

Blue Boss

Strengths – The strength of Blue bosses is in their people skills. Their style of management is very people-oriented. They will focus their attention on the individuals who work for them and encourage them to reach their own potential. It is their nature to want to draw out the best in others; therefore, they will act more as coaches and mentors toward their workers. Because of their enthusiasm and warmth most people will be willing to cooperate with them. A harmonious environment where people communicate in a positive way and work together as a team is the climate that they will strive to create.

Weaknesses – Blue bosses least favorite things to deal with are conflict and disharmony. In fact, they will go to any length to avoid these situations. This could create a tremendous hardship for them with disgruntled employees. In fact, conflict and terminating undesirable workers are two things that Blue bosses say they dislike most about being the boss. Many avoid the job for these reasons. The exception might be the Blue-Orange boss, who tends to handle confrontation better than other Blues.

Green Boss

Strengths – Green bosses have the intellect and confidence of natural born leaders and people see them in this role. The higher the position, the better. In fact, it is easier for them to lead than follow, as the boss is a role they are well suited for. Their incredible vision allows them to see the necessary improvements needed for any system to function better, and a leadership role will give them the power they desire to take a company or organization forward.

Weaknesses – Since on top is where they would rather be, Green bosses must be careful not to end up there alone with no one following. They have great ideas, but their strength is not in their people skills. They need to have someone on their team who has the ability to motivate and inspire others. Green-Blues will have more skills in this area. We can't be all things to all people, but we need to be smart enough to recognize this and reach out to those who have strengths that we don't have. Green bosses also have to be careful not to be too autocratic in their decision-making and allow others to be part of the process.

Gold Bosses

Strengths – Gold bosses' real strength is in getting things done. The fact that they like to be responsible drives them to do what needs to be done in any situation. Their role as boss in a business setting is a natural thing for most Golds with the exception of a Gold-Blue, who are more like Blues and may not like this role as much as other Golds. Gold bosses' loyalty is to their companies and they will see to it that deadlines are met, people are doing their jobs, and rules are followed. These are part of any boss's job, but Golds do these things naturally and will tend to make sure everybody else does as well.

Weaknesses – Gold bosses must be careful not to be overly loyal to the company and disregard the needs of individuals. People need to feel they are the most important resource of any company and Gold bosses will need to find a balance. Also these bosses have a tendency to be perfectionists, which can be discouraging to others. They'll need to lean to be considerate of those who don't do things exactly the way they would like them done.

Orange Bosses

Strengths – Since Orange bosses have a strong resistance to too much structure and too many restrictions, they will not be likely to impose these on their workers. The tone they set in the office will create a more relaxed atmosphere where others feel free to laugh and be sociable on the job. But when things do go wrong they will have no problem putting out fires. Confrontation does not intimidate them.

Weaknesses – Orange bosses need to be careful about starting things without paying attention to follow through and implementation. Others are better at filling in the details to complete projects, so they must allow them to do so.