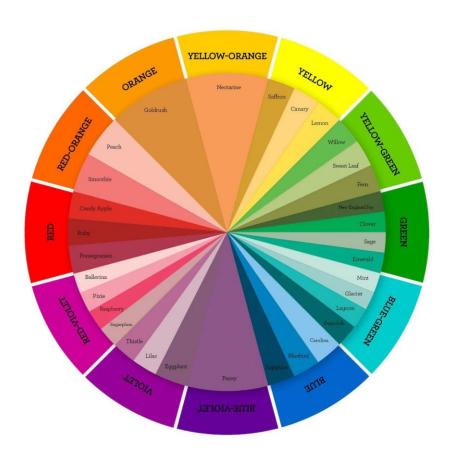
What's Your Color? Identifying and Leveraging Your Leadership Style

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Objectives

- Identify your primary and secondary communication style using the PACE palette® tool
- Examine the strengths and limitations of your communication styles
- Consider how your communication styles impact your leadership and your team





What's your Color?

- The Pace Palette® is a tool to help individuals understand their intrinsic characteristics and preferred communication style
- 4 "Colors" > Red, Yellow, Blue, Green
- Practical application of the Myers Briggs

Why the colors matter

Improved understanding of natural strengths

Identify what gaps need to be filled for the team









Clarify what you bring to the team

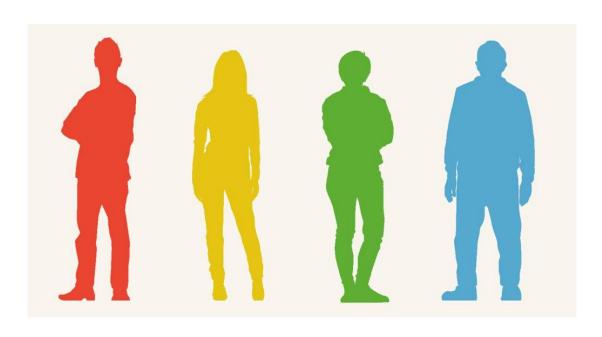
Helps shape approach to communication with others who are different colors

Why the colors matter



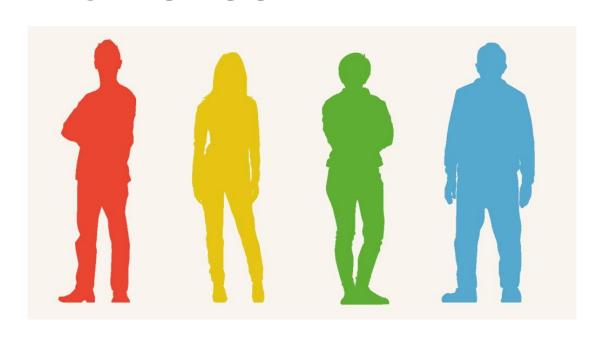
- Improves interactions with colleagues
- Helps determine which communication style is best suited for specific interactions to increase effectiveness
- Preferred styles may differ by context (home, work)
- Increases ability to leverage aspects of different styles in different situations
- Personal style / preferences may change over time

Personal Reflection Exercise – Worksheet 1

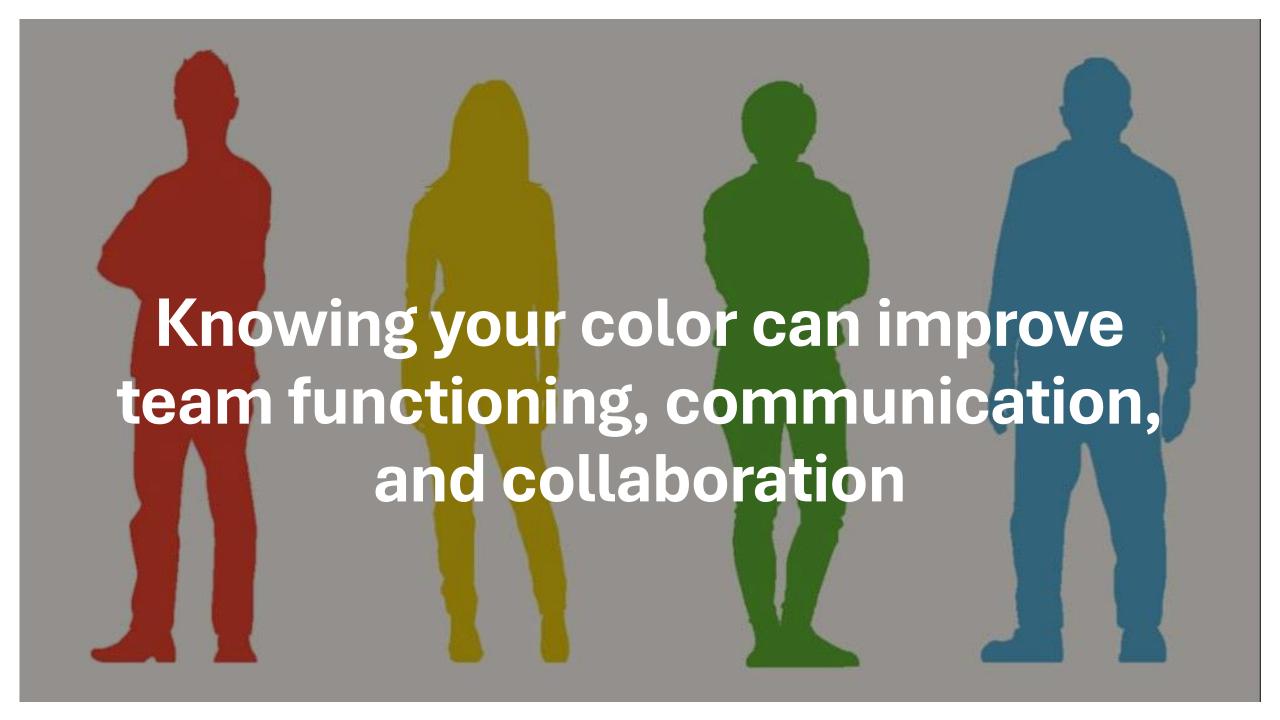


- Review the 4 colors and rank them in order based on which color you think matches you best (to least)
- Then, fill out the scoring card

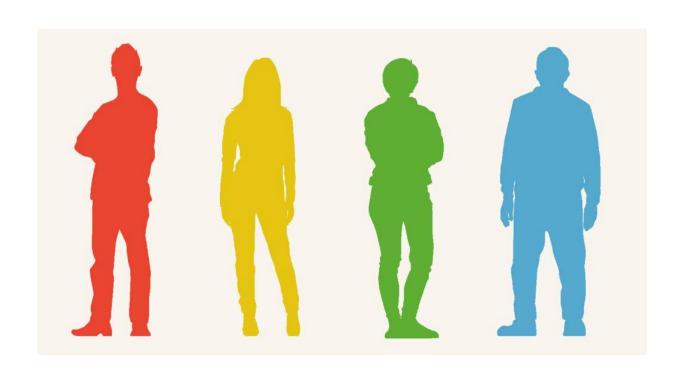
Personal Reflection Exercise – Worksheet 2



- Fill out the scoring card, one row at a time
- Rank order the boxes in Row 1 from most like you (4) to least like you (1)
- Add the scores in each column



What's your DOMINANT color?



- People are rarely one color
- No color is better than another
- Identifying your primary, secondary, and tertiary colors – and seeing these traits in team members – helps you communicate more effectively and understand colleagues
- How do you like to give and receive communication?

Communicating with a Red: Adventure

- Red workstyle behaviors:
 - Competitive, action-oriented
 - Determined, purposeful, urgent
 - Strong-willed
- Speaking in Red:
 - We have a great opportunity/challenge for you
 - This allows you to think outside the box and be creative
 - You will be in charge and lead
- Words to avoid:
 - Unmotivated, boring, dull, uninterested, scared, unsure of themselves

Red – Reaction to Stress/Pressure

- Argumentative
- Impatient
- Lacks tact and diplomacy
- Completion at any cost
- Oversteps authority

Communicating with a Yellow: Responsibility

- Yellow workstyle behaviors:
 - Sociable
 - Industrious
 - Dynamic, demonstrative, enthusiastic
 - Persuasive
- Speaking in Yellow:
 - You can be in complete control of this
 - We know you will be very detail oriented
 - We need you to ensure others are accountable
- Words to avoid:
 - Uncaring, irresponsible, inattentive, uninterested
 - Not a good team member

Yellow – Reactions to Stress/Pressures

- Overly organized
- Resists changes
- Takes criticism personally
- Wants to slow down the process
- Rigid in enforcing rules

Communicating with a Blue: Harmony

- Blue workstyle behaviors:
 - Flexible, adaptable
 - Caring, sharing, encouraging
 - Patient, relaxed
- Speaking in **Blue**:
 - We need your help
 - Is this fair?
 - We need you to inspire and motivate
- Words to avoid:
 - Insensitive, inconsiderate, unsupportive
 - Rigid

Blue – Reactions to Stress/Pressure

- Inattentive to detail
- Has difficulty planning
- Too trusting
- Underutilizes facts
- Not direct enough

Communicating with a Green: Curiosity

- Green workstyle behaviors:
 - Curious
 - Cautious, precise, deliberate
 - Logical, formal
- Speaking in Green:
 - We need your expertise in problem solving so let us know if you need more details or help, otherwise we will let you go for it
- Words to avoid:
 - Incompetent, inept
 - Emotional
 - Irrational

Green – Reactions to Stress/Pressure

- May over analyze
- Discounts others' feelings
- Can be defensive when criticized
- May not verbalize feelings
- Resists change

Building your Team – Mind the Gap!

No Red on the Team

- Slow to action
- Problem with decisionmaking

No Blue on the Team

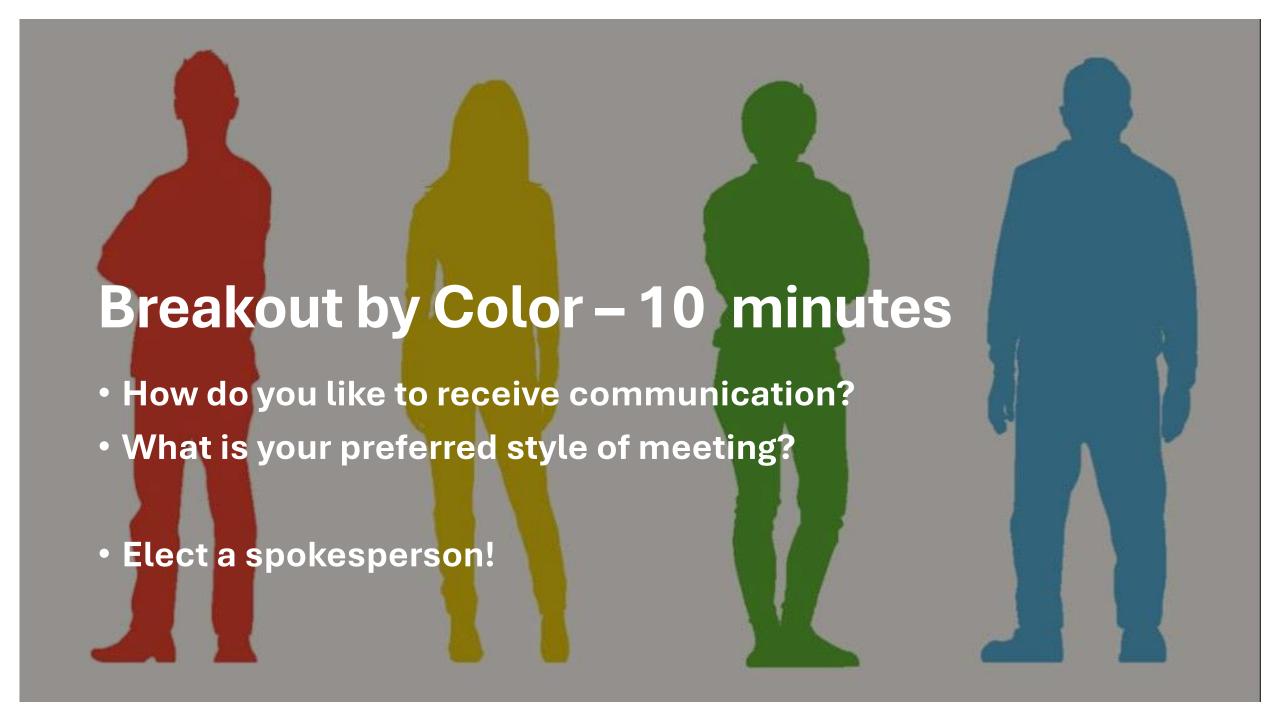
- Low communication / minimal group input
- Appreciation not frequently expressed

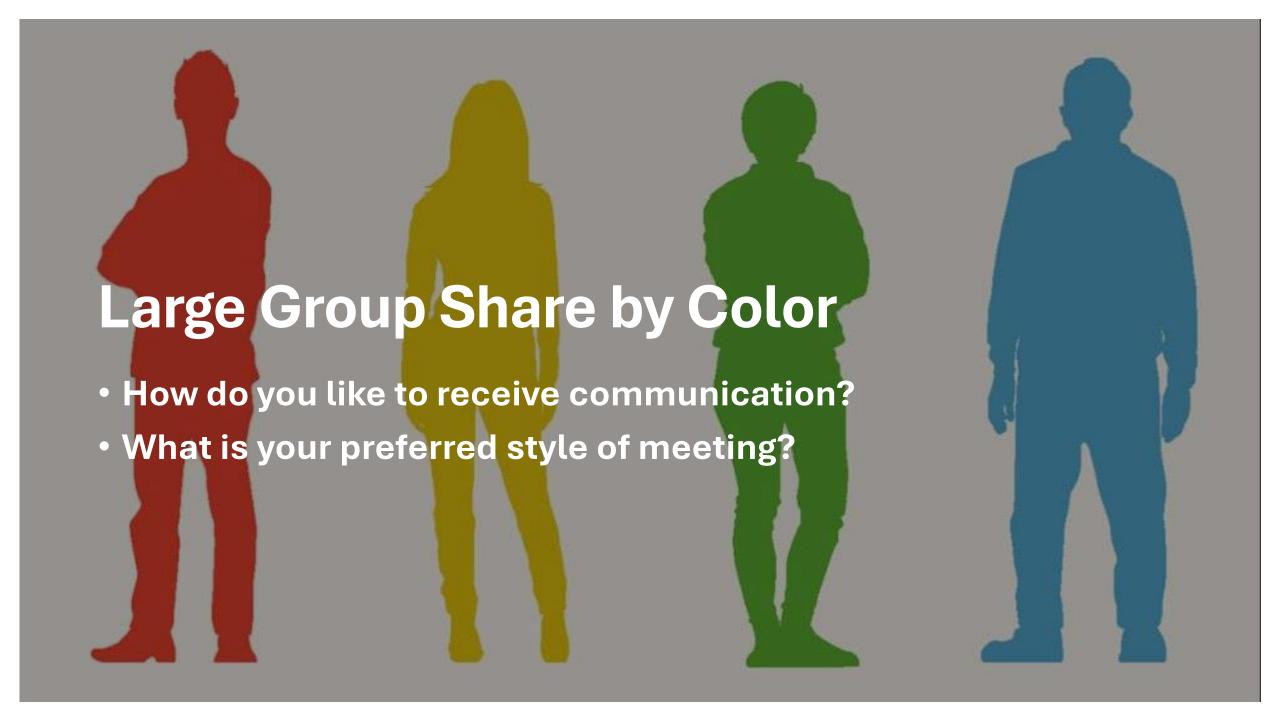
No Yellow on the Team

- Lack of planning and execution
- Details overlooked

No Green on the Team

- Facts may be overlooked / increased inaccuracies
- Long-term consequences not thought out



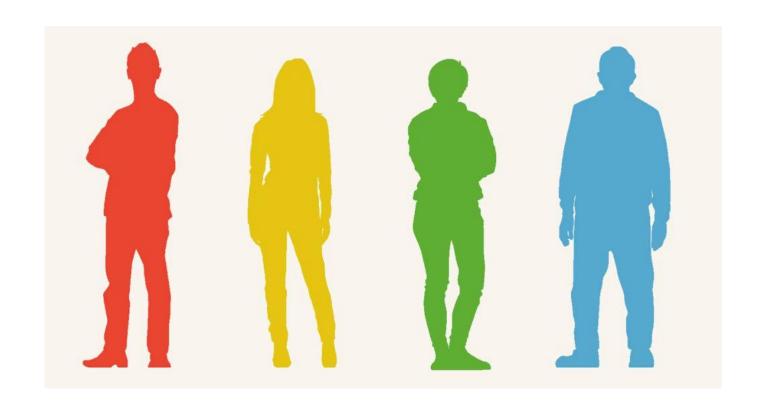


Take Home Points



- Identifying your primary, secondary, and tertiary colors deepens awareness of own strengths
- Consider how to leverage your style (and awareness of others) to enhance team functioning and communication
- Challenge yourself to collaborate with people who are different than you
- Medicine and science need ALL the colors there are many ways to lead!





•Questions?

• Thank you!