**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.*

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**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.*

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**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.*

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**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.*