

Virginia Bankers Association Manager Development Program
October 14 and October 21 Session Workbook

October 14, 2020

Connection

Think about the people you manage or seek to influence. Who is one person you want to connect more with and why? Write your answer below:

Perception

Your group has a new manager, and you have just passed this person in the hallway. He walks by you with his head down and doesn't say hello. *What are your immediate thoughts and feelings?* Write your answer below:

Face Validity

As part of your pre-work, you used the Overview Section of your profile to do a calculation of the face validity. Below, write down your percentage accuracy and the name(s) of who you can seek feedback from to talk about the sentences you feel are inaccurate.

Your Color Preferences

Think about the times when the color preferences in your Conscious and Less Conscious graphs "come alive." Below, write down one or more specific examples of the instances you know you leverage your colors:

Color Energy Stretch

Looking at your Conscious Persona Graph, think about whether and when you want to leverage more or less of any of the four colors. Write them down, below:

Also, write down whether you think it would be hard or easy for you to leverage more or less of those colors, and why:

Your Strengths

As part of your pre-work, you read the strengths page of your Insights Discovery personal profile and chose the two strengths you think are your most important for managing or positively influencing others. Below, write down what "take aways" are most important to you after discussing those in the break out room:

Your Communication Preferences

As part of your pre-work, you used the Communications Section of your profile to identify the two do's and the two don't's you would recommend to your colleagues to think about when they communicate with you. Below, write down what "take aways" are most important to you after discussing those in the break out room:

Your Wheel

Look at your “home address” on the wheel in the back of your profile. Reflect on where you think that one person you want to connect more with is located on this wheel. Below, write down what it might take to adapt (a little or maybe not so much!) to their location on the wheel:

October 21, 2020

Diagnosing and Adapting

Every time you meet someone you have the opportunity to practise your skill of recognising and adapting to their color energies.

Pick one person from the people you manage or seek to influence, or the people you want to connect more with. From highest to lowest, what do you imagine are their color energy preferences? Here are some diagnosing questions to help you make an educated guess.

1. Do they speak to think (possibly a higher preference for red/yellow) or do they think and then speak (possibly a higher preference for green/blue)?
2. Are they more formal (possibly a higher preference for red/blue) or more relaxed (possibly a higher preference for green/yellow)??
3. Do they appear more introverted (possibly a higher preference for green/blue), more extraverted (possibly a higher preference for red/yellow), or somewhere in between?
4. Do they appear to make decisions focused on “the correct approach” or “just the facts” (possibly a higher preference for red/blue) or do they prefer to first think of how to be flexible, more subjective, and focused on the impact on people (possibly a higher preference for green/yellow)?

Write down what you think is their highest, second highest, third preferred, and least preferred color energies – red, yellow, green, and blue.

Highest Second Third Lowest

Use the Insightful strategies below as a guide to help you answer the following questions:

Thinking about the person you just guessed their color energy preferences, make a plan for action:

1. Using your Blue Energy, analyse why do you need or want to connect with them more?
2. Using your Red Energy, list what specific actions can you take to connect more effectively.
3. Using your Green Energy, reflect on how will you engage support from others to adapt to this person’s needs and take those actions?
4. Using your Yellow Energy, visualize what is your ideal effective relationship with this person; tell a story about what you picture.

Insightful Strategies

Platinum Rule: Do unto others as THEY would be done unto

