

Module 5: Feedback from Leadership Behaviours – Getting the Best From Others - whether leading, managing or working together

In more detail:

How to get the best from people with **Flame red behaviours**

- They want to take charge and like to be in control of situations – so make good leaders who have values and purpose
- They are not very patient – so get to the point if you talk to flame reds and be specific – don't waste their time or let them become bored – keep reds busy!
- Act with confidence – you will get more respect
- Think carefully and plan key issues before a meeting
- Flame reds make quick decisions – they are very focused, so probably don't want chit chat – but watch they make the right decision. Others may need to inject reflection for key decisions
- They are competitive, outspoken and like to see results – so be precise and assertive with them
- Problem-solving comes naturally – so use them whenever possible for ideas and challenges.

How to get the best from people with **Sunglow Yellow behaviours**

- Sunglow yellow behaviours include being sociable and good at communicating – so use their skills especially working with others
- Their enthusiasm and energy will engage staff – but be aware that some will find this over-whelming at times
- They can be persuasive and great influencers – so would work well trying to engage staff with new initiatives and can be inspirational leaders
- Creativity comes naturally, so they need to have the freedom to be innovative

How to get the best from people with **Sage Green behaviours**

- Sage greens are relaxed, patient, and empathetic so make excellent team members
- They are calm and like to take their time over decision-making and do not like to be put on the spot. A positive here would be acting as a balance to flame reds making instant decisions
- Given their patience and listening skills sage greens would make good coaches or similar roles
- They do not like conflict or pressure and may not speak up in some situations even though they disagree with what has been said or done.

How to get the best from people with True Blue behaviours

- True blues are highly reflective and can be described as logical and work best in an organised and structured environment
- Tasks particularly suited to true blues would include analysing and working with data given their attention to detail
- Working alone would be natural, but if they are in a team situation the best way to work with true blues is to focus on accurate use of facts whilst allowing time for reflection given their tendency towards perfection
- Criticism of their work does not come easy as true blues do not (want to) make mistakes – rather they set high standards

Reflect: Do you recognise yourself? Do you recognise members of your team?

Who do you think will work well together?