

The **Organizational Focus** represented by your four color bars refer to the convergence of your behavior, needs, and interests. Each color represents a specific behavior style: Planning, Communicating, Organizing and Expediting.

The order of the bars is important:

The **Bottom Bar** is your natural style, which exerts the strongest influence on how you perform in a particular role. The **Second Bar** from the bottom is your supportive style, which reveals your approach to problem solving. The **Top Two Bars** may represent potential blind spots or areas for development.

The length of the bars is important:

A longer bar indicates that the behavior color has a **greater impact** on your behavior. A **shorter bar** indicates that the behavior color has **less impact** on your behavior.

Career Strengths Colors for : JOHN Q. PUBLIC

Similarity to others in this job arena:	Intensity	Intensity
Red - Expediting Yellow - Organizing Green - Communicating Blue - Planning		

Combining Career Strengths and Behavioral Traits (by color):

Review the following characteristics in each Career Strength Color and identify the characteristics which best describe you. Give special attention to the characteristics pertaining to your bottom two bars.

Red - Expediting
** Frequently Behavior includes:*

Usual: hands-on forceful decisive quick and brief	Stress: detached demanding impatient impulsive
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- Focuses on Operations and Production
- Values Tactical, Short-Term Goals
- Takes Action on Objectives
- Communicates Candidly

Green - Communicating
** Frequently Behavior includes:*

Usual: persuasive conversational energetic aggressive	Stress: bossy talkative restless pushy
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- Focuses on Persuading and Promoting Efforts
- Influences and Motivates People
- Supports and Manages Change
- Actively Communicates with Others

Yellow - Organizing
** Frequently Behavior includes:*

Usual: organized factual detailed scheduled	Stress: controlling habitual nit picking stubborn
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- Focuses on Organizational Process/Systems
- Values Accuracy and Detail
- Analyzes Data Thoroughly
- Appreciates Stable Environment

Blue - Planning
** Frequently Behavior includes:*

Usual: soft-hearted reflective cautious idealistic	Stress: sensitive free spirit indecisive dreamy
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- Focuses on Strategy and Innovation
- Generated Ideas and Concepts
- Values the Welfare of People
- Operated with and Idealistic Outlook

*Due to the natural complexity of human behavior, may not always apply.