

Arlington Heights Memorial Library: Color Code Experience

Recharge Presentation 9/25/2020

Shannon Distel, Deputy Director

Arlington Heights Memorial

LIBRARY ▶



▶ adding value in your life

Full Day Leadership Experience-November 2019

- Management Team
- Tours of the Naperville Public Library
 - One hour tour of the 95th Street Branch
 - One hour tour of the Nichols Library
- Hidden Key Escape Rooms
 - 30 minute Color Code Communication Workshop
 - 60 minute to solve the Escape Rooms
 - 30 minute Color Code Communication Workshop

Color Code Test

PART 1 : Strengths & Limitations

This section consists of 30, 4-word clusters. For each cluster choose the one trait that best describes how you behaved [AS A CHILD](#). Try not to focus on how you wish you were, or how you would like to be. Remember, your first impression is usually the best.

TIP : Hover over the words to see the definition.

- | | | | |
|----|--|----|--|
| 1 | <input type="radio"/> proactive
<input type="radio"/> nurturing
<input type="radio"/> objective
<input type="radio"/> insightful | 2 | <input type="radio"/> indecisive
<input type="radio"/> arrogant
<input type="radio"/> a perfectionist
<input type="radio"/> poor follow-through |
| 3 | <input type="radio"/> enthusiastic
<input type="radio"/> kind
<input type="radio"/> caring
<input type="radio"/> productive | 4 | <input type="radio"/> relentless
<input type="radio"/> suspicious
<input type="radio"/> indifferent
<input type="radio"/> naive |
| 5 | <input type="radio"/> peaceful
<input type="radio"/> carefree
<input type="radio"/> decisive
<input type="radio"/> loyal | 6 | <input type="radio"/> silently stubborn
<input type="radio"/> worry prone
<input type="radio"/> an interrupter
<input type="radio"/> obsessive |
| 7 | <input type="radio"/> sociable
<input type="radio"/> assertive
<input type="radio"/> intimate
<input type="radio"/> non-discriminate | 8 | <input type="radio"/> self-critical
<input type="radio"/> bossy
<input type="radio"/> unfocused
<input type="radio"/> avoids conflict |
| 9 | <input type="radio"/> voice of reason
<input type="radio"/> flexible
<input type="radio"/> action-oriented
<input type="radio"/> analytical | 10 | <input type="radio"/> critical of others
<input type="radio"/> disinterested
<input type="radio"/> overly sensitive
<input type="radio"/> irresponsible |
| 11 | <input type="radio"/> determined
<input type="radio"/> thoughtful
<input type="radio"/> a good listener
<input type="radio"/> positive | 12 | <input type="radio"/> unmotivated
<input type="radio"/> vain
<input type="radio"/> demanding
<input type="radio"/> unforgiving |

PART 2 : Situations

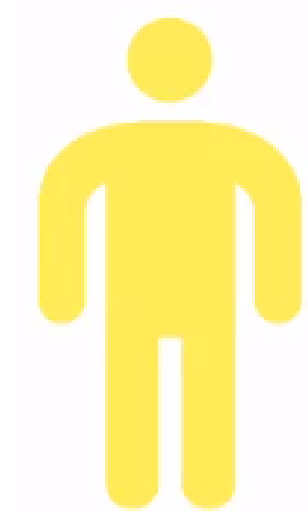
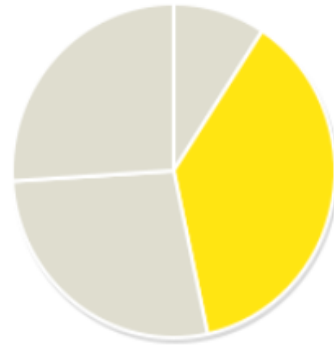
This section consists of 15 situations with four possible reactions to each. Again, consider the reactions in each question and mark the one response most like you AS A CHILD.

- 31 As a child, when my friend was in trouble, I was:
- Concerned, empathetic, and loyal - regardless of the problem
 - Supportive, patient, and a good listener
 - Nonjudgmental, optimistic, and downplaying of the seriousness of the situation
 - Protective, resourceful, and recommending of solutions
- 32 In my youth, I was most often criticized for being:
- Directionless, unenthusiastic, and/or boring
 - Overly sensitive, moody, and/or jealous
 - Disruptive, uncommitted, and/or disorganized
 - Argumentative, bossy, and/or tactless
- 33 In my youth, life was most meaningful when it:
- Was filled with accomplishment, leadership opportunities, and recognition
 - Was free of pressure, conflict, and unnecessary stress
 - Was filled with meaningful friends and purpose
 - Allowed me to be playful, optimistic, and carefree
- 34 When I was embarrassed as a child, my natural reaction was to:
- Distance myself and downplay the situation to others while silently feeling the pain
 - Fight back with facts and anger
 - Become quiet, withdrawn, and often hold anger in until I blew up over some minor issue later
 - Feel strong negative emotion, hurt (perhaps cry); and plan to get even
- 35 Doing my chores was:
- A healthy activity, which was to be done right if it was to be done at all. Family life requires cooperation and team play
 - Something I was known for being efficient at, especially when tied to earning my allowance
 - A necessary requirement (if you say so), so that I could go out and play
 - Something I was willing to do but required reminding and structure for me to finish

BASIC ANALYSIS RESULTS

WANT TO SEE YOUR FULL FOUR COLOR ANALYSIS?

MY FULL ANALYSIS



MOTIVE [Fun]

Yellows are motivated by Fun. They are inviting and embrace life as a party that they're hosting. They love playful interaction and can be extremely sociable. They are highly persuasive and seek instant gratification. Yellows need to be adored and praised. While yellows are carefree, they are sensitive and highly alert to others' agendas to control them. Yellows typically carry within themselves the gift of a good heart

ABOUT YELLOW

Yellows need to look good socially, and friendships command a high priority in their lives. Yellows are happy, articulate, engaging of others and crave adventure. Easily distracted, they can never sit still for long. They embrace each day in the "present tense" and choose people who, like themselves, enjoy a curious nature. Yellows are charismatic, spontaneous, and positive; but can also be irresponsible, obnoxious, and forgetful. When you deal with a YELLOW, take a positive, upbeat approach and promote light-hearted, creative, and fun interactions.

I am a Yellow

For a better relationship with me:



YOU MUST

- ✓ Accept playful teasing
- ✓ Enjoy my charismatic innocence
- ✓ Value my social skills
- ✓ Remember I feel deeply



YOU MUST NOT

- ✓ Push me too intensely
- ✓ Ignore me
- ✓ Forget my creativity
- ✓ Think I'm a lightweight
- ✓ Criticize me seriously

RED Motive (Power)

Red are the power wielders. Power: the ability to move from point A to point B and get things done, is what motivates and drives these people. They bring great gifts of vision and leadership and generally are responsible, decisive, proactive and assertive.

BLUE Motive (Intimacy)

Blue are the do-gooders. Intimacy: connecting, creating quality relationships and having purpose, is what motivates and drives these people. They bring great gifts of quality and service and are generally loyal, sincere, and thoughtful.

WHITE Motive (Peace)

White are the peacekeepers. Peace: the ability to stay calm and balanced even in the midst of conflict, is what motivates and drives these people. They bring great gifts of clarity and tolerance and are generally kind, adaptable, and good-listeners.

YELLOW Motive (Fun)

Yellow are the fun lovers. Fun: the joy of living life in the moment, is what motivates and drives these people. They bring great gifts of enthusiasm and optimism and are generally charismatic, spontaneous, and sociable.

Color Code Workshops

- The goal was to create awareness, improve understanding and enable better communication with no judgement
- Each color has traits that could enable or hinder communication
- We explored how communication is best enabled between colors
- We were asked to observe behavior during the Escape Room exercise
- We observed how we worked together as a team
- Afterwards we shared our experiences and insights gained during the exercise

RED

- Needs to be in control
- Likes to be productive
- Wants to look good to others
- Seeks leadership opportunities
- Are often successful
- Likes to debate their views
- Quick to make decisions
- Thrives on being independent
- Highly verbal
- Dynamic and assertive



WHITE

- They are peacemakers
- Low profile and low energy
- Deal well with stress
- Relaxed, easy going
- Does not like to deal with conflict
- Quite and keeps to self
- Accommodates others
- Follows others
- Strong empathy skills
- Enjoys observing others



BLUE

- Very emotional
- Do-Gooders
- Likes to be stable in all situations
- Committed and loyal
- Perfectionist
- Dependable
- Likes details and schedules
- Plans well and follows through superbly
- Excellent behind-the-scenes worker
- Encouraging to others



YELLOW

- Loves to have fun
- Happy-go-lucky attitude
- Finds it easy to relate to people of all ages
- Sociable and energetic
- Always on the go
- High energy
- Spontaneous
- Charismatic
- Wants to be the center of attention
- Rather do short term projects than long term



Outcomes

- Workgroups
- Goal setting
- Communication styles
- Leadership
- Motivation
- Project Management

Information

- Shannon Distel, Arlington Heights Memorial Library sdistel@ahml.info
- Hidden Key Escape Rooms
 - <https://hiddenkeyescapes.com/>
 - \$28/person for the Escape Room experience
- LMI Chicago (Leadership Management International)
 - Rene De Coning
 - <http://lmi-chicago.com>
 - 30 minute session at Hidden Keys before or after escape room experience: \$250
 - 30 minute session at Hidden Keys before and after escape room experience : \$350
 - 60 minute session at Hidden Keys before or after escape room experience : \$350
 - 60 minute session at Hidden Keys before and after escape room experience : \$450
- [Color Code Personality Test](#)
- [Red](#)
- [White](#)
- [Yellow](#)
- [Blue](#)