



‘Simon Says’

Issue 8 – August 2013



Edward George

Did you know...

“The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don’t play together, the club won’t be worth a dime.”

Babe Ruth – American Baseball - Hall Of Fame

Great leadership starts with learning what makes your team Click!

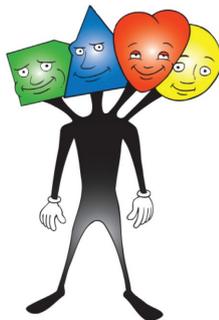
Understanding how people think and what drives their patterns of behaviour is an essential ingredient to achieving leadership excellence. Recognising that people receive information in different ways and respond quite differently to the same stimuli is the cognitive starting point to a deeper understanding of your team’s performance. Some differences can be attributed to situational and environmental variables, but in the main, we view the world and act based on our personality preferences.

Why are some people just natural born leaders?

Humans are complex creatures but thankfully, years of research and the development of a plethora of personality profiling models have given us the tools to better understand how we project ourselves in the world. How we communicate with our colleagues, subordinates and clients can have a real impact on the success of our relationships. I like to think of this deeper understanding as a fast track way to harnessing the talents that individuals bring to our team and extracting the gold that lies in our inherent differences.

Let’s look at Click! Colours

If you have ever participated in personality profile training you will know that there is no such thing as wrong or right; better or worse. It is about realising your strengths and understanding the aspects of your personality that may create challenges in certain environments.



I am a big advocate of **Click! Colours** because of its practical and easily applied approach. It categorises people into four main personality preferences (the Analyser, Player, Carer and Safekeeper), with the premise that everyone has a fairly significant sub-personality. Your strengths lie in your most dominant personality but your potential for greatest growth lies in your least preferred sub-personality.

Here is a quick overview:

The Analyser enjoys using theoretical models to approach decision-making, achieving bottom line results and having in depth technical discussions. Challenges can include dealing with emotional people, acting impulsively and taking uncalculated risks. Others may observe that the Analyser judges people unfairly, is emotionally detached and takes too long to make a decision. **Typical careers:** Statistician, Analyst, Engineer, Medical Researcher

The Player enjoys taking risks, being creative, brainstorming ‘bright and shiny’ ideas and trying new ways of doing things. Challenges can include following through on ideas, dwelling on the finer details or being locked into routine tasks. Others may observe that the Player is impulsive, finishes other people’s sentences and does not always bring ideas to fruition (someone else can do that). **Typical careers:** Facilitator/Trainer, Marketing and Sales, Artist, Entrepreneur.

The Carer enjoys building relationships and listening to people. They can be active community members and love working in a team. Challenges include making tough decisions, dealing with unemotional people and putting profits before people. Others may observe that the Carer overly trusts to the point of being gullible, expresses emotions openly and avoids conflict and analytical problem solving. **Typical careers:** Psychologist, Customer Service, Carer, Human Resources.

The Safekeeper enjoys being on time and organised. They are great planners and love a good checklist to reduce risk and maintain control. Challenges include trying new things (“if it ain’t broke don’t fix it”), looking at the big picture and dealing with disorganised people. Others may observe that the Safekeeper avoids risks, is very self-disciplined and has an eye for picking up the little things others miss. **Typical careers:** Nurse, Doctor, Physio, CEO, Event Manager, Auditor.

Each personality brings unique and valuable perspectives to the table. Depending on the industry in which you work, the balance may vary; however the key lies in the word ‘balance’. As a business leader, if you can create the right blend of people power, you will be ideally placed to capitalise on a high functioning team, reduce conflict and allow everyone to shine.



Edward George is an Accredited Facilitator of **Click! Colours** and offers a range of full day and half day workshops. **Click! Colours** is designed to be fun and bring out the best in your people. Our tailored workshops help organisations to understand and capitalise on the true value of team diversity. If you would like to learn more about our range of workshops call us on **9457 4566**, email **perth@edwardgeorge.com.au** or visit our website at **www.edwardgeorge.com.au**

Simon Stibbs is the Managing Director of Edward George Pty Ltd.