

FOUR LENSES

4-TEMPERMENT DISCOVERY

*all of us think we see the world as
it is: when in reality,
we see the world as we are*

What is Four Lenses?



An exercise in self-discovery

Flip the cards

On the back of the cards, look at the colored border.

Record the picture rankings with 4 being the most preferred picture, 1 being the least.



Score Sheet

	Gold	Green	Blue	Orange
Step 1	2	1	3	4
Step 2				
Step 3	D	B	C	A
Total				

You MUST choose an order –NO TIES!

Step 2 Arrange cards

Read and evaluate each description

Reorder your preferences based solely on what you read

Your preferences may be the same or different from step one; either way is fine

I am a highly organized person. I have great abilities to stick to detailed tasks and see them through. People come to me when they need a job done right because I am stable and dependable and they know I'll be able to fit their request into my already busy schedule. I am highly responsible, neat, and orderly. I put work before play or I can't fully enjoy myself.

I have always believed that it is important to obey the rules and follow those who are in authority. Structured situations and environments give me a great sense of well being and security. For this reason, I like to belong to organizations and groups that provide traditional reinforcement and support.

I take most things seriously, this includes my traditional and conservative views of love, marriage, and family. I show my love for my friends and family by the security I provide and practical things I do for them. I am hard working, but I like things to be done my way. When people recognize and appreciate my efforts it makes them all worthwhile.

It is very important to me to be on time and prepared. I am uncomfortable with change unless it is fully explained and gradually implemented. I have a strong sense of right and wrong and can be motivated by feelings of guilt. I am extremely loyal and faithful.

Some words that describe me are: punctual, practical, sensible, organized, stable, thorough, dependable, conservative, detailed, hard-working, solid, orderly, consistent, structured, positive, and reliable.

...mist, don't, understand

...or, ex- in my e,

...hen I day-to- t,

...r ruth- make a es or

...genious,

...ad and elting; nuc-

...s to e the

...ad vities.

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...learn so avoid a

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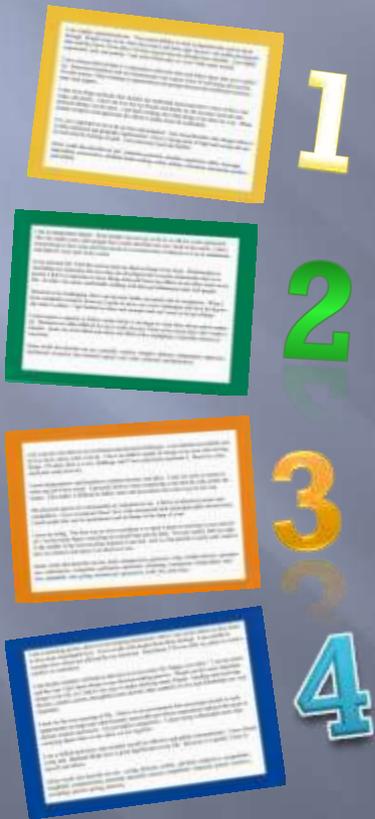
...ek ed to an

...a friend c in

...less, adaptable, easy-going, mechanical, persuasive, wild, fun, and crazy.

...Some words that describe me are: caring, humane, creative, spontaneous, sympathetic, insightful, compassionate, personal, peaceful, sincere, empathetic, romantic, poetic, sensitive, accepting, patient, giving, and true.

Record your results



Score Sheet

	Gold	Green	Blue	Orange
Step 1	2	1	3	4
Step 2	1	2	4	3
Step 3	D	B	C	A
Total				

Step 3 – Preference Survey

Take the Preference Survey

Preference Survey

Here are 10 sentences with four endings. Indicate the endings that are most like you, in the order of preference. In the space provided next to each ending, write a (1) beside the one that is most like you, a (2) beside the one that is next most like you, a (3) beside the one that is next least like you, and a (4) beside the one that is least like you.

1. When I have to make a decision, I like to:

- a. make it quickly and get on to other things.
- b. take my time, gather the facts and think it through logically.
- c. see how others feel about it, then choose what's best for everyone.
- d. consider what was done before and proceed carefully.

2. My friends can count on me to be:

- a. full of energy and ready to try anything.
- b. serious hard and full of facts.
- c. sensitive and willing to listen.
- d. dependable and hard working.

3. I read to:

- a. be sure to follow my lesson.
- b. develop insightful and intelligent alternatives.
- c. help people get things together.
- d. keep things in order.

4. In a crisis situation, others depend on my:

- a. courage.
- b. knowledge.
- c. empathy.
- d. perspective.

5. If someone really wants to show me they love me, they will:

- a. tempt me with something unexpected.
- b. understand what I need more as its a gift.
- c. spend time being and listening to my feelings.
- d. do things I've asked them to do.

6. I always find myself thinking about:

- a. new things to do.
- b. why things are the way they are and how they can be improved.
- c. how other people are feeling.
- d. how things should be improved.

7. In a group of people, I'm usually:

- a. right in the middle of the action.
- b. off in a corner quietly talking with one or two people.
- c. making sure everyone feels accepted and happy.
- d. doing whatever it needs to make things run smoothly.

8. The people who know me say that I'm:

- a. practical and competent.
- b. reserved and serious.
- c. caring and sensitive.
- d. stable and obedient.

9. When someone hurts my feelings I usually:

- a. become angry and rude.
- b. withdraw or become sarcastic.
- c. feel hurt for a long time.
- d. worry and have feelings of helplessness.

10. Sometimes I tell people to leave me alone. What I really mean is:

- a. don't go far, I'll get over this real soon.
- b. really leave me alone and I'll work through it on my own.
- c. don't leave me alone. Help me work through it.
- d. leave me alone for a while and then come back and apologize.

Score Sheet

	1	2	3	4
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Indicate the endings that are most like you

Use the 4-3-2-1 ranking

4 being the most like you

Preference Survey

Record your results into the Score Sheet

Add them up

The high number(s) are your Temperament Preferences

Preference Survey

There are 30 statements with four choices. Indicate the number that best describes you in the circle of preference. In the space provided next to each number, write a 1 if both the one that is most like you, is (1) least like you and is least like the one, or (2) least like the one that is most like you.

- When I have to make a decision, I like to:
 - a. make it quickly and get on with things.
 - b. take my time, gather the facts and think it through logically.
 - c. ask how others feel about it, then choose what's best for everyone.
 - d. consider what was done before and proceed carefully.
- My friends can count on me to be:
 - a. full of energy and ready to do anything.
 - b. uncomplaining and full of fun.
 - c. considerate and helpful to others.
 - d. dependable and hard working.
- I prefer to:
 - a. be done in before my deadline.
 - b. develop a variety of and thoughtful alternatives.
 - c. help people get their things together.
 - d. keep things in order.
- In a crisis situation, others depend on me:
 - a. always.
 - b. knowledge.
 - c. strength.
 - d. persistence.
- If someone really wants to show me they love me, they will:
 - a. surprise me with something unexpected.
 - b. understand when I need time to be alone.
 - c. spend time being and listening to my feelings.
 - d. do things for me without me asking.
- Things that really bother me:
 - a. new things or ideas.
 - b. why things are the way they are and how they can be improved.
 - c. how other people are feeling.
 - d. how things should be organized.

Score Sheet

	D	B	C	A
Step 1				
Step 2				
Step 3				
Total				

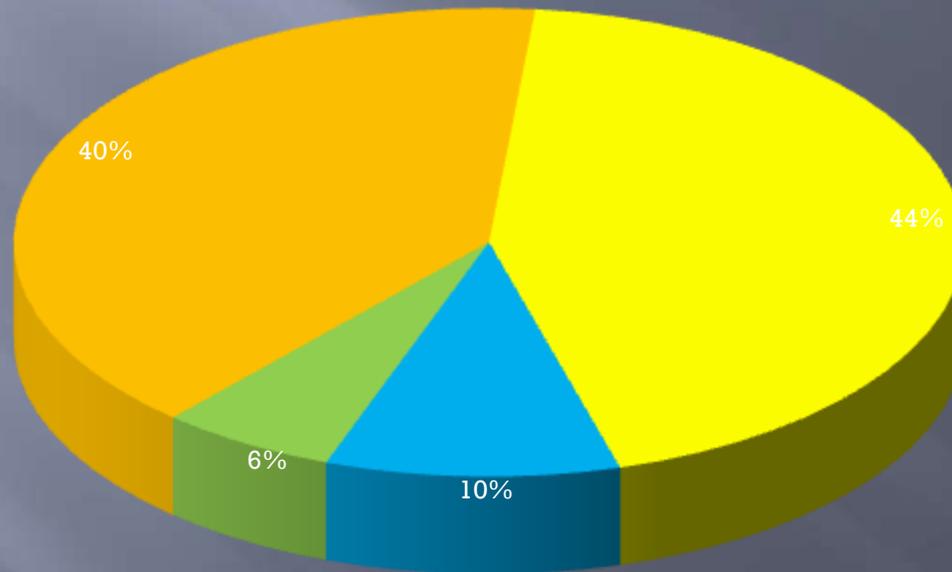


Score Sheet

	Gold	Green	Blue	Orange
Step 1	2	1	3	4
Step 2	1	2	4	3
Step 3	D 28	B 26	C 22	A 24
Total	31	29	29	31

Gold-Orange

Typical findings



To your corners!

Appoint a scribe amongst you and...

As a group, identify the things which:

You value the most?

Brings you joy?

Are your strengths?

You feel you need?

Use words, pictures, graphs, symbols, etc.

Discussion

Independent thinkers

I don't accept things at face value – always analyzing

In relationships, I keep my head in charge

I prefer working with data over instead of people

When work is challenging I become consumed with completing it

I would rather tackle big issues than handle routine tasks

I get hooked on ideas; I can't let them go

Someone must earn my respect before I can value their words

I can't make a decision unless I'm certain there no way to fail

Nothing is black and white; always shades of gray

How to motivate a Green

Be competent

Avoid defending black-and-white positions

Value them as an individual

Value their intelligence and research

Create assignments that are thought provoking and meaningful

Allow them to work in their areas of interest

Provide multitudes of resources

Provide opportunities for them to show what they know

Let them experiment

Be flexible and reasonable

Allow them to work with other Greens

blue

I am nurturing

I am drawn to professions that help people learn to live meaningfully

I am careful to consider how others will be affected by my decisions

I will alter my plans to avoid a conflict or create contention

I believe in LOVE!

I use my heart to make decisions

blue

I thrive in an environment where I can help people

I am a skilled motivator and communicator

I am a friend to the end

I believe I am in sincere, and seek it out in others

blue

How to motivate a Blue

Make sure they know you care about them personally

Focus on feeling – not just the facts

Create a pleasant inviting environment

Create ways for them to use their creativity

Reward them with small personal interactions like notes and smiles

Use principles, not facts

blue

Engage them in group projects

Be enthusiastic, upbeat and happy

Smile and laugh with them

Show concern for their needs

Make sure people come first

Use open-ended questions

GOLD

I am highly organized

I am skilled at sticking to detailed tasks and seeing them through

People come to me when they need a job done right

I need to put work before play before I can truly relax

I have always believed it important to follow rules and respect authority

Structure gives me a great sense of well-being and security

I like to belong to organizations that provide support

I take most things seriously; love, marriage, and family included

I show my love by providing security for my loved ones

I am extremely loyal and faithful

How to motivate a Gold

Treat them professionally

Focus on traditional approaches

Ensure all is explained well

Reward them in tangible ways

Lay out things in a step-by-step fashion

Be highly organized and establish a predictable routine

Follow the rules

Be fair and just

Clearly explain what behavior is acceptable

Maintain an orderly environment

Make assignments that are clearly focused, direct and organized

Help them see there is more than one right way to do something

Give them enough time to do an assignment well

Be prompt in providing feedback

GOLD

Orange!

I thrive on physical challenges

I am talented and skillful and talented

I love to show people what I can do

I have endless energy to try new and exciting things

I'll stick to a challenge long enough to master it

Structured jobs easily bore me

I need independence and freedom to try new ideas and hunches

I seek out tools to make the job easier

The physical aspects of a relationship are important to me

I love to surprise those I love with gifts

I need people to be spontaneous

I learn by doing

I would rather figure something out for myself than ask for help

You will find me right in the middle of the most exciting thing I can find

Life is a party, I seek to enjoy it as much as I can

Orange!

How to motivate an Orange

Life must be engaging and fun

Non-traditional approaches are exciting

Make sure all expectations are clearly explained

Use variety

Create assignments that have specific goals and objectives, but keep them to yourself

Help them find some joy in doing Gold things

Be flexible

Be willing to negotiate

Be willing to overlook certain behavior

Use humor

Make things more hands-on

Provide immediate tangible rewards

Orange!

What is your point?

Understanding what makes us different, what makes us the same, what motivates us, and what stalls us is the key to making work - - - *work*.



WORK

How you see the world...





...depends upon where you see it from.

How you see different situations...



...depends upon your point of view





*In the end, we don't see things as they are;
we see them as we are.*

Anais Nin