

FOURLENSES™

PROFESSIONAL EFFECTIVENESS



Professional effectiveness is the ability to map out your vocational or business goals and attain the desired outcomes. Whether it is finding a better job, maximizing your satisfaction with your current job, attracting more customers, or motivating yourself and others to achieve more success, you need to appreciate and accommodate the values and strengths that are associated with your personality and the personalities of your colleagues and customers.

Without these insights, you will not understand why you do the things you do, what you need in order to remain motivated during tough times, what circumstance and activities

produce genuine happiness and joy, and which behaviors causes stress and anxiety. But with this knowledge, you will uncover hidden assets, maximize your potential for success, and steer yourself and others away from potential stumbling blocks. It will allow you to focus on the things that matter most and increase your chances for both short-term and long-term achievement.

This document features the core values of each temperament, their biggest assets, the secrets to motivation, and their leadership preferences. After you've read through this information, if you want to learn more, please read *Four Lenses Unfolded*.





PROFESSIONAL EFFECTIVENESS | VALUES

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

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



PROFESSIONAL EFFECTIVENESS | VALUES

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

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



PROFESSIONAL EFFECTIVENESS | ASSETS

*Each temperament brings something valuable to the workplace.
Below are some of their best assets.*



BLUE

- Acknowledging and appreciating the efforts of others
- Communicating with ease, warmth, and authenticity
- Helping others feel significant and good about themselves
- Being a peacemaker and a calming influence
- Championing the oppressed, abused, and neglected
- Helping people find their passion and purpose in life
- Recruiting volunteers to join and support their causes
- Giving people as much of their time as needed
- Encouraging others to express their individuality
- Building and strengthening interpersonal relationships
- Listening with genuine empathy and compassion
- Recognizing and drawing out the best in people
- Sacrificing personal desires for other people
- Getting individuals to work together and compromise
- Acting as a positive and inspirational mentor and role model
- Ministering to the needs of others unselfishly
- Bringing harmony and unity to society

GOLD

- Creating order out of chaos
- Exhibiting discipline and self-control
- Setting and achieving objectives and goals
- Paying attention to details and minutiae
- Following rules and directions with exactness
- Sticking to routines, schedules, and deadlines
- Keeping records accurately and meticulously
- Taking responsibility for their actions
- Fulfilling their obligations and commitments
- Being prepared for emergencies
- Policing, protecting, and defending others
- Conserving and allocating resources
- Sticking to a task until it is completed
- Keeping others focused on the task at hand
- Maintaining traditions and following customs
- Sacrificing for the good of the organization
- Bringing stability and structure to society





PROFESSIONAL EFFECTIVENESS | ASSETS

*Each temperament brings something valuable to the workplace.
Below are some of their best assets.*



GREEN

- Examining all facets before making decisions
- Remaining calm, cool, and collected in stressful situations
- Diagnosing problems and prescribing efficient remedies
- Thinking scientifically, logically, and rationally
- Identifying weaknesses, flaws, and potential problems
- Seeing the big picture and visualizing possibilities
- Interpreting and explaining ideas to others
- Pushing themselves to improve and evolve
- Researching and analyzing complex information
- Strategizing and engineering optimal solutions
- Asking perceptive and precise questions with curiosity
- Increasing the effectiveness and efficiency of systems
- Creating well-reasoned and concise arguments
- Acting independently, privately, and quietly
- Assimilating the ideas of others and synthesizing new ones
- Being efficient, pragmatic, and reasonable
- Bringing innovation and expertise to society

ORANGE

- Pushing boundaries and overcoming obstacles
- Constructing and assembling things with skill and dexterity
- Persuading others to adopt a different point-of-view
- Communicating with playful speech, laughter, and stories
- Promoting people, ideas, products, activities, or causes
- Taking chances and trusting their instincts and impulses
- Motivating others to spend energy and make things happen
- Taking initiative, living in the present, and seizing the day
- Displaying courage and generosity during tough times
- Experiencing with enthusiasm whatever life has to offer
- Focusing on tactics, technique, and immediate results
- Making an dramatic impact on people and events
- Closing the big deal or scoring the winning point
- Adapting quickly and flexibly to sudden changes
- Negotiating and bargaining for the best deal
- Performing with finesse, grace, and style
- Bringing fun and excitement to society





PROFESSIONAL EFFECTIVENESS | MOTIVATION

The following information describes the fundamental characteristics that motivate and drive each temperament type.



BLUE

Blues are motivated by the pursuit of authenticity and self-actualization. They are in search of themselves. They must feel unique, accepted, and special. They value self-integrity. They must be true to themselves and their inner potential. To be in harmony with their ideals, they must be genuine and authentic at all times. To do any less would be to lose the self they are seeking.

- Praise their contributions
- Acknowledge their significance
- Support their intuition
- Give personal attention
- Encourage creativity
- Promote social activities
- Recognize their individuality
- Reward with sincere appreciation

GOLD

Golds are motivated by the desire to fit into the system and earn a place for themselves. Their primary goal and source of self-esteem is to be useful in the social units to which they belong. They feel an urgent need to belong and I want to earn that honor by doing their duty. They receive pride and esteem from serving others and demonstrating their ability to be responsible and useful.

- Praise their judgment
- Recognize their dependability
- Place them in charge
- Involve them in planning
- Give them responsibilities
- Give consistent feedback
- Let them organize things
- Reward with public recognition





PROFESSIONAL EFFECTIVENESS | MOTIVATION

The following information describes the fundamental characteristics that motivate and drive each temperament type.



GREEN

Greens are motivated by their personal quest for competence and ingenuity. To feel good about themselves, they must be able to solve any of life's problems. They not only value competence, they require it. They can become obsessed with improvement and spend considerable amounts of time learning and practicing until they become technically proficient.

- Praise their insight
- Recognize their expertise
- Involve them in decisions
- Explain the overall picture
- Support their ideas in public
- Encourage new ideas
- Appreciate their uniqueness
- Reward with independence

ORANGE

Oranges are motivated by action, challenge, and immediate rewards. They may not object if their acts contribute to the purposes or goals of others, but it's not their motivation for doing them. They act because they have the impulse or the whim. They passionately hunger for action without constraint and bring an enthusiastic and adventurous approach to life.

- Praise their achievements
- Recognize their performance
- Offer tangible rewards
- Focus on finished products
- Appreciate their skill
- Give opportunities to perform
- Give immediate feedback
- Reward with physical freedom





PROFESSIONAL EFFECTIVENESS | LEADERSHIP

Each temperament brings a natural set of leadership preferences and strengths into the marketplace.

BLUE

Blues are people-oriented leaders who are committed to the well-being of their staff. They can be an enthusiastic spokesperson for their organization and demonstrate a gift for language. They are comfortable in unstructured, democratic settings and listen attentively to the contributions of each person present. They promote flexibility, harmony, and cooperation.

- Are people-oriented
- Lead democratically
- Invite contributions
- Build consensus
- Encourage personal growth
- Allow personalization
- Accommodate individuality
- Encourage cooperation
- Promote creativity
- Champion causes



GOLD

Golds are stable and organization-oriented leaders. They are highly accountable, thorough, and dedicate a great deal of time and energy to maintain their administration. They are good at establishing policies, procedures, and rules. They encourage team efforts and support traditional values. They are comfortable with established routines and well-ordered meetings.

- Are process-oriented
- Lead with authority
- Meet deadlines
- Remain steadfast
- Expect follow-through
- Solicit progress reports
- Discourage freethinking
- Promote company values
- Reward commitment
- Work the plan



PROFESSIONAL EFFECTIVENESS | LEADERSHIP

Each temperament brings a natural set of leadership preferences and strengths into the marketplace.

GREEN

Greens are visionary leaders. They are product-oriented and a keen analyst of the dynamics of their organization. They attempt to address problems with a logical and almost scientific perspective. They constantly re-evaluate policies and procedures and are often the pioneer of innovative change. They are confident of their abilities and surround themselves with competent individuals.

- Are product-oriented
- Focus on the future
- Expect self-motivation
- Loathe incompetence
- Appear distant, aloof
- Identify problems
- Explore possibilities
- Stay calm in crises
- Multitask effectively
- Reward expertise



ORANGE

Oranges are dynamic and adaptable action-oriented leaders who makes things happen when other leaders just sit and wonder what happened. They are excellent in an emergency and handle things in a quick and gutsy manner; in fact, they tend to elevate problems to a crisis level in order to solve them. They welcome change and take risks, going where others fear to go.

- Are action-oriented
- Focus on results
- Decide quickly
- Bend rules
- Thrive on stress
- Detest long meetings
- Energize followers
- Negotiate skillfully
- Delegate paperwork
- Reward liberally