

Leader Toolkit

Values Based Leadership



We are **INSPIRATIONAL** and **RESPONSIBLE** leaders, **DEDICATED TO QUALITY**.

We take the lead, do the right thing and strive for excellence in all we do.

Why use this tool

The Insights Discovery colour model and self-assessment tool used in the Values Based Leadership Program, enables personal insights and supports greater awareness and understanding of self and others.

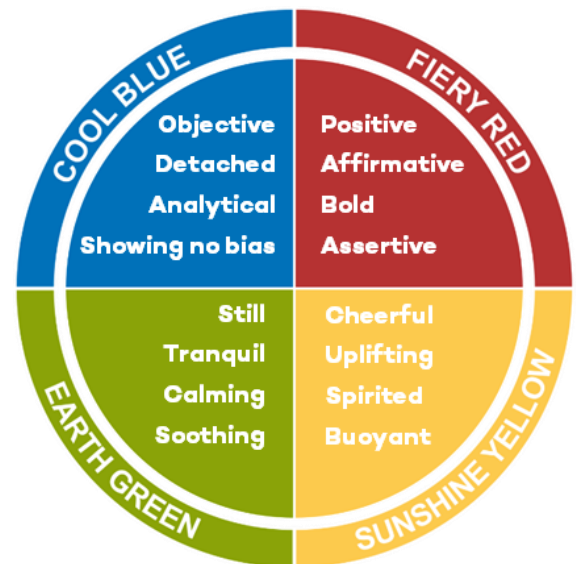
Research has shown that good introspection of strengths and weaknesses, can help individuals to respond better to the demands of the environment.

The Insights Model uses four colours to represent the energies that interact within the personality and help enable us to understand our own preferences as well as how to dial up or dial down our energies to better adapt and connect to others.

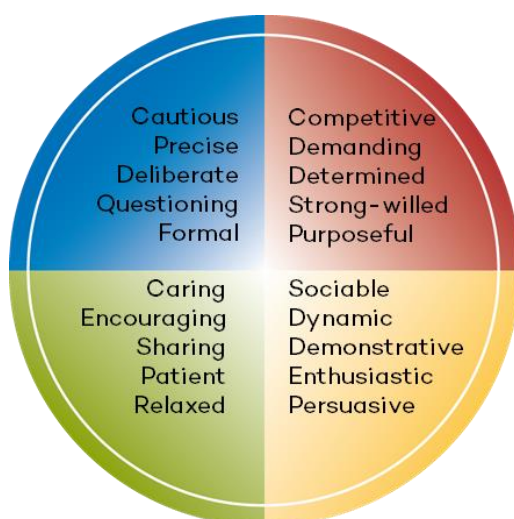
You might decide to use the tool to develop questions as prompts for working through yourself or consider who else you might include in discussions to get a broader view.

We have a combination of **all 4 Insights colour energies** within us

Each of the four colour energies has positive attributes and less positive which are often described as Good and Bad Day behaviours. There is no perfect colour!



Good Day Behaviours



Bad Day Behaviours





Recognising Colour Energies

When using the differing colour energies, you may observe an individual who:

Cool Blue	Fiery Red
<ul style="list-style-type: none"> • Uses an observing and assessing approach • Takes time to think things through before forming conclusions • Maintains a detached and objective viewpoint until information is processed • Works quietly and diligently with care and persistence <p><i>(Consequently, tasks may sometimes take a while to reach completion)</i></p>	<ul style="list-style-type: none"> • Is strongly task-focused and always in motion • Focuses on results, clear on what they want and how they intend to get it • Rises to the challenge and is determined to see it through • Respond quickly and effectively to whatever is happening <p><i>(Consequently, you might observe impatience with delays)</i></p>
Earth Green	Sunshine Yellow
<ul style="list-style-type: none"> • Is considerate and sensitive • Accommodates other's needs • Listens attentively and patiently • Seek harmony and consensus, ensures decisions are made democratically <p><i>(Consequently, there may be some stubborn resistance to actions and choices that are out of alignment with their values)</i></p>	<ul style="list-style-type: none"> • Gets involved in whatever is going on • Engages in interactions with others and seeks to build relationships • Puts others at ease • Is highly influential without seeking to dominate others • Is positive, enthusiastic and eager to say 'yes' to everything <p><i>(Consequently, this may result in over-committing and being unable to follow through completely)</i></p>

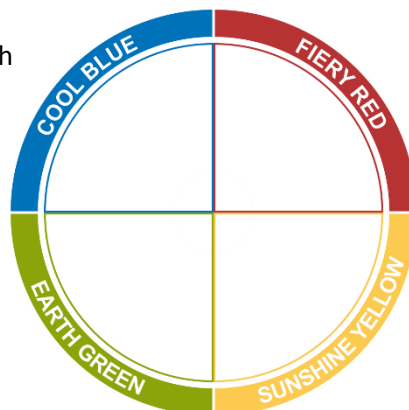
Once we recognise the colour energies of others, we are able to adapt and connect in order to communicate more effectively by making changes .

Cool Blue

Be well prepared and thorough
Do not be flippant on important issues

Do not push them to make quick decisions
Be patient and supportive

Earth Green



Fiery Red

Be direct and to the point
Do not hesitate or waffle

Do not tie them down with routine
Be friendly and sociable

Sunshine Yellow

