

# Recognize and Accept Differences with Colours

*It isn't because you work with someone that it is necessarily "cooperation".*

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## Learning collaboration depends primarily on the acceptance of differences.

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When my husband and I have started to work together, there are more than 15 years, we soon found that we were very different regarding the way we think, work, act, make decisions and communicate. At this time, each of us thought we had the right approach, trying to persuade the other that he had to change his.

A few years later, we were introduced to the concept of "different personality styles." Of course, we knew that we were not the same type, but we did not know that our differences made us a perfect complement!

Peter, my husband, a natural leader, visionary at the highest point, fervent and risk seeking that everything be done "yesterday" had trouble understanding that I needed more than a day to make a decision! Me, who likes to know all the details, which take well calculated risks and prefer routine to change, I could not understand the impatience of my beloved to my questions to no end about the logic of his many ideas picturesque!

By understanding the predominant features of our respective personality, we have learned in a fun way, to accept our differences and use them to accelerate our ability to work in synergy, generating countless results in our business.

Over the years, we have passed this knowledge to our team. Each team member is trained to recognize and accept that the reactions of others may differ from their own, given their personality type.

## Personality Types – (brief characteristics)

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### Director Type – Red

You are a person of action, you like when it moves quickly! Like the risk and you make decisions very quickly. Visionary, independent, decisive and effective, you like lead and coordinate the work of others. Looking to get results and achievements.

### Expressive Type – Blue

You are a person more lively, energetic and spontaneous temperament. You are centered on people. Like we love you and are motivated to work with others in a joint effort. You have a lot of creativity and you use your emotions to make decisions.

### Analytical Type – Green

You are a person-centered outcomes. You are thorough, logical, precise, serious and systematic. You prefer to work with facts in an orderly and neat. You prefer routine to change and taking calculated risks.

### Friendly Type – Yellow

You are a people-oriented person. You are an expert in your field and highly sought after by your advice. Like establish interpersonal relationships and you need harmony and foremost. You are a very caring person and love to help. You are a creative person who generates a lot of ideas and a good sense of humor.

## Methods

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Several methods have been developed to describe and identify different personality types. Most people are a mixture of four basic personality types established, but tend to have one or two dominant types. Among the characteristics that differentiate them, we find that:

- Some people have a strong focus on the task, others are more focused on people.
- Some are very methodical and attentive to detail, others are more spontaneous and see things more broadly.
- Some are chatting, others more reserved.

No type is better than another. It is through the acceptance of differences that people are able to meet the people with different personality types react differently simply.

In business, in addition to improving productivity in the team, understanding the differences promotes, among others, stress reduction, candied, the ability to resolve issues and creating a work environment ensuring the harmony.

## Personal Reflection

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- What kind of personality do you identify?
- Do you recognize your colleagues? Your boss? Your friends? Your spouse?
- What differentiates you from them?
- What you have in common with them?
- Would you be willing to accept your differences?

