

Red, Green, Blue, Yellow: RuGBY

Control/Task Responsive

- Not much body movement and facial expression
- Doesn't tend to show feelings and emotions
 - Uses fact and data-oriented language
- Makes infrequent eye contact while listening

Respect
Carefulness

Control
Dominance

Approval
Steadiness

Recognition
Influence

Show/People Responsive

- Lots of body movement and facial expression
 - Shows feelings and emotions
 - Uses a wide range of language and tone
- Likes to make frequent eye contact while listening

Ask Assertive

- Asks questions
- Doesn't interrupt others
 - Quietly spoken
 - Speaks more slowly
- Thinks carefully before answering

Tell Assertive

- Makes statements
- Often interrupts others
 - Has a louder voice
 - Speaks quickly
- Answers questions quickly

	What is important?	To get the best out of them:	For decisions give them:	For growth they should:	Stress Reaction
Control/Dominance	Time and efficiency	Be brief and keep to the point	Calculated options	Empathize and listen	Attacks the facts
Approval/Steadiness	Relationships and the team	Be friendly and supportive	Support and assurance	Take initiatives	Apologizes
Respect/Carefulness	Data and facts	Be accurate and detailed	Evidence and back-up	Take calculated decisions	Avoids
Recognition/Influence	Future focus and action	Be interesting and stimulating	Incentives and Recognition	Take care about the details	Attacks the person