

Best Out

Don't aspire to be the BEST on the team.
Aspire to be the best FOR the team.



A customized professional development workshop
Facilitated by
Yolanda Harper

Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box.

Score each of the four boxes in each row from most to least as it describes you:

4 = most, 3 = a lot, 2 = somewhat, 1 = least

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score	Score	Score	Score
Row 2	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	Score	Score	Score	Score
Row 3	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions Ingenuous
	Score	Score	Score	Score
Row 4	M Follow Rules Useful Save Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score	Score	Score	Score
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score	Score	Score	Score

Total Orange Score A, H, K, N, S <input type="text"/>	Total Green Score D, E, L, P, Q <input type="text"/>	Total Blue Score C, F, J, O, R <input type="text"/>	Total Gold Score B, G, I, M, T <input type="text"/>
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If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

You May Show These Characteristics...

	Gold	Green	Blue	Orange
Esteemed for...	Being Dependable	Discovering New Insights	Being a Good Listener	Being Fun and Taking Risks
Stressed by...	Lack of Order	Feeling Inadequate	Feeling Artificial	Restrictions
Highest virtue is...	Responsibility	Objectivity	Loyalty	Courage
Key characteristics...	Being Prepared	Ingenuity	Authenticity	Talent and Skill
On the job...	Organizer	Pragmatist	Peacemaker	Energizer
Perception...	Structure	Abstract	Concern	Excitement
Primary needs...	To Provide Order and Stability	To be Competent and Rational	To Care for Others	To be Free and Spontaneous
Longs for...	Security	Insights and Knowledge	Love and Acceptance	Freedom
Strives to foster...	Traditional Values	Thoughtful Consideration	Harmony	Fun and Recreation
Takes pride in...	Dependability	Competence	Empathy	Impact
Specialty is...	Accomplishments and Results	Research and Conceptualizations	People	Entrepreneurship
Validated by...	Being Appreciated	Affirming Their Wisdom	Acceptance of Others	Achieving Visible Results
Trust...	Authority and Tradition	Facts and Logic	Intuition and Feelings	Impulses

You May See Yourself As...

Gold	Green	Blue	Orange
Stable	Superior Intellect	Warm	Fun-Loving
Providing Security	Powerful	Romantic	Flexible, Adaptable
Always Have a View	Eminently Reasonable	Idealist	Proficient, Capable
Good at Sorting/Weeding Out	Calm, Not Emotional	Willing to Work Tirelessly for What You Believe In	Hands-On
Decisive	Precise, Not Repetitive	Affirming	Problem-Solver
Executive Style	Able to Find Flaws	Promoting Growth, Well-Being	Do Many Things at Once
Organized	Seeking Justice	Relates Current Experiences to Past Experiences	Curious, Welcomes New Ideas
Goal-Oriented	Able to Reprimand	Likes to Please People	Superior Ability to Discriminate Away Options, See Shades of Gray
Dependable	98% Right	Great Communicator	Spontaneous
Firm	Creative	Compassionate	Carefree
Efficient	Visionary	Spiritual	Practical
Good Planner	Original	Unselfish	Eclectic
Orderly, Neat	Rational	Empathetic	Good Negotiator
Punctual	Under Control	Caretaker	Can Deal with Chaos
Seeks Closure	Objective Film Minded	Sympathetic Trusting	

Others May See You As...

Gold	Green	Blue	Orange
Rigid	Intellectual Snob	Stuck In / Lives in the Past	Irresponsible
Dull, Boring	Heartless	Overly Emotional	Goofs Off Too Much
Opinionated	Ruthless	Bleeding Heart	Manipulative
Unimaginative	Unrealistic	Mushy	Not to be Trusted
Bossy	Emotionally Controlled	Hopelessly Naïve	Not Able to Stay on Task
Predictable	Afraid to Open Up	Too Tender-Hearted	Resists Closure or Decisions
Controlling	Critical, Fault-Finding	Easily Duped	Obnoxious
Stubborn	Unfair	Smothering	Flaky
System-Bound	Unappreciative of Others	Too Touchy-Feely	Disobey Rules
Judgmental	Arrogant	Pushover	Scattered
Uptight	Doesn't Care About People	Too Nice	Cluttered
Autocratic	Eccentric, Weird	Too Trusting	Uncontrollable
	Cool, Aloof, Unfeeling	Groveling	Indecisive
	Lacking Mercy	Fawning	Not a Team Player
	Stingy with Praise	Soft	
		Talks too Much	

Things That Frustrate You...

Gold	Green	Blue	Orange
Irresponsibility	Routine	Lying	Rules and Laws
Lack of Planning	Small-Talk	Violence	Same Routine
Lack of Discipline	Plagiarism	Personal Rejection	Deadlines
Laziness	Illogical Arguments	Lack of Communication	Paperwork
High Risk-Taking	Social Functions	Lack of Close Friends	Lack of Adventure
Illegal Behavior	Incompetence	Sarcasm	Too Much Structure

Things You Do That Frustrate Others...

Gold	Green	Blue	Orange
Irresponsibility	Routine	Lying	Rules and Laws
Control Freak	Not Being Social	Lack of Planning	Ignoring Rules
Being Bossy and Controlling	Living in the Future	Being Passive	Being Undisciplined
Working Long Hours	Being Wordy	Avoiding Conflict	Lack of Planning
Being Obnoxious	Blowing Up When Criticized	Suppressing Problems	Being Quick-Tempered
Being Judgmental	Not Going with the Flow	Being Too Generous	Thinking Out Loud
Planning for Everything	Being Too Independent	Being Overly Sentimental	Impulse Buying

You Like to Receive Praise When...

Gold	Green	Blue	Orange
Someone was honest and mentions specifically what was accomplished	Your competence is recognized	Your unique contributions are recognized	Your process is more recognized than the product
Your thoroughness and sense of responsibility is recognized	The quality of your work is recognized	Your personal achievements are recognized	Your cleverness and skills are recognized
Your cleverness and skills are recognized	You are praised with specific vocabulary	Your personal characteristics that are meaningful are recognized	Your quickness is recognized
Words are used that actually reflect what has been accomplished	Specific knowledge you acquired is recognized	Someone shows praise by a touch on the shoulder, or other appropriate behavior	Your impact is recognized
Sincere appreciation is shown	Your integrity is recognized	You know you have importance and significance to the well-being of the group	You are praised with actions
Reminders of the importance of the task completed to the well-being of others is shown	Your independent competence of a job is recognized	Honesty and sincerity are used	You are shown praise spontaneously
You are recognized as an integral part of the group	Someone appreciated your analysis	You are praised with an energetic and enthusiastic manner	Versatility is used
	A clear, logical explanation of what was done is expressed in precise terms		Quick and timely responses are used

On a Bad Day, You May...

Gold	Green	Blue	Orange
Complain	Become Overly Indecisive	Fantasize / Day-Dream	Become Rude
Wallow in Self-Pity	Refuse to Cooperate with Others	Do Anything to Get Attention	Break the Rules for Spite
Worry	Become more Aloof/Withdrawn	Lie to Save Face	Lie/Cheat to Control the Situation
Complain of Psychosomatic Problems	Put Others Down	Withdraw so Others will Come / Feel Sorry for You	Run Away
Make Malicious Judgments About Yourself/Others	Use Sarcasm	Cry/Pout Use	Drugs or Alcohol
Blindly Follow to the Letter of the Law	Refuse to Communicate	Show Passive Resistance	Act Out Boisterously
Because Overly Authoritative	Become Highly Critical of Yourself/Others	Yell/Scream	Become Physically Aggressive
Become Unreasonably Fixed	Turn a Cold Shoulder to Others	Fish for Compliments	Quit / Drop Out
Be Unforgiving	Demand Unreasonable Perfection	Become Depressed	Become Verbally Abusive
Feel a lot of Anxiety/Pressure		Say You Aren't Liked	Make Bad Spontaneous Decisions
Become Overly Tired/Depressed		Feel Put Upon	

Things That May Stress You...

Gold	Green	Blue	Orange
Incomplete Tasks	Lack of Control	Broken Promises	Too Much Responsibility
Ambiguous Answers	Incompetence	Negative Criticism	Redundancy
Many Things Going on at Once	Emotional Displays	Conflict	Rules and Regulations
People Not Following Through	Small Talk	Insincerity	Being Stuck at a Desk
Irresponsibility of Others	Social Functions	Lying	Requirements to Read Manuals
Haphazard Attitude	Subjective Judgement	Rejection	Deadlines