



High Performance

Theodore Flores

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Introduction

Welcome to your C-me report. This is a personalised report based on your behavioural preferences – expressed in the way you answered the questions.

We hope that much of it rings true and is a useful start to celebrating and leaning into all that comes naturally for you whilst reflecting on those things which are more difficult. There will of course be statements in the report that resonate less. Please make it your own and feel free to cross through some statements and highlight others as you go along.

The statements at the top of each page are action orientated and personalised for you. The visuals at the bottom of the page plot where you sit in relation to others, helping you to identify your place in your team/organisation.

General characteristics of the C-me Colours

Your C-me profile gives you information about your preferred ways of doing things expressed in the language of different combinations of four colours. This combination gives each person their unique temperament.

Logical and analytical
Enjoys problem solving
Needs time for reflection
Realistic
Sorts out the details
Strong sense of duty
Structured and disciplined

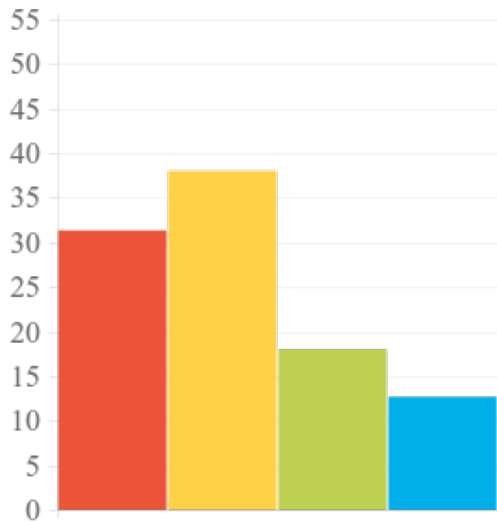
Confident and optimistic
Task focused
Enjoys stretching goals
Leads from the front
Sets a winning mentality
Thinks big
Direct and to the point

Conscientious
Concern for colleagues
Avoids conflict
Involves others in decisions
Respects others' values
Supportive and loyal
Works for democratic solution

Free spirited
Friendly and optimistic
Enjoys networking opportunities
Inspirational and visionary
Lively, sociable and fun
Not afraid to take risks
Spontaneous and imaginative

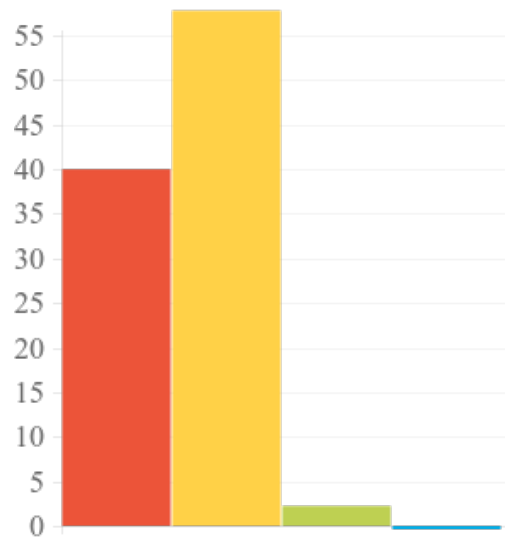
Theodore

These graphs show your personal preference combination based on how you answered the questionnaire.



Adapted Behaviour

These are your more conscious preferences. They are likely to reflect your more modified behaviours.



Natural Behaviour

This less conscious reading of your preferences is likely to be your less filtered, more instinctive approach.

Your Place On The Wheel

This is a summary of your colour combination. It is a helpful shorthand in comparing preferences.



Overview

This section provides a broad outline of your preferred ways of doing things.

Theodore enjoys generating ideas for the project launch; the details may be set aside for another day. He will often let colleagues manage the more routine aspects of a project while he focuses his energy on creating the right working environment. Working alone is not his preference; he much prefers bouncing ideas off others. Charm and easy going humour are used to motivate others to take routine projects to completion. Brainstorming new ideas may be more fun to Theodore than completing the original plan. He is often pushed into being the group spokesperson; in reality he doesn't need much encouragement. He is more likely to praise the good bits rather than point out the flaws in the project. A light-hearted approach to most tasks is his normal style; it doesn't lessen the task's importance for him.

Theodore has a natural talent for complimenting others and making them feel good. The rules that apply to everyone else don't always constrain him. Theodore is friendly, sees the potential in those around him and is aware that this occasionally leads him to support lost causes. He is rarely openly critical of his colleagues and will look for the good in most situations. His decision making may seem impulsive but he's just following his natural intuition. Because he is friendly and gently persuasive he can be a real asset when social skills are needed. Being centre stage gives him pleasure and may turn his presentation into a performance. Expect the unexpected from Theodore.

Theodore sees himself as a generous and trusting friend. Others may occasionally try to take advantage of his trusting nature. Although he is confident in his own abilities, he may not prepare as thoroughly as some of his colleagues. Forgetting some of the hard targets is easy when he is enjoying engagement with colleagues. He is always ready to take the stage and give the team's presentation. It can help to remember that all the parts don't need to be perfectly in place to launch the new project today. He values his colleagues at work and likes to think of them as friends. Focusing his energy on just one subject can often be more productive.

Actions

Please tick or highlight the statements that you really like, cross out the statements that are just not you and add any other comments you would like to make.



Resilient Strengths

Key strengths someone with your colour preference may have:

- Confident
- Interested in everything
- Infectious energy
- Moves on quickly from disappointment
- Takes change in his stride
- Positive outlook
- Enjoys networking opportunities
- Energetic and enthusiastic

Action Points

Select the three key strengths that you think best describe you, add any you think may have been missed.



Team Contribution

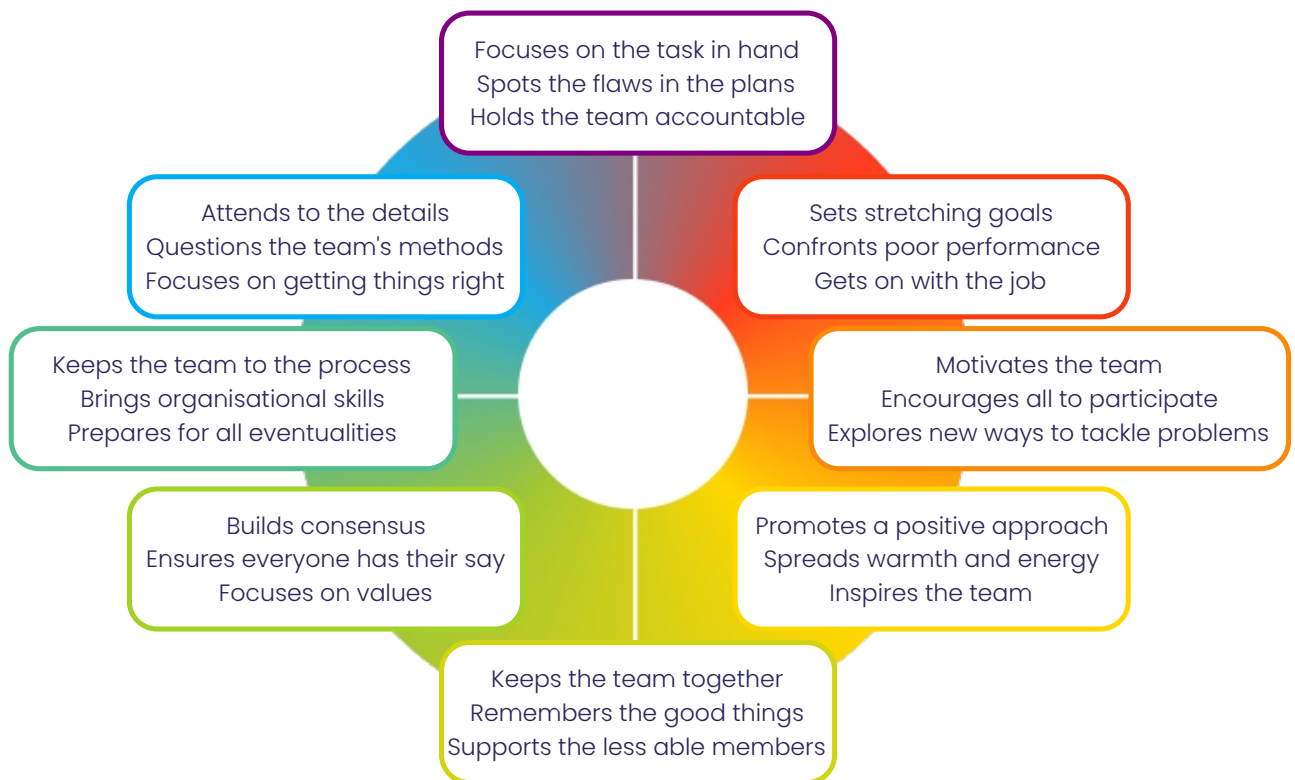
The strongest value you bring to a team may be in these areas:

- Builds the team's energy
- Views risk-taking positively
- Bounces back quickly from setbacks
- Creates ideas and explores solutions
- Encourages the whole team to participate
- Explores new and different ways to tackle problems
- Raises spirits with generous praise
- Approaches problems with an assumption of success

Action Points

You will get best value from this section by getting feedback on it from other members of your team.

Contribution colour combinations may bring to a team





Areas for Development

Possible challenges to be aware of and areas you may like to work on:

- Can involve too many people in a problem
- May place too much trust in a friend's ability to deliver
- Can appear disorganised
- Jumps between ideas and projects
- May not finish everything he starts
- Too busy focussing on the next task to take time to learn from the last one
- May miss important details
- Fills silences when others need time to think

Turn challenges into a development plan

1. Select 2 or 3 challenges you feel most apply to you and that negatively impact your performance
2. Recall situations where you were aware of these challenges
3. Identify options for adjusting these behaviours
4. Consult colleagues for their input and make a development plan

Blind Spots

Blind spots are the aspects of your behaviour you may be less conscious of, but that your colleagues may see displayed in team situations. These may be you on a bad day, viewed by your opposite type.

Theodore's need for variety may mean he is viewed as having a short attention span. Others have opinions to contribute; he may be talking too much. New ventures should be analysed and the options properly considered. A thought may pop into his mind and then out of his mouth without much pause for consideration in between. His natural approach of complimenting others can be seen as shallow by more critical colleagues. Passing the routine tasks to someone else is okay but avoid coming across as neglecting responsibility. His enthusiasm for generating new ideas drives other colleagues mad if they just wanted to get down to the task in hand. He can choose a course of action before having considered the full range of options or the possible consequences.

Theodore should learn to stick to a task; the pleasure from a task completed may outweigh the pain of staying focused. He can be seen as never properly finishing anything he starts. He wants to engage the whole team in his new ideas; this is likely to be met with mixed responses. Sometimes work is about the details; Theodore can't always escape the routine tasks. Others can find Theodore's questions frustrating as they can lack focus and be too vague. Last minute decisions may cause chaos for others, he should give more consideration to colleagues and their timescales. He may defer problems involving personal conflict, hoping things will improve; sometimes he should face the problem today. Vague questions may frustrate others who are more focused.

Action Points

Consult the people close to you and get their input into which of these statements you should focus on as development points.

These are suggestions for your preferred communication strategies.



Effective Communication

Communication preferences, do:

- Get involved with his ideas
- Involve him at every stage
- Offer possibilities for immediate action
- Use humour to defuse tense moments
- Keep the conversation light and pace fast
- Respect his creativity
- Value his opinion
- Seek his views and ideas



Ineffective Communication

Less preferred options, don't:

- Dampen his enthusiasm
- Force him to work alone
- Expect him to stick to the agenda
- Respond in a curt or terse manner
- Talk down to him
- Expect him to have planned anything in advance
- Disregard his need for lots of positive interaction
- Keep returning to the rule book

Action Points

Select three or four statements on both sides to help your colleagues understand your preferences and communicate with you more effectively.

Effective Colourful Communication

The ideas below may then help you think about communicating well with those who have different colour combinations to your own.

Give facts, ideally in writing
Be rational and practical
Ask for their questions
Define the process
Be logical and thorough
Listen carefully to questions
Allow time to prepare

Demonstrate conviction
Identify their role quickly
Be direct and action focused
Present options
Focus on success
Be brief and clear
Refer early to the objective

Allow time for discussion
Be patient and sincere
Show genuine interest
Be generous
Be polite and courteous
Consider their opinions
Progress at their relaxed pace

Be interactive and friendly
Use visuals
Make it fun
Be light and fast paced
Make direct eye contact
Seek their views and ideas
Allow for an open discussion

These personalised statements can facilitate conversations around productive working preferences which are likely to be heightened in a remote working environment.

Productive Remote Working

Ideas that could help you work well remotely:

- Draw the team together
- Bring situations to life with visuals and stories
- Try different ways of communicating
- Encourage debate and robust questioning
- Share responsibility for results with other team members
- Welcome the chance to get to know colleagues better
- Create mini groups for different projects to vary contact
- Introduce a competitive element

Action Points

Select the three statements that resonate most strongly. What changes would maximise your productivity?

Remote Working Challenges

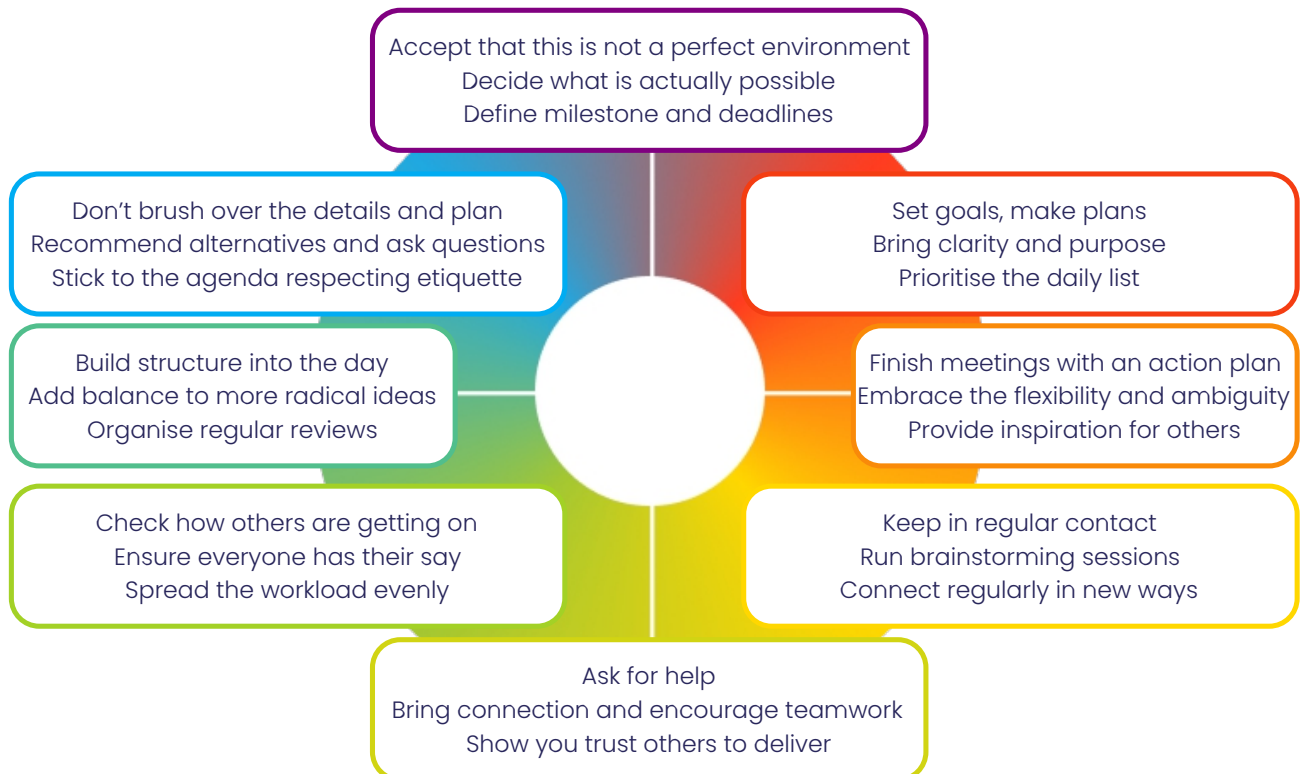
Potential frustrations that may challenge you in working remotely:

- Negativity
- Limited options and choice of what to do next
- Instructions by email with no opportunity to discuss or clarify
- Not holding to agreed action
- Doing the same thing as yesterday
- Slow paced, meticulous presentations
- An uninspiring working environment
- Being interrupted in mid flow

Action Points

Select the most resonant points and think about how you can overcome them.

How to get the best from your team working remotely





Enabling Engagement

What motivates you and demonstrates commitment:

- He commits enthusiastically and tells everyone he has done so
- Will be enthusiastic in voicing his commitment
- Commitment will spread over several areas
- Enjoys feeling part of something exciting and dynamic
- Enjoys encouraging other team members to share the commitment
- Likes to take action quickly
- Really dislikes being pushed into commitments
- Draws others towards action, overcoming their scepticism

Action Points

Select three statements that are most important to you.



Role Agility

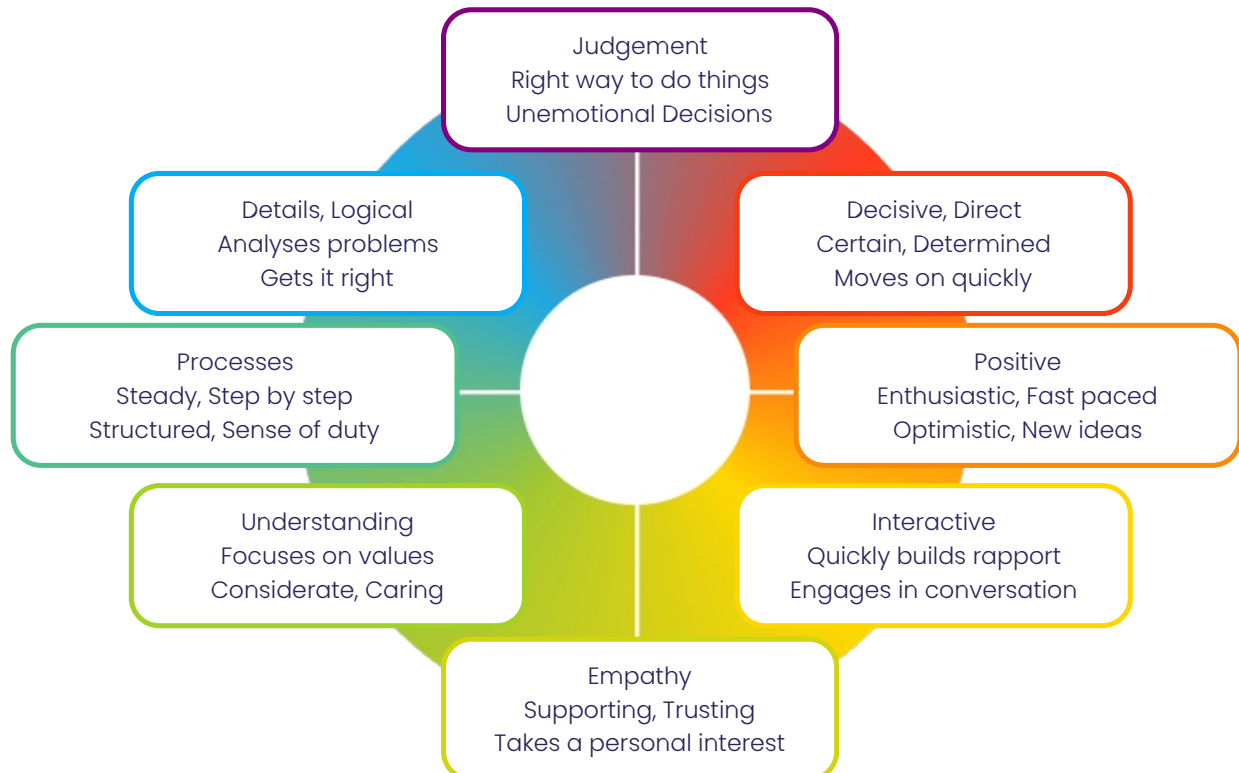
Role preferences and how you may react to change:

- Likes a role that includes the opportunity to act independently
- Will define his own role if the boundaries are not set
- Whatever role is given to him, he will innovate
- Keep the definitions relaxed and allow him room to manoeuvre
- Does not like being told how to achieve the results
- Lives comfortably with ambiguity
- Prefers a high visibility role
- Moves comfortably between roles

Action Points

Select statements that you feel describe your role preferences best.

Role fit around the wheel



Positive Ways of Handling Setbacks

Positive preferences for handling moments of crisis:

- Paints a picture of a better future
- Is optimistic that the team can overcome the problem
- Finds inspirational and innovative ways forward
- Looks forward not back
- Will use humour to diffuse the tension
- Keeps the team upbeat for the future
- Defines a new vision and opportunity
- Draws team back together to renew commitment

Less Positive Ways of Handling Setbacks

Negative preferences for handling moments of crisis:

- Rushes into action without considering the consequences
- Abandons the deadline
- May irritate others with over optimism
- Denies the situation and carries on regardless
- Wants to involve everyone not just the vital few
- Questions the original targets
- Needs time for reflection before proposing the solution
- Quick to move on while others are still analysing the problem

Managing Stress

Different things will trigger stress for those with different preferences. Here are some signs of stress and ways to help reduce it around the wheel.

Signs of stress:

Getting stuck in analysis
Being impatient
Becoming unresponsive, distant
Focusing only on the negatives
Not knowing where to start

Action:

Give them time and space
Avoid interrupting them
Answer questions fully

Signs of stress:

Resignation if the goal feels unachievable
Work life balance becoming misaligned
Becoming over focused, zealous
Showing flashes of frustration
Making hasty decisions

Action:

Avoid mirroring their behaviour
Help them to prioritise
Give them options

Signs of stress:

Going quiet and becoming disconnected
Worrying increasingly
Internalising
Becoming less supportive
Feeling overwhelmed

Action:

Ask how to support them and others
Help them to recognize there is an issue
Listen to them, don't try to fix it for them

Signs of stress:

Not being able to say no
Becoming distracted
Withdrawing
Becoming chaotic
Having a negative attitude

Action:

Listen to them and involve them
Give them positive reflection
Give them validation

Influencing Contribution

These are the strengths you may most naturally bring to a team:

- Sees opportunities everywhere
- Has a stream of new ideas
- Brings a constant stream of new ideas
- Offers a variety of solutions
- Ignores rejection
- Enjoys networking opportunities
- Interested in everything
- Speculates to accumulate

Action Points

Which of these strengths are most important in your context? Think about your clients, your product and the rest of the team.

How can I maximise these strengths when I am needing to influence people?

Influencing Improvement Areas

These are areas that are more likely to need developing or delegating:

- Stick to the agenda
- Separate emotion from decision making
- Persistence will win through in the end
- Match the customer's pace
- Restrain your enthusiasm
- Become a product expert
- Split a task into manageable chunks, each with its own deadline
- Put dates and milestones into the plan

Turn this into a development plan

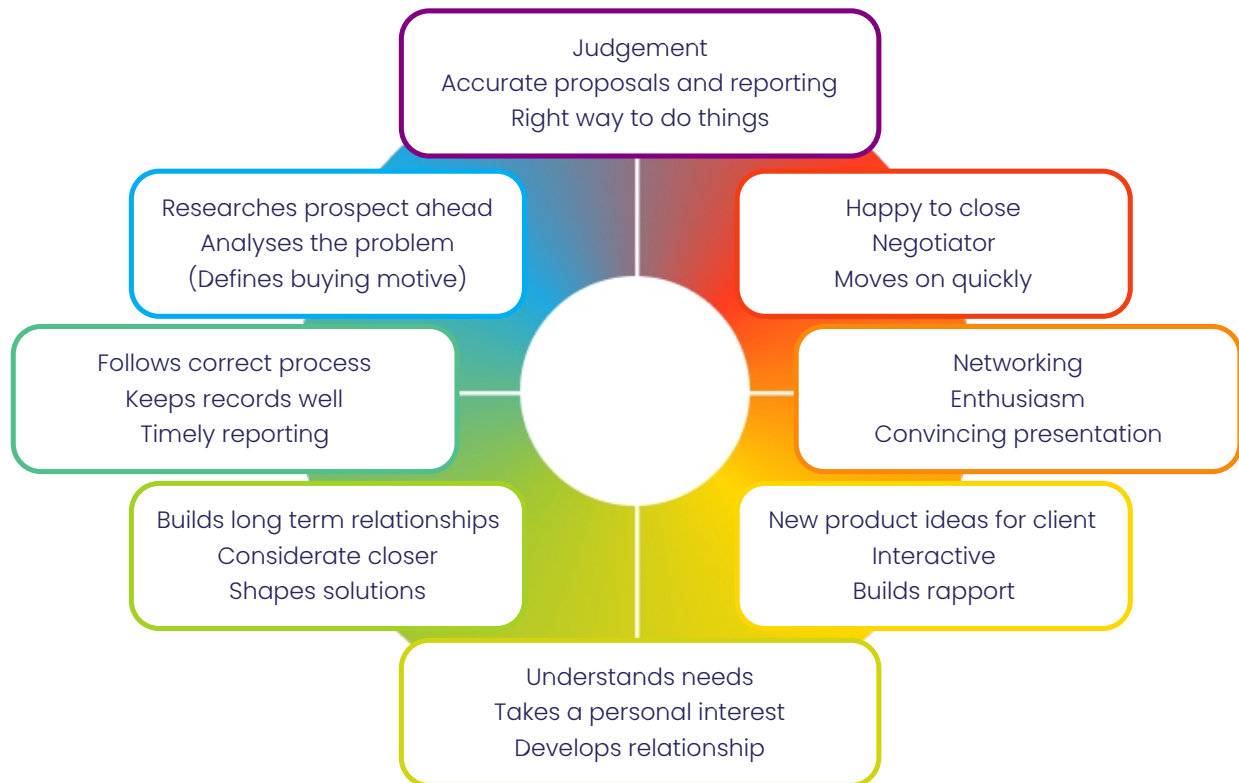
Which of these areas most impact your performance (bear in mind the natural style of your clients and how they prefer to operate).

What can you do to work on these areas?

Are there areas you can or should delegate to others in your team for whom these are areas of strength?

Influencing Tendency Predictor

Team Contribution



Compare this diagram with your wheel position on page three.

The wheel position is a summary of your colour combination and gives an indication of your natural approach - the way you are most likely to operate in a team.

What kind of situation or scenario does this style suit best?

What kind of presentation, negotiation or proposition?

How do my current clients or colleagues operate?

What gaps does this leave in my process or team?

Who else do I need?

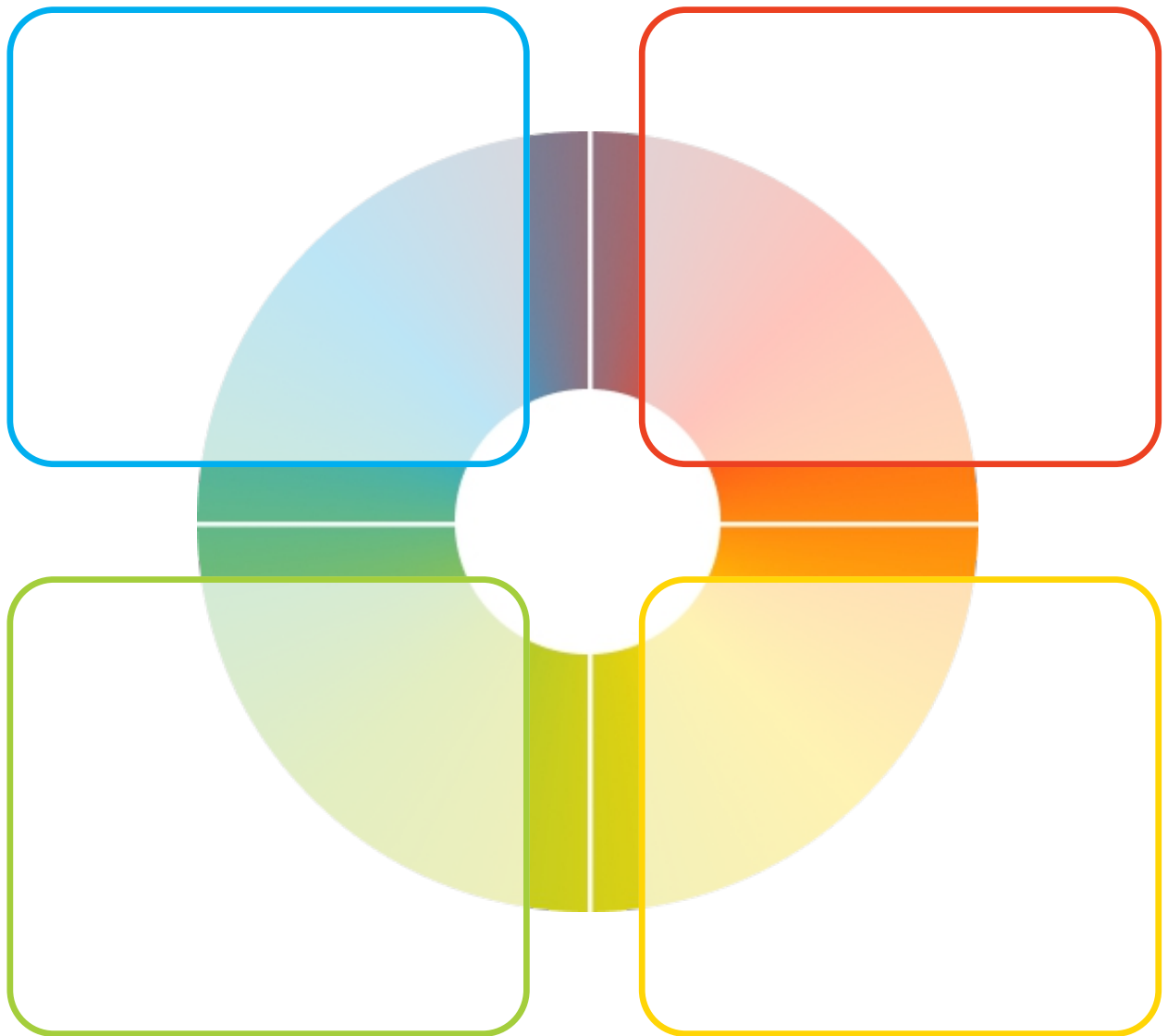
Which set of behaviours would my customers or colleagues most prefer?

How can I adapt?

Action Learning

We learn as we put things into practice. Please use this page to capture your reflections on your report and ideas for actions going forwards.

Try harnessing all four colour preferences to capture different perspectives.





LIVING YOUR LEARNING