

# Building Teams & Buy-In



Valuing Differences - Creating Unity





CERTIFIED  
dream  
manager



**KEVIN MCGHEE MS,PMP,CNS**  
CERTIFIED DREAM MANAGER |  
SERVANT LEADER | CHANGE CATALYST |  
CONNECTOR | CERTIFIED IN DEI | SIX  
SIGMA GREEN BELT | CERTIFIED TRUE  
COLORS FACILITATOR

[phxrenew@gmail.com](mailto:phxrenew@gmail.com)

**Leadership Style:** My leadership style is characterized by my enthusiasm for building relationships, sharing knowledge, and fostering a positive environment. I combine my calm competence with a deep understanding of others' thoughts and emotions, motivating them towards shared goals, meaningful achievements and driving them to become the best-version-of-themselves.

*Some of my leadership values:*

**Relationship Building:** Prioritizing the development of strong and meaningful connections with team members and stakeholders.

**Knowledge Sharing:** Emphasizing the importance of sharing knowledge and expertise to empower others and facilitate growth.

**Continuous Learning:** Valuing the pursuit of new knowledge and personal growth as an essential element of leadership.

**Emotional Intelligence:** Recognizing the significance of understanding and empathizing with others' thoughts and feelings to build effective relationships and foster a positive work environment.

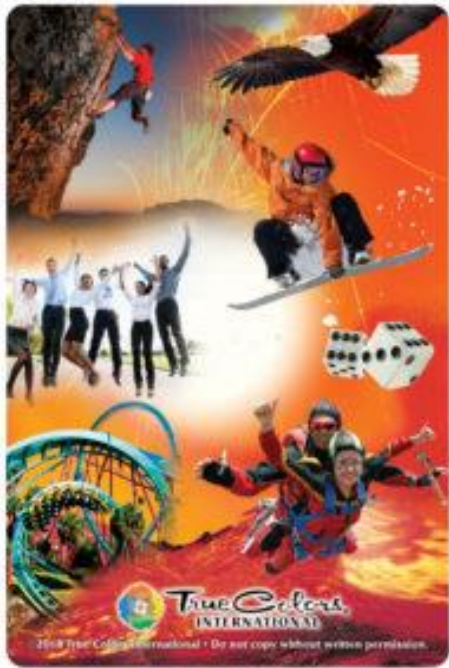
**Collaboration:** Encouraging teamwork and collaboration, leveraging the strengths and perspectives of each team member to achieve shared goals.

**Inspiring and Motivating:** Possessing the ability to generate excitement and enthusiasm about important initiatives, inspiring others to take action and make a positive impact together.





# Which Color Best Describe You?





# True Colors Assessment: How to Identify Your Primary Color

- Use “4” to indicate **MOST** like you
- Use “1” to indicate **Least** like you
- Each row **Must** have “1” through “4”
- **Add columns From Top to ↓ Bottom for your color total**

The color with the highest score is your primary color

The color with the second highest score is your secondary color

If you have a tie, we are going to check our selection from the cards







# True Colors Assessment: Example



Active Opportunistic Spontaneous	<b>3</b>	Parental Traditional Responsible	<b>2</b>	Authentic Harmonious Compassion	<b>1</b>	Versatile Inventive Competent	<b>4</b>
Competitive Impetuous Impactful	<b>2</b>	Practical Sensible Dependable	<b>3</b>	Unique Empathetic Communicate	<b>1</b>	Curious Conceptual Knowledge	<b>4</b>
Realistic Open-minded Adventurous	<b>2</b>	Loyal Conservative Organized	<b>3</b>	Devoted Warm Poetic	<b>1</b>	Theoretical Seeking Ingenious	<b>4</b>
Daring Impulsive Fun	<b>2</b>	Concerned Procedural Cooperative	<b>3</b>	Tender Inspirational Dramatic	<b>1</b>	Determined Complex Composed	<b>4</b>
Exciting Courageous Skillful	<b>2</b>	Orderly Conventional Caring	<b>3</b>	Vivacious Affectionate Sympathetic	<b>1</b>	Philosophical Principled Rational	<b>4</b>
Total	<b>11</b>	Total	<b>14</b>	Total	<b>5</b>	Total	<b>20</b>
Orange		Gold		Blue		Green	





# IMPROVE JOB PERFORMANCE



## With a Bright Green by:

- Assigning projects which require analytical thinking and problem solving
- Discuss your “big picture” with them utilizing their universal outlook
- Inspiring them with potentialities
- Respecting their inclination to go beyond the rules of the system
- Praising their inventiveness and ingenuity
- Understanding their need to avoid redundancy and repetitive tasks
- Recognizing their competence in the job

## With a Primary Blue by:

- Creating a warm and personal working atmosphere
- Interacting as much as possible with openness and honesty
- Avoiding conflict and hostility
- Supporting others
- Showing affection w/ a hug, handshake or touch
- Allowing them freedom to express their feelings
- Making use of their natural gifts for communication
- Nurturing individuals-oriented ideas
- Praising creative approach to projects
- Providing 1-on-1 feedback

## With a Primary Gold by:

- Providing detailed planned assignments
- Defining the tasks in clear and concrete terms
- Being punctual and reliable
- Avoiding abrupt changes
- Giving standard rules and regulations
- Sharing in the responsibilities and duties of the workplace
- Praising their neatness, organizational abilities and efficiency
- Giving feedback often to assure them they are doing it right
- Recognizing their need to be dependable & responsible

## With a Primary Orange by:

- Assigning exciting projects that require a hands-on approach
- Providing opportunities to be skillful and adventurous
- Keeping a good sense of humor and avoiding boredom on the job
- Encouraging them to use their gifts of originality and flair
- Providing opportunities for job competition
- Allowing them the freedom of movement
- Praising their performance and skillfulness while on the job





# IMPROVE PERSONAL RELATIONSHIPS



## With a Primary Orange by:

- Recognizing their need for freedom
- Valuing their playfulness
- Helping them to think before they act
- Spontaneously “playing” with them
- Realizing their stress comes from lack of excitement
- Reinforcing their optimism
- Praising their skills
- Responding to their generosity

## With a Primary Gold by:

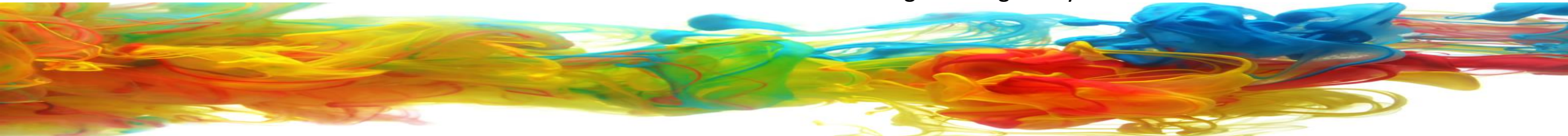
- Caring about their need for security
- Doing some reasonable planning
- Praising their responsible actions
- Remembering sentimental moments
- Acknowledging their stability
- Responding to important dates
- Trying not to embarrass or draw attention to them

## With a Primary Blue by:

- Making romantic gestures
- Having intimate talks
- Recognizing their need to contribute
- Providing them with a warm touch or hug
- Reassuring them of your commitment
- Expressing your feelings
- Being open and responsive
- Not being embarrassed by their emotions or need for drama

## With a Primary Green by:

- Recognizing their need for independence
- Valuing their abstract thinking
- Helping them with details
- Preserving their privacy to read or think
- Accepting their lack of romantic gestures
- Realizing their stress comes from the fear of appearing foolish
- Allowing them to be self critical
- Understanding that they esteem themselves by being competent
- Praising their ingenuity





# Key Points

- **Improved Communication:** Tailor communication to reduce misunderstandings.
- **Enhanced Team Dynamics:** Leverage individual strengths for cohesive teamwork.
- **Conflict Resolution:** Address conflicts based on natural tendencies.
- **Increased Self-Awareness:** Understand your behaviors and triggers.
- **Building Empathy:** Strengthen relationships by understanding others' perspectives.





# Key Points

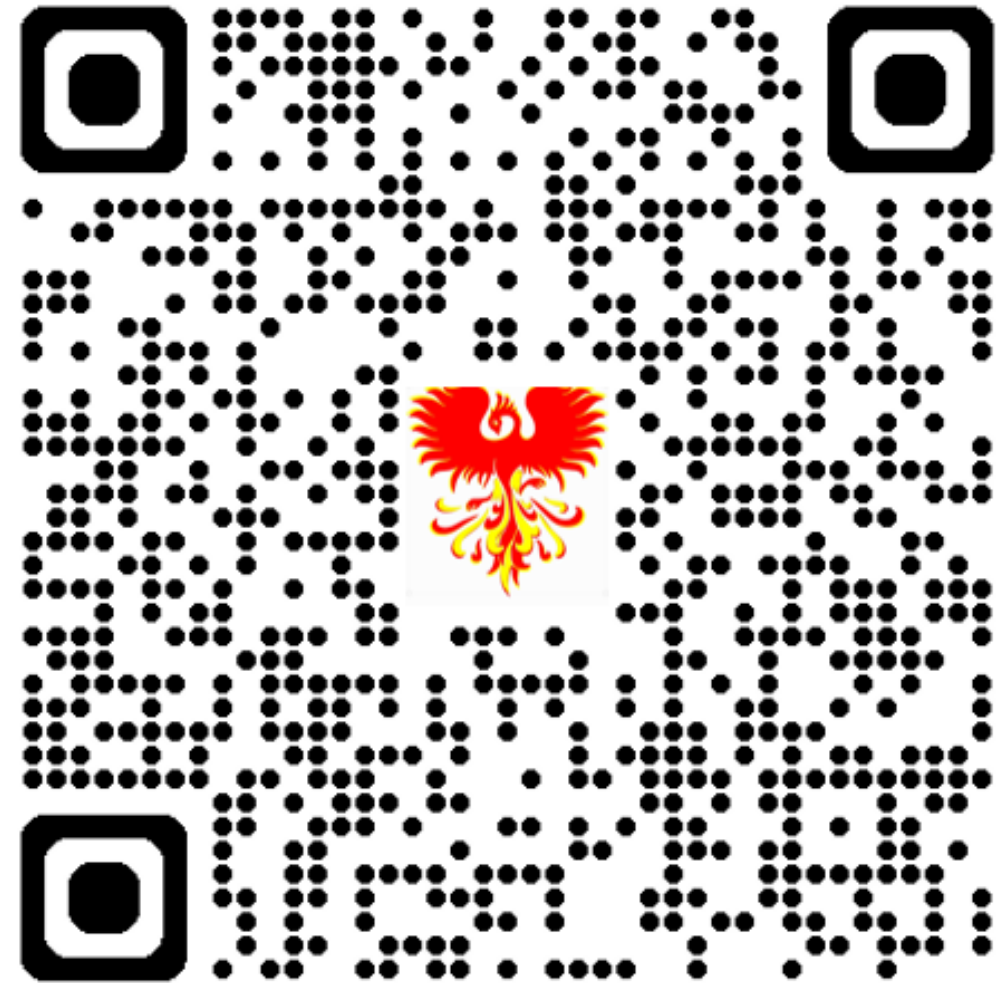
- **Leadership Development:** Motivate and connect with teams effectively.
- **Adaptability:** Adjust to varying work styles and social situations.
- **Customer/Client Relationships:** Customize interactions to diverse needs.
- **Effective Delegation:** Match tasks to strengths for efficiency and satisfaction.
- **Reduced Stress:** Foster a healthier, more harmonious work environment..



***Thank you for joining us today!***  
***We hope you enjoyed the session!***  
***Scan the QR code to complete the survey!***



<https://forms.gle/59sZutwn7FEX9XDU7>





**Linked** 

***FOLLOW ME!***

[linkedin.com/in/mcghee608](https://linkedin.com/in/mcghee608)



# PHOENIX RENEW LLC



[phxrenew@gmail.com](mailto:phxrenew@gmail.com)

**Thank You!**

