



## Getting The Most From Oranges

### Improve the job performance of a Oranges by:

- Assigning projects that are action-packed and require a hands-on approach
- Providing opportunities to be skillful and adventurous
- Using their natural abilities as a negotiator
- Allowing them freedom to do the job in their own style and in non-traditional ways
- Keeping a good sense of humor and avoiding boredom while on the job
- Encouraging them to use their gifts of originality and flair
- Providing opportunities for job competition
- Allowing freedom of movement and understanding their preference for action over words
- Allowing spontaneity of action



## Getting The Most From Golds

### Improve the job performance of a Golds by:

- Assigning work that requires detailed planning and careful follow through
- Defining the tasks in clear and concrete terms
- Being punctual and reliable
- Providing a well –structured, stable work environment and avoiding abrupt changes
- Giving standard rules and regulations
- Setting a good example
- Sharing responsibilities and duties of the workplace and taking the work ethic seriously
- Praising their neatness, organizational capabilities and efficiency
- Giving tangible recognition for their work



## Getting The Most From Greens

### Improve the job performance of a Greens by:

- Assigning projects which requires analytical thinking and problem solving
- Discussing the “Big Picture” with them and eliciting their outlook
- Inspiring them with futuristic ideas and potentialities
- Respecting their inclination to go beyond the established rules of the system
- Taking their ideas to the next step and encouraging them to think independently
- Praising their inventiveness and ingenuity
- Understanding their need to avoid redundancy and repetitive task
- Recognizing and appreciating their competence in the job
- Allowing them to have autonomy in their work



## Getting The Most From Blues

### Improve the job performance of a Blues by:

- Creating a warm and personal working atmosphere
- Interacting as much as possible with openness and honesty
- Establishing a harmonious working environment and avoiding conflict
- Showing your support, caring and appreciation by offering a touch, hug or a hand-shake
- Allowing them freedom to express feelings and time to heal emotional wounds
- Making use of their natural gifts for communication, nurturing and people-oriented ideas
- Praising their imaginative and creative approach to the job
- Providing them with one-on-one feedback
- Allowing them to contribute to the workplace environment
- Let them know they are appreciated and needed