

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



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

The image features four stylized human silhouettes standing in a row against a solid grey background. From left to right, the silhouettes are colored red, yellow, green, and blue. The text is centered over the silhouettes in a white, bold, sans-serif font.

**Knowing your color can improve
team functioning, communication,
and collaboration**

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 decision-making

No Yellow on the Team

- Lack of planning and execution
- Details overlooked

No Blue on the Team

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

No Green on the Team

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

The background of the slide features four stylized human silhouettes standing in a row. From left to right, they are colored red, yellow, green, and blue. The silhouettes are positioned behind the text, with the red one on the far left and the blue one on the far right.

Breakout by Color – 10 minutes

- How do you like to receive communication?
- What is your preferred style of meeting?
- Elect a spokesperson!



Large Group Share by Color

- How do you like to receive communication?
- What is your preferred style of meeting?

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!**