

RED

The **social** quality:

- is always attentive to everybody's wellbeing.
- makes sure that every member in a group is heard and understood.
- ensures a good process, but is not necessarily that result-oriented.
- is a 'feel good' person, a 'body' person and a people person.

Peace and harmony within the group is important. Often a dreamer.

GREEN

The **practical** quality:

- is attentive to practical aspects, clarity and structure.
- makes plans and achieves them.
- is a planner and a do'er.
- sets the agenda and clear deadlines, makes sure that the minutes are taken, is good with plans, practical solutions, excel sheets and administration.

Clarity and achievements in the work is important. Often a planner and a doer.

BLUE

The **reflective** quality:

- is purpose-oriented. Will probably ask: "Why are we doing this?"
- is an ambitious thinker who wants to make a difference in the world.
- makes sure the group works according to values, principles and visions.
- focuses on the issues like the power balance and positioning between the community group members and other stakeholders, gender issues etc.
- arranges evaluations to improve methods and further define the organizational culture.

Alignment with organizational identity is important. Often a thinker.

YELLOW

The **inspirational** quality:

- will see opportunities where others give up.
- is attentive to innovation, experiments and dreams.
- can tend to be a dreamer, do not fear any challenge.
- can be unrealistic, but innovative.
- gets easily restless, demotivated and impatient if others are not following, are too slow, or less courageous on trying new things.

Innovation and confronting barriers is important. Often a mover and shaker.