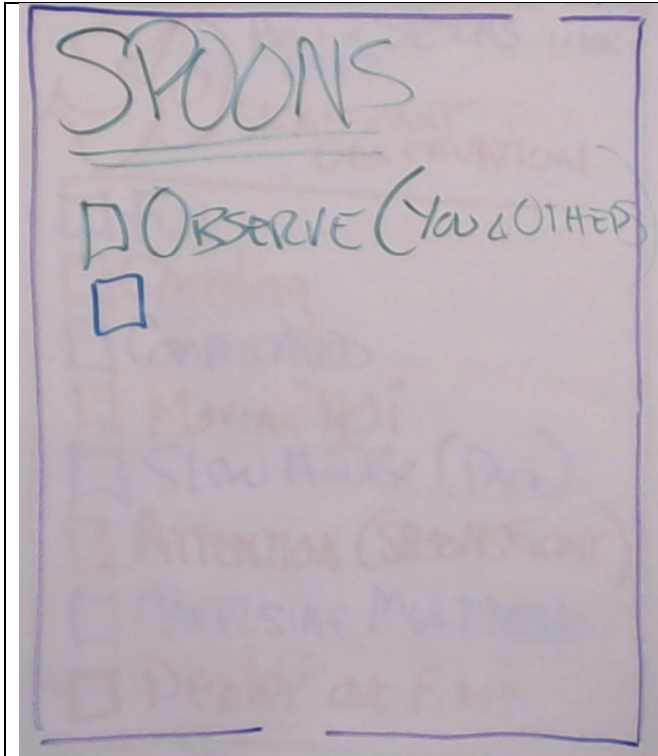


The Leg Wiggle

Participants were asked to stand. Elizabeth provided an example of clockwise Leg rotation followed by the “drawing” a six in the air in front of them.

As people watched their arm and hand movement their legs began to move in a counter-clockwise movement.

The lesson in this exercise is that our actions are governed by our brain without our realizing it. We would refer back to this lesson as the RGB colors were defined. The colors control our thoughts and therefore behaviors.



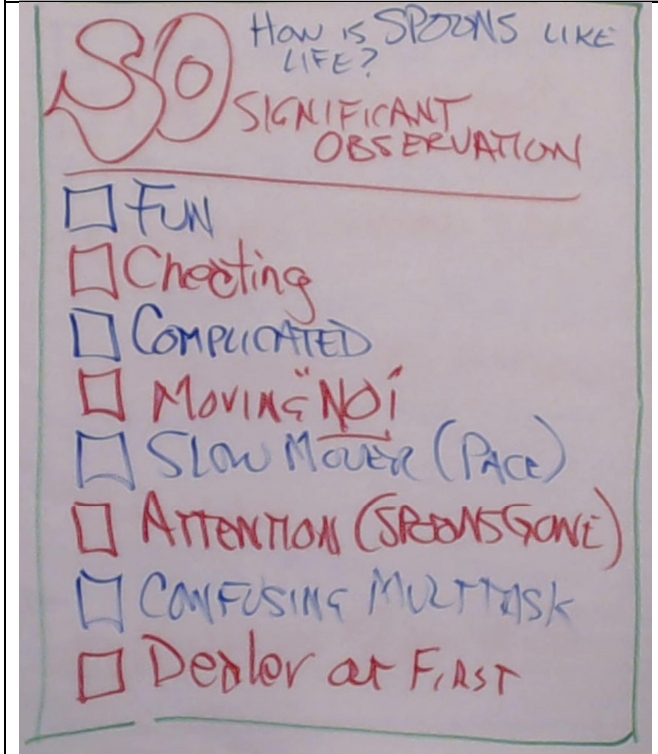
SPOONS

The room was divided into two groups who were given instructions on how to play the game (simulation). Their primary task was to be observant of themselves and others as the task unfolded.

About 15 minutes were provided for the group to get loud and fully engaged in the simulation.

Then the question was asked, “How is playing SPOONS like life in general and work in particular?”

This would also be used to equate to the RGB thought and behavior patterns.



SO... (Significant Observations)

Three pages of participant comments provided the lens that links work and SPOONS!

Not everyone/everything is fair.

Work is complicated.

Most people don’t like to move.

Not everyone works at the same pace.

Not everyone is watching what is important to watch.

Multi-tasking is confusing.

Dealers have an advantage.

- DEALING LIKE SUPERVISOR
- LIKE IT (YES? NO?)
- MORE TASKS FOR SUPERVISOR
- NO TROUBLE WATCHING IT ALL
- THROWING CARDS (PASSES ??)
- DIFFERENT PLAY DIFFERENTLY
- CHANGES BY WORKGROUP (CULTURE)
- FLEXIBLE
- BROKE MALE RULES
- RUTHLESS w/ LAST SPOON

Not everyone wanted to “deal.”

Dealers had more to do for the advantage they seemed to have.

Different people play differently – people work differently on the same tasks often.

Changing tables introduced a new culture the same as work shifts.

One must be flexible to play and enjoy the game.

Some people break the rules.

Ruthless while obtaining the last SPOON.

Some missed the last SPOON pickup altogether!

- LOOK OFTEN
 - PEOPLE DON'T LIKE Δ
 - CARD PASSES
 - DON'T WORK IN ISOLATION
 - SPEAK UP
 - SPOON TOP PRIORITY
- GEM WINNERS:

People (especially RED dominant) do NOT like change and SPONS is all about change!

Card passes prove to be challenging. For some it is easy while others struggle.

People don't work in isolation – they work in teams, together.

For some getting the SPOON is top priority while others go for the GEM! If the SPOONS is your prime strategy in willing, willing must mean not moving.

GEM winner got a small SPOON with choices of end rewards.

~~ALL THREE COLORS~~

| | RED | GREEN | BLUE |
|-----------|-------------------|----------------------------------|-------------------|
| CARDS | ORDER | HELPER (COMMUNICATE) | BEND THE RULES |
| CHANGE | DON'T LIKE CHANGE | RELATIONSHIPS HOW IMPACTS PEOPLE | CHANGE EVERYTHING |
| DECISIONS | QUICKLY | AVOIDS DECISIONS BOTH SIDES | SLOW CHANGE IS OK |

Normally, it only takes a couple of rows for people to figure out what primary color they are. If they are confused, they are most likely Green dominant.

This chart is also on the back of the Individual RGB Profile in greater detail. We always recommend that it be displayed in your work area as a valid hint to others of your Profile and Dominance.

Always recommend that your Profile contains all three colors and that you can shift to any color you want, except that the patterns (like the patterns in the Leg Wiggle) may become dysfunctional. Experiment to use all three as circumstances dictate.

1 BLUE

COMMONALITY:

| STRENGTHS | IRRITANTS |
|--|--|
| <ul style="list-style-type: none"> • Deep thinkers • Focused • Pays attention to detail • Good management skills • Precise to approach problems | <ul style="list-style-type: none"> • Don't like to be messy • Doesn't like to be late • Doesn't like emotions |

Group 1 - SAMPLE

Commonality: (Blank)

1. Everyone has all three colors.
2. Everyone in this group has a Blue dominance. It has a unique culture.

Strengths:

1. Focus is on the future.
2. Tends NOT to pay too much attention to details.

Irritants:

[Seems to have missed instructions. This is not what irritates the Blue, it is what others are irritated by among Blue thinkers]

Important

Think about the Strengths and Irritants below and determine if you would make changes.

Make notes: Remember especially: Irritants are the characteristics of the Dominant color that irritate others! Everyone has a set of thoughts and behaviors that will irritate someone who does not think the same as they do.

2. GREEN

COMMONALITY:

| STRENGTHS | IRRITANTS |
|--|---|
| <ul style="list-style-type: none"> • FAIR • Few Boundaries • GOOD COMMUNICATIONS SKILLS • An "people's person" • plans ahead • people implications • shares information • prefer clarity of framework • methods • involved in charge | <ul style="list-style-type: none"> • TALK TOO MUCH • Browser • Few Boundaries • EASILY SWAYED • made w/ hesitation • 1 on few |

COMFORTS

Group 2

1. Everyone has all three colors.
2. Everyone in this group has a Green dominance. It has a unique culture.

Commonality:

Strengths:

Irritants:

3. GREEN

COMMONALITY: Works better with other people

| STRENGTHS | IRRITANTS |
|---|---|
| <ul style="list-style-type: none"> Caring Respectful Thoughtful Hard working Compassionate Forgiving Neutral | <ul style="list-style-type: none"> Talk too much Too Caring or kind Avoid making choices See both sides Anticipates everything Acts Blunt Worries about others Too much |

Group 3

1. Everyone has all three colors.
2. Everyone in this group has a Green dominance. It has a unique culture.
3. Works better with other people.

Commonality:

Strengths:

Irritants:

4 w RED

COMMONALITY: Bossy, "get what or no way",
Absolute priority selfish

| STRENGTHS | IRRITANTS |
|--|--|
| <ul style="list-style-type: none"> organization hard working honesty on time dependable/independent observant understand things quickly | <ul style="list-style-type: none"> not caring about what we should show no emotion/ too much emotion bossy DCD honesty frustrated easily stubborn |

Group 4

1. Everyone has all three colors.
2. Everyone in this group has a very Red dominance. It has a unique culture.

Commonality:

Strengths:

Irritants:

5 w RED

COMMONALITY: We can stand on our own
We have great personalities.
Well balanced

| STRENGTHS | IRRITANTS |
|--|--|
| <ul style="list-style-type: none"> Self-Sufficient Reliable Focused Organized Leadership Hard Working Confident | <ul style="list-style-type: none"> When there's no organization Bossy Stubborn Arrogant Independant Procrastination Conceded Conceded |

Group 5

1. Everyone has all three colors.
2. Everyone in this group has a very Red dominance. It has a unique culture.

Commonality:

Strengths:

Irritants:

6 **RED_B**

COMMONALITY: We are all mainly red although organized & like things our way

| STRENGTHS | IRRITANTS |
|--|--|
| <ul style="list-style-type: none"> - leadership - Energy - organized & structured - Disciplined - Understanding - open to change | <ul style="list-style-type: none"> - Don't listen - Short tempered - impatient - Nobody know it all - nonchalant - cut people off - Sarcastic - being physical |

Group 6

Commonality:

1. Everyone has all three colors.
2. Everyone in this group has a Primary Red and secondary Blue dominance. It has a unique culture.

Strengths:

Irritants:

7 **RED, GREEN, BLUE**

COMMONALITY: Organization (Hard workers)

| STRENGTHS | IRRITANTS |
|---|---|
| <ul style="list-style-type: none"> * Focus on Present Reality * Decisions based on the "big picture" * Responsibility * Dedication * flexible * Independent | <ul style="list-style-type: none"> * Asking too many questions * Knowing too Much Information (Being a know-it-all) * Bossy (Ehunk) * Being Honest * egging on |

Group 7

Commonality:

1. Everyone has all three colors.
2. Everyone in this group has a relatively balanced dominance. It has a unique culture.

Strengths:

Irritants:

| | |
|---|--|
| <p>8</p> <p>RED. GREEN</p> <p>Commonality: Red dominant. 1 ON 1 Relationships</p> | |
| <p>STRENGTHS</p> <p>1 ON 1 Relationships</p> <p>Stability</p> <p>Resources</p> <p>Organization</p> <p>Attention to detail</p> <p>Creates Comfort</p> <p>Uses experience and facts to make decision</p> <p>Compromising</p> <p>Plan ahead</p> | <p>IRRITANTS</p> <p>Change that tightens</p> <p>Anticipation</p> <p>Strict</p> <p>Involved in change</p> <p>Prefers clarity</p> <p>Sharing info/gossiping</p> <p>Made w/ hesitation</p> <p>Prefer to be isolated</p> <p>overly social</p> |

Group 8

Commonality:

1. Everyone has all three colors.
2. Everyone in this group has a Red followed by Green dominance. It has a unique culture.

Strengths:

Irritants:



Joe and Elizabeth Lacroix



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