



FOURLENSES™

PERSONAL EFFECTIVENESS

Personal effectiveness is the ability to set and work towards your individual goals and achieve the desired outcomes. You are far more likely to be effective once you understand the values, attitudes, behaviors, and preferences that are associated with your personality and the personalities of those around you.

Without this knowledge, you will not understand why you do the things you do, what you need to stay motivated, what pitfalls and roadblocks get in your way, how you prefer to learn, lead, work, and play. Furthermore, you won't be able to figure out the optimum way to interact and communicate with others.

On the other hand, an understanding of temperament will reveal your natural strengths and your potential weaknesses. It will reduce the amount of stress and frustration in your life. It will clarify the things that matter most to you and the people around you. When this knowledge is coupled with the required skills and abilities, you will find yourself far more effective than you would have been without it.

This document features the core values of each temperament as well as their communication and relationship preferences. For more information, please read *Four Lenses Unfolded*.





PERSONAL EFFECTIVENESS | VALUES

Below are the core values of each temperament. When you focus on accommodating these values, you will be more effective.

BLUE

- Advocate growth
- Appreciate uniqueness
- Cherish intimacy
- Collect relationships
- Desire comfort
- Enjoy communication
- Join causes
- Need harmony
- Provide empathy
- Pursue meaning
- Respect integrity
- Show kindness
- Treasure acceptance
- Trust feelings
- Want romance



GOLD

- Advocate discipline
- Appreciate prudence
- Cherish traditions
- Collect responsibilities
- Desire power
- Enjoy completion
- Join organizations
- Need order
- Provide structure
- Pursue security
- Respect achievement
- Show dedication
- Treasure appreciation
- Trust authority
- Want rules



PERSONAL EFFECTIVENESS | VALUES

Below are the core values of each temperament. When you focus on accomodating these values, you will be more effective.

GREEN

- Advocate solutions
- Appreciate innovation
- Cherish technology
- Collect data
- Desire efficiency
- Enjoy mysteries
- Join debates
- Need time
- Provide information
- Pursue understanding
- Respect genius
- Show composure
- Treasure autonomy
- Trust analysis
- Want competence



ORANGE

- Advocate success
- Appreciate courage
- Cherish recreation
- Collect experiences
- Desire victory
- Enjoy challenges
- Join activities
- Need incentives
- Provide excitement
- Pursue adventure
- Respect talent
- Show skill
- Treasure freedom
- Trust impulses
- Want action





PERSONAL EFFECTIVENESS | COMMUNICATION

*Below are how the temperaments prefer to communicate with others.
Use these strategies when talking, listening, and writing.*

BLUE

Blues love to communicate about anything and everything. They are sensitive to non-verbal communication and are concerned with how what they say might affect others. They are good listeners and people often come to them for sympathetic reassurance. While they can be articulate and persuasive, they prefer to avoid issues that might end in conflict or debate.

- Be genuine and sincere
- Be sensitive to body language
- Focus on people and events
- Express feelings and emotions
- Listen intently
- Maintain eye contact
- Avoid debate or conflict
- Show empathy and concern



GOLD

Gold uses proper language and etiquette while communicating. They are thorough and detailed, especially when giving directions. They can reach conclusions quickly. They prefer orderly and controlled conversations and don't like to become side-tracked. They focus on what needs to be done, who is going to do it, and when they will report on what they have done.

- Appreciate their time
- Stay on task
- Be courteous and polite
- Be direct and professional
- Talk about expectations
- Focus on Gold interests
- Turn solutions into actions
- Be authoritative if justified



PERSONAL EFFECTIVENESS | COMMUNICATION

*Below are how the temperaments prefer to communicate with others.
Use these strategies when talking, listening, and writing.*

GREEN

Greens dislike redundancy and small talk and want their communications to be succinct, factual, and logical. They often ask many questions and take plenty of time to make up their minds. Because they are frequently oblivious to non-verbal messages and the emotional overtones in the communication of others, some may find them to be cold, distant, and enigmatic.

- Talk about possibilities
- Stay unemotional
- Avoid small talk
- Remain factual and logical
- Expect skepticism or debate
- Allow for questions
- Give time to think
- Talk about Green things



ORANGE

Oranges are dynamic communicators who like to keep the conversation lively and interactive. They are bold and assertive and apt to say what is on their minds. They don't hesitate to embellish a story or situation with jokes or exaggeration, and might even argue just for the sake of arguing. They focus on action, results, and cutting right to the heart of a problem.

- Talk about Orange interests
- Be bold and confident
- Keep the conversation moving
- Talk about past adventures
- Talk in concrete terms
- Focus on actions and results
- Be interesting and energetic
- Be honest and direct



PERSONAL EFFECTIVENESS | LOVE

Each temperament brings and seeks for different things in their friendships and intimate relationships.



BLUE

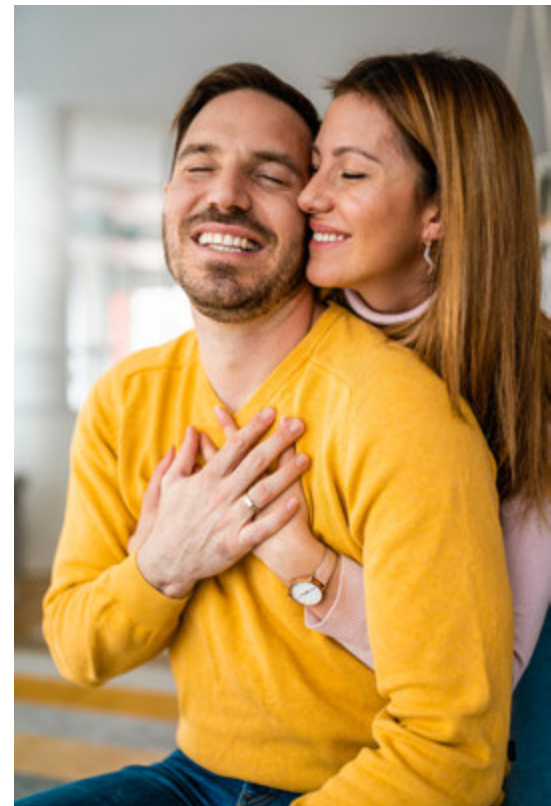
Blues want lovers who want to develop enduring and harmonious relationships. They invest lots of effort and emotion and are apt to bring a heightened sense of meaning and drama to a relationship. They are very romantic and appreciate small tokens of love and symbolic gestures. They are deeply devoted and loyal friends who need to give love and be loved.

- Show caring and concern
- Spend quality time together
- Be supportive and reassuring
- Give creative opportunities
- Recognize individuality
- Accept feelings
- Encourage expression
- Cooperate and compromise

GOLD

Golds want stable partners who can work with them to build solid and predictable relationships. They show their love through the security they provide and the practical things they do. Their need to be of service and to belong to traditional, established institutions makes them faithful, dependable, and responsible companions. They regularly schedule activities that bind them to others.

- Recognize their responsible actions
- Praise their achievements
- Appreciate their work ethic
- Clearly define expectations
- Be dependable and efficient
- Plan ahead and be punctual
- Be clean and orderly
- Make and keep commitments





PERSONAL EFFECTIVENESS | LOVE

Each temperament brings and seeks for different things in their friendships and intimate relationships.



GREEN

Greens want long-term companions who fit into their intellectual model of the ideal relationship. They let their head rule their heart and prefer to commit to intimate relationships only after thorough research and investigation. They only express feelings when necessary and bring knowledge, proficiency, creativity and imagination to their relationships.

- Listen to their ideas
- Don't invade their space
- Provide mental challenges
- Think ahead to the future
- Support their need for competence
- Respect their independence
- Ask for their opinions
- Help them with everyday details

ORANGE

Oranges want energetic playmates who enjoy their favorite activities and interests and want to explore new things together. They are spontaneous, bold, and thrive on physical contact. They are apt to make dramatic shows of affection, such as giving extravagant presents or sweeping their partners off their feet in a whirlwind romance. Life with them can be a thrill a minute.

- Recognize their talents
- Be optimistic and friendly
- Don't tie them down
- Appreciate their humor
- Be competitive and energetic
- Value their need for excitement
- Expect the unexpected
- Get involved and take risks

