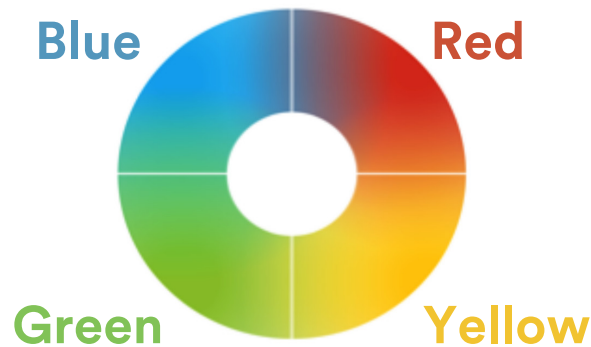


Colour Profiles - Surrounded by Idiots!



Colour Profiling is a tool that helps us become aware of some of the subconscious ways we act and behave. It can help us to understand our communication preferences, adapt to working with other people, and create strong team and mentoring dynamics.

- Colour Profiles are a starting point not a final destination. We use them as a springboard into conversation, not to box others or shut down.
- We are all a blend of all 4 colours - we just have preferences towards some more than others. We are not 'red' or 'green', but we may have 'more red energy' or a 'stronger preference for green'.
- Your profile will not tell all there is to know about you, we are more nuanced than that. You can specify or disagree with elements.

My_profile - Quiz

Look at each row one at a time. Thinking about your natural behaviour (regardless of your role), give each word a value from 1-4, with 4 representing the word most like you and 1 representing the word least like you. You must have one of each number in every row so that each row adds up to 10. In other words, every line must contain a 4, 3, 2 and a 1.

Trusting		Precise		Enthusiastic		Quick	
Confident		Supportive		Careful		Creative	
Imaginative		Forceful		Responsive		Economical	
Methodical		Demonstrative		Competative		Helpful	
Determined		Persuasive		Analytical		Receptive	
Adaptable		Practical		Encouraging		Courageous	
Objective		Empathetic		Inspiring		Animated	
Generous		Strong-Willed		Mischievous		Factual	
Focused		Relaxed		Challenging		Experimental	
Fun		Action oriented		Relationship oriented		Questioning	

Now, copy your score from the original table onto this one, putting the score against the word.

Trusting		Precise		Enthusiastic		Quick	
Confident		Supportive		Careful		Creative	
Imaginative		Forceful		Responsive		Economical	
Methodical		Demonstrative		Competative		Helpful	
Determined		Persuasive		Analytical		Receptive	
Adaptable		Practical		Encouraging		Courageous	
Objective		Empathetic		Inspiring		Animated	
Generous		Strong-Willed		Mischievous		Factual	
Focused		Relaxed		Challenging		Experimental	
Fun		Action oriented		Relationship oriented		Questioning	

Now add up the scores for each colour and mark them against the boxes below. This is a suggested order of your colour preferences.

Green	
Yellow	
Blue	
Red	

Blue: Process

THINKING

Red: Goal

REFLECTIVE

EXPRESSIVE

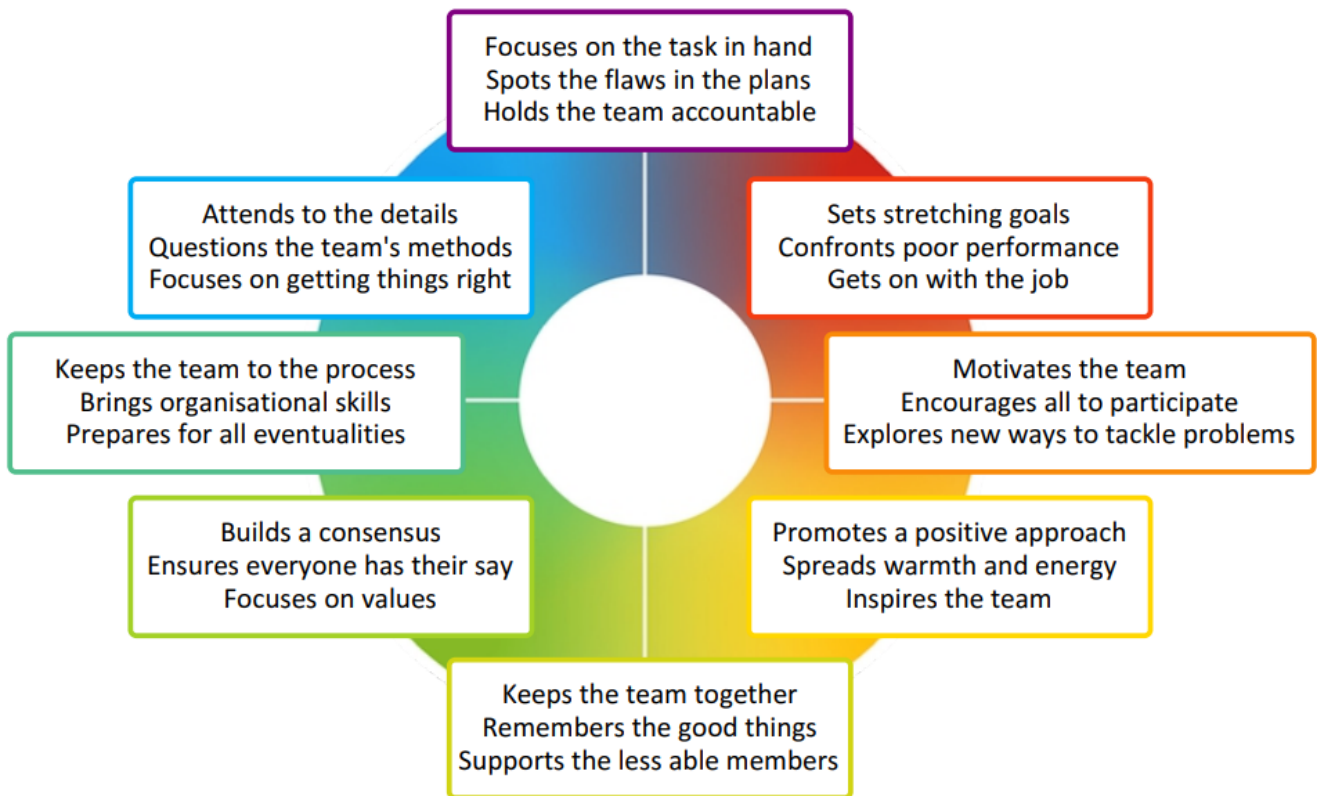
Green: Relationship

Yellow: Fun

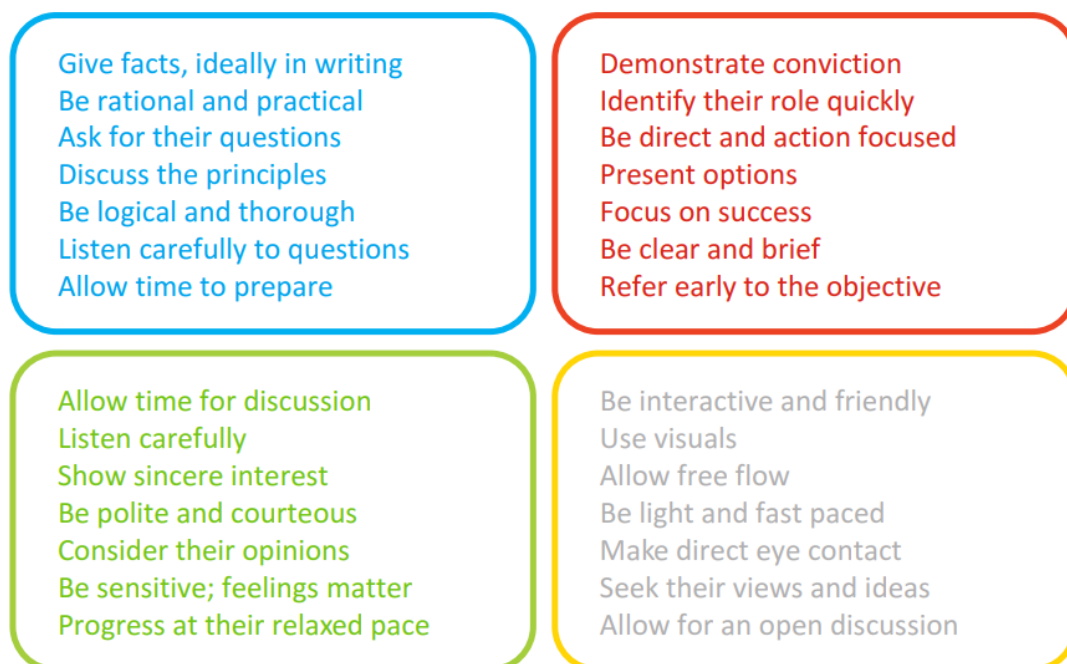
FEELING



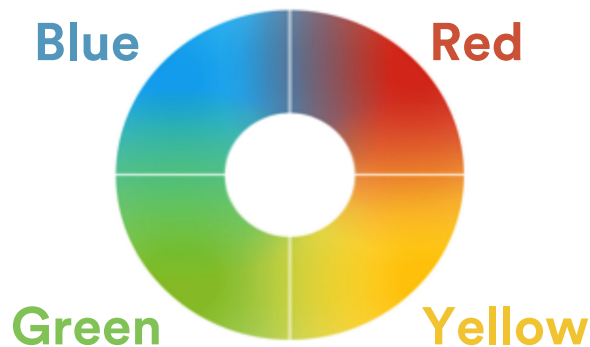
Colour Combinations at Work



Communication Preferences



Pair Share Reflection



What colours do you most resonate with?

What are 2 strengths you are currently maximising already?

What is a blind spot you need to work on?

What is something you want your mentor/mentee to know about you that isn't on your profile?

My Communication Preferences

Please do ...

Please don't ...

An inaccurate assumption or insight about me ...

I get frustrated by ...

Something I'm working on ...

Mentoring Contract Template

Use the suggestions below to fill out the blank contract together on the next page.

Logistics:

Agree on your mentoring session format and frequency.

Music Masters requires 2 starting meetings, 3 compulsory observations followed by feedback/goal setting meetings, and a final meeting at the end of the year.

Who will initiate these? What are your cancellation/rearrangement policies?

As the person being mentored:

Agree on what you will bring to mentoring sessions. For example -

- I will be honest about my challenges and what I want to achieve.
- I will speak up immediately if I have any issues with my mentoring session.
- I will be present and prepared for my mentoring sessions.
- I will put effort into generating solutions.
- I will take action towards my goals and will be fully responsible for all actions I take as a result of mentoring.
- I will offer my mentor feedback after sessions to ensure we build a strong mentoring relationship.

As the person mentoring:

Agree on what you will bring to mentoring sessions. For example -

- I will help you set reasonable goals and focus on achieving them.
- I will come prepared to sessions having refreshed myself on your previous goals.
- I will challenge your assumptions and ask you questions that will help you see more choices.
- I will hold you accountable for your plans.

Confidentiality -

- I will keep your personal contact information private.
- I will not disclose information about you without your consent.

Feedback -

- I will give you honest and constructive feedback.
- I will ask for your feedback after sessions to ensure we build a strong mentoring relationship.

Mentoring Contract

Logistics:

- We commit to organising and attending 2 starter meetings, 3 observations with follow up goal/feedback meetings, and a final meeting to end the year.
-
-
-
-

As the person being mentored:

-
-
-
-
-

As the person mentoring:

-
-
-
-
-

Confidentiality -

- I will keep your personal contact information private.
- I will not disclose information about you without your consent.

Feedback -

- I will give you honest and constructive feedback.
- I will ask for your feedback after sessions to ensure we build a strong mentoring relationship.

Date:

Mentees name:

Mentee signature:

Mentor name:

Mentor signature: