

Do we all **think**

and **act** the same???

E-COLOR AWARENESS

E-Colors helps to **identify** different personality styles which enables people to **better understand** **themselves** and **those around them**.

E-Colors

- Developed for oilfield by Equilibria
- Acknowledge tendencies of ourselves and others
- Each personality style is assigned a color
- Use of color for visual impact

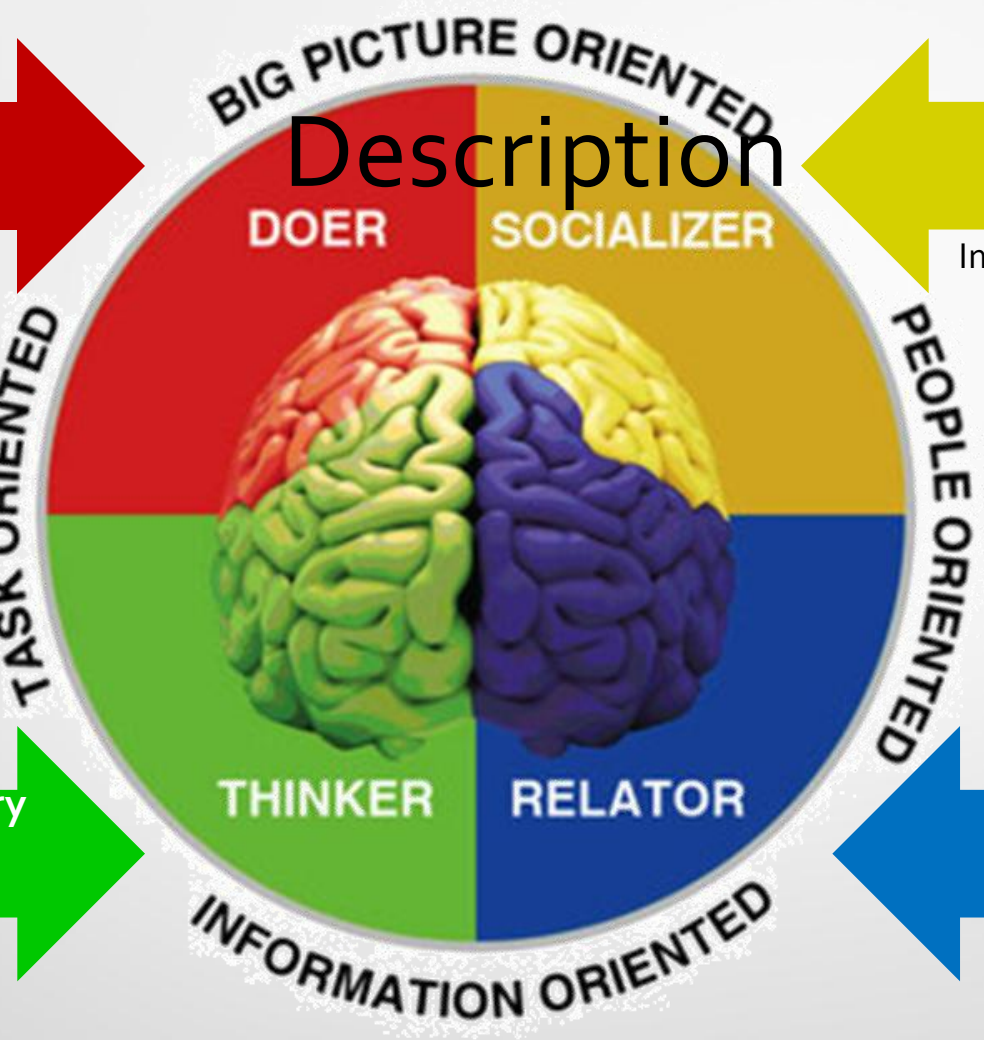
Description

Leadership at all Levels

Better Results

Effective Communication

Improved interaction with people



Risk Management & Mitigation

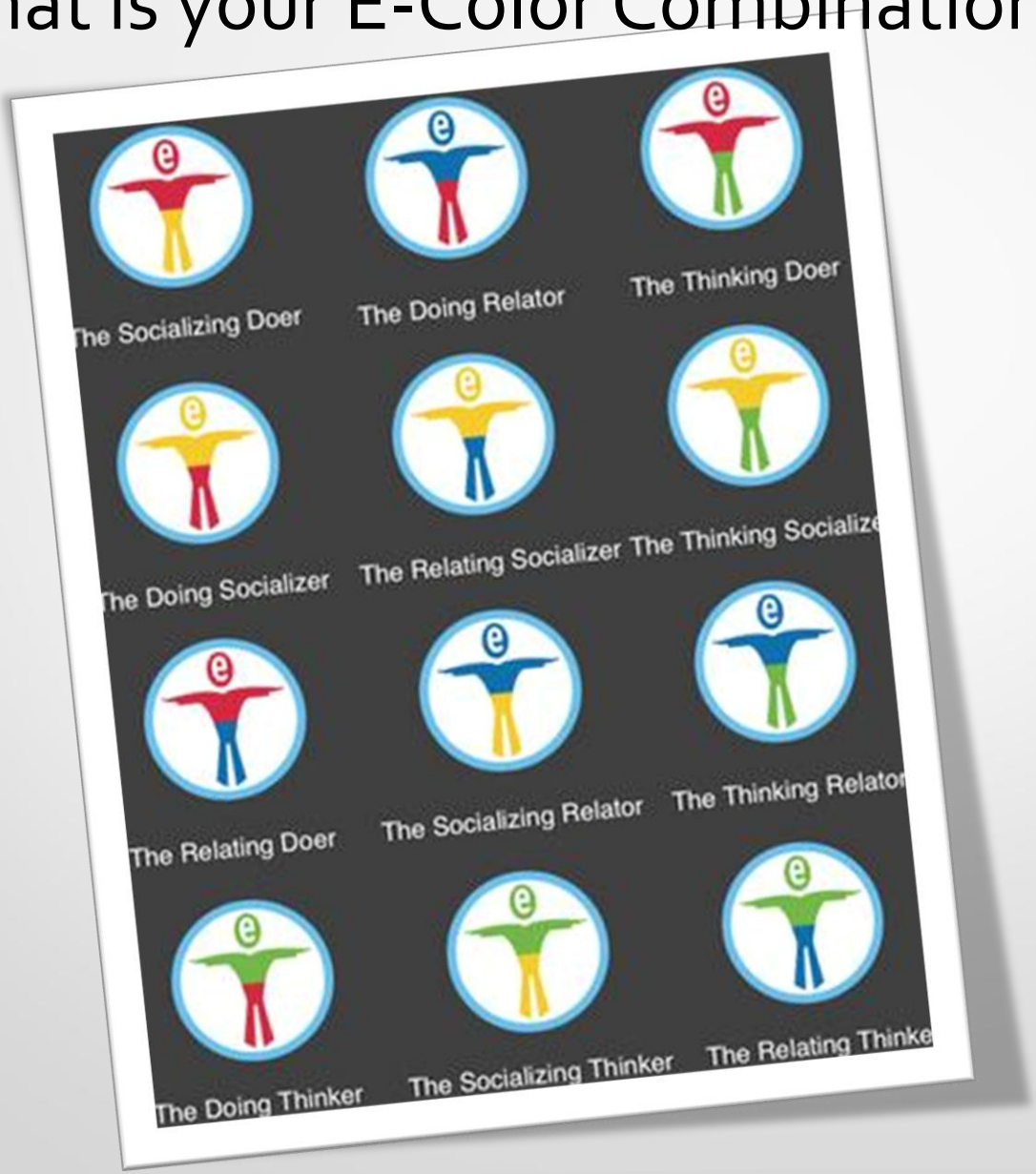
Obtaining necessary amount of information

Improved Teamwork

Personal & Team Development

Treat others the way **they** need to be treated.

What is your E-Color Combination?



What are the **potential applications** of E-Colors at the workplace?

Potential Application

Communication	Feedback	Teambuilding
Leadership Skills	Giving Recognition	Predicting at Risk Behavior

Remember: E-Colors **is not** a performance evaluation tool and **must not be** used to discriminate.

E-Color Information – Communication Styles

RED

- States more than asks
- Talks more than listens
- Relies on verbal not written communication
- Makes strong statements
- Tends to be blunt and to the point
- Speaks in forceful tones
- Uses high volume, rapid speech

YELLOW

- Tells stories
- Shares personal feelings and opinions
- Uses informal speech patterns
- Digresses during conversations
- Varies voice quality
- Uses a great deal of inflection
- Has a flexible time perspective



GREEN

- Orients to facts and tasks
- Limits the sharing of feelings
- Tends to be formal and proper
- Uses less verbal and more written communications
- Speaks with little inflection
- Delivers speech in a steady, slow monotone
- Focuses communication

BLUE

- Asks more than states, listen more than talks
- Reserves opinions
- Uses less verbal communication
- Communicates in a steady manner
- Has a steady quality when speaking
- Uses less forceful tones of expression

E-Color Application – When communicating with:

RED

You should:

- ✓ Be clear, specific, and to the point
- ✓ Stick to business
- ✓ Give logical benefits to key ideas

You should not:

- x Talk about things that are not relevant to the issue
- x Leave loopholes or cloudy issues
- x Appear disorganized

YELLOW

You should:

- ✓ Provide a warm and friendly atmosphere
- ✓ Give them a chance to speak
- ✓ Do not ask for too many details
- ✓ Ask "feeling" questions to draw comments

You should not:

- x Be curt, cold, or tight lipped
- x Control the conversation
- x Drive hard on facts/figures



GREEN

You should:

- ✓ Prepare your case in advance
- ✓ Provide pros and cons with data
- ✓ Stick to business speak about the task
- ✓ Be accurate and realistic

You should not:

- x Be giddy, casual, informal, or loud
- x Push too hard or be unrealistic with deadlines
- x Be disorganized or messy

BLUE

You should:

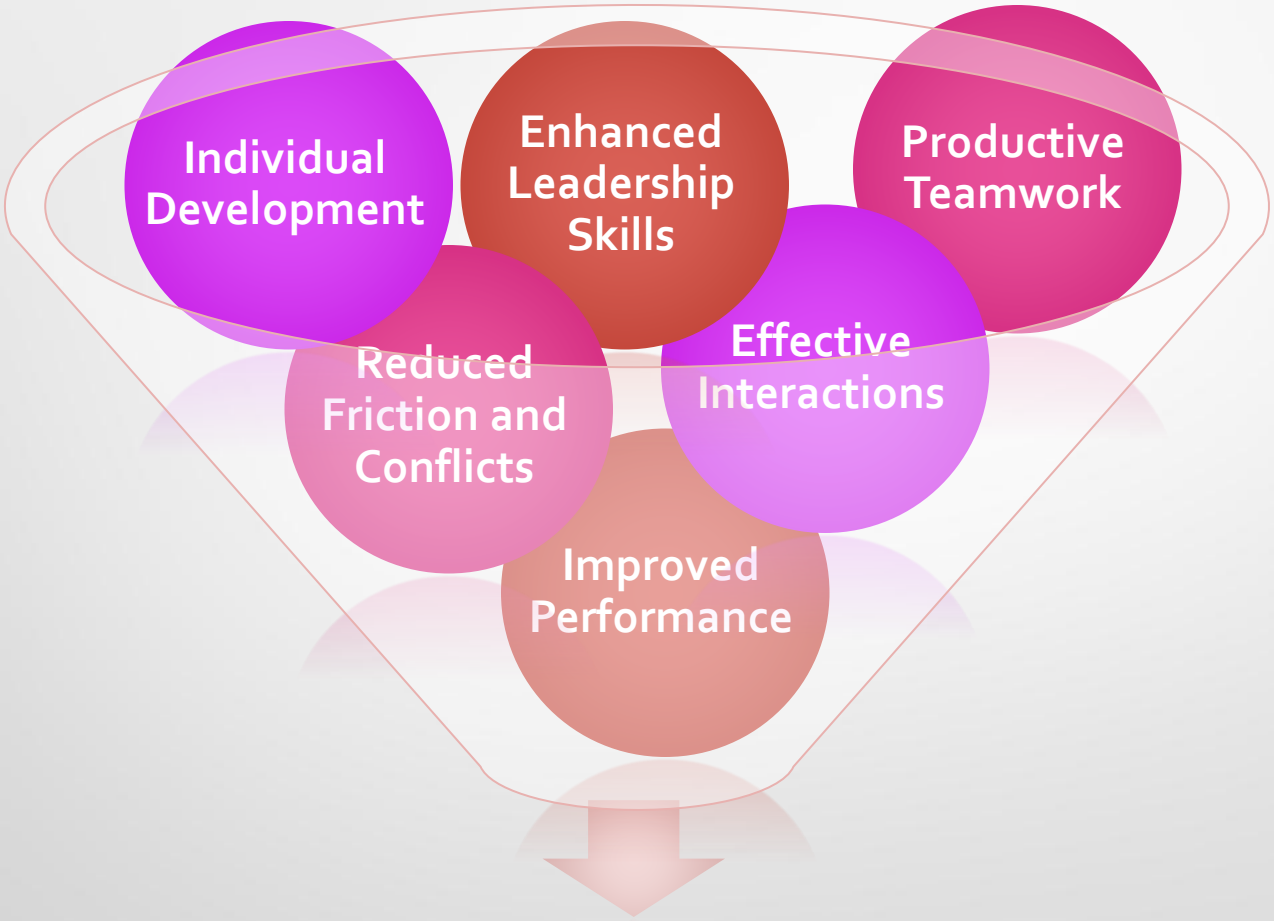
- ✓ Begin with a personal comment to break the ice
- ✓ Present your case softly and be patient
- ✓ Ask "how" questions

You should not:

- x Be threatening
- x Rush headlong into business
- x Be domineering or demanding
- x Force me to respond quickly

How does the E-Color application **add value** to the organization?

Value Added



Strong culture of mutual respect and understanding

Recap

- **Know your colors!** Understand strengths and weaknesses
- **Understand other colors** & possible areas of conflict
- **Display** your Colors
- **Apply** at workplace

https://equilibria.com/pdi-home

Questions

E-Colors Awareness

Thank you!

E-Colors Awareness