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

<table>
<thead>
<tr>
<th>Similarity to others in this job arena</th>
<th>Red - Expediting</th>
<th>Green - Communicating</th>
<th>Yellow - Organizing</th>
<th>Blue - Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Intensity</td>
<td>Intensity</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Red - Expediting**: Frequently Behavior includes:
  - **Usual**: hands-on, forceful, decisive, quick and brief
  - **Stress**: detached, demanding, impatient, impulsive
  - 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
  - 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
  - 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
  - Focuses on Strategy and Innovation
  - Generated Ideas and Concepts
  - Values the Welfare of People
  - Operated with an Idealistic Outlook

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