

The background of the slide is filled with numerous overlapping circles of various sizes and colors, creating a bubbly, dynamic effect. The colors include shades of pink, orange, yellow, green, blue, and purple, with some darker tones like brown and red interspersed. The circles are scattered across the entire frame, with some appearing larger and more prominent than others.

Nothing gets in the way of
achievement more than poor
Communication

Kevin Daum

Get Dotted !

Why we communicate the way we do

In the presentation that follows Amy Scott asks...

- Is the way you communicate not helping your relationships ?
- How can you get on someones wavelength ?
- How can you adjust the way you communicate to get the best results out of your personal and professional relationships ?

<https://www.youtube.com/watch?v=Ip9b2Hf7QWg>

Recognising Purple Dots

- Great great talkers.....
- Friendly, charming, quick witted, energetic, outgoing curious
- Flexible, future focused, frequently need new challenges
- Irreverent, ingenious, innovative, instinctive, intuitive, inventive
- Unpredictable, at time illogical, not analytical, naturally defensive and may even appear arrogant at times
- Have trouble staying on schedule, often late, easily distracted,

Are you (high) on the Purple spectrum ?

It all about the vision...

- You communicate through inner knowing, although you won't know how you know and others wonder how you know !
- You are FUN!
- You talk a lot (even to yourself) and see lots of possibilities, have great ideas.
- You are a fantastic dreamer, forward thinking, a future planner...all large scale and you may wonder if you are ahead of your time !
- You are a great starter but not often a great finisher
- Your awareness of the future almost seems like you can sense what is coming....

Working with, Leading or Managing Purple Dots

- Be prepared to listen (remember they are talkers!)
- Remember they like new and creative challenges
- Set clear and firm timelines especially if not achieving... they need to be pinned down if you require specifics or definite actions
- Progress checks will ensure they stay on track/time
- Re-check even if they appear to be doing well !
- If you need to have a challenging conversation questioning rather than lecturing will be more effective
- They will respond well to praise (when appropriate)... letters of thanks work well.
- They like to know they are a valued member of the team

Recognising Yellow Dots

- Cautious, conservative, careful, quiet, precise, practical, logical, literal
- Appear to remember times, dates, facts, faces easily.
- Responsible and hard working and highly value being of service.
- Organised, and tidy.
- Really time conscious and so love to complete tasks.
- Love tradition and routine.
- Resistant to change
- They will take time to absorb information and enable them to form a complete mental picture.
- Can be highly critical about themselves and others and tend towards perfectionism.

Are you (high) on Yellow spectrum ?

Its all about the pictures...

- You communicate with yourself and others using symbols/mental pictures in your mind
- You can visualise things and remember times, dates and faces easily(? A photographic memory)
- You have a really keen eye for detail and on the time
- You organise and arrange to achieve harmony and balance in your environment .
- You love quality, tradition and something unconventional may make you feel uncomfortable.

Working with, Leading or Managing Yellow Dots .

- Don't mess with their schedules or criticise their surroundings or appearance !
 - Remember these folk are your “grafters” and will finish
 - They value having responsibility and being of services so focus on these aspects whenever possible
 - They will often very resistant to change
 - Require detailed instruction (in writing is best) and fast responses to their questions
 - During challenging conversations they are likely to react-not listen but if you detail rules of behaviour and give timeframes for expected outcomes
 - Be patient , detailed and be timely with them , give them time to make decisions
- (A Yellow Dot friend would love a meal at a quality Café, a quality pictorial book...)

Recognising Red Dots

- Cautious and thoughtful until they know people, then can be affectionate and caring - like helping people in real ways....
- Strong sense of fairness and justice and will ensure everyone plays by the rules.
- Very literal, uncompromising about personal standards
- Always looking for facts, the truth
- Logical, analytical, diligent, organised, decisive.
- Great problem solvers.
- If they commit to a finish date they will meet it.
- The natural leaders- know goal (not always conventional) , how to get there and how to direct others to get there, concisely.
- Great inner drive, self respect and respect of others similar.
- Can be easily offended

Are you (high) on the Red Spectrum ?

It's all about being rational...

- Your thinking comprises of words, phrases and ideas that are uncluttered, clear
 - You often hear music, a sound or a clear quiet voice in your mind that provides a solution or meaning you have been looking for
 - You have tremendous inner drive to succeed and never give up because you know there is always a way to achieve a goal
 - You succeed when you stick to your own creative and original ideas, (non-traditional)
 - You quite naturally lead by giving simple, concise directions
 - You're not that fussed on detail
 - You have great self-respect and respect others who respect for themselves also
- You appreciate and stable, predictable life...

Working with, Leading or Managing Red Dots

- Need facts first, whole truth, if you give too little they'll give you too little – but don't sweat the details
- Always be as logical as you can, they will know the rules inside out
- Be direct when communicating, don't waffle or make any excuses
- Do not lie- they will not forget or fully trust you again
- Let them know there is a win/win outcome being sought.
- Absolutely no emotional displays...they will ignore you !
- Be respectful and be sincere and remember they will finish, achieve..

(A Red Dot friend will appreciate sincerity, a gift/meal vouchers that allow them to choose....)

Recognising Blue Dots

- They are outgoing, friendly, affectionate, enthusiastic, perceptive, sensitive tactful and pragmatic –great listeners
- They are articulate, productive, organised,, responsible.
- They are empathetic team players. Truly care about others
- They need and value highly time to build relationships, communicate, connect.
- They are highly sensitive to atmospheres and feelings, can absorb them and be influenced by them.
- They have a great ability to calm a situation.
- Can take things very personally, very easily hurt, shut down if confronted, insulted or experiences rude behaviour.

Are you (high) on the Blue Spectrum

It's all about the sensations(feelings)...you need to feel secure and approved of

- You can bubble over with enthusiasm and want others to feel good too
- You use lots of gestures to express feelings when you communicate
- You love a good joke, a good laugh
- You enjoy a good days work especially when everything goes well
- You are perceptive and pragmatic
- You are very aware of the world around you, the atmospheres and feelings - it is very important you recognise your own feelings from those that don't belong to you
- You have great ability to calm a situation and keep the peace

Working with, Leading or Managing Blue Dots

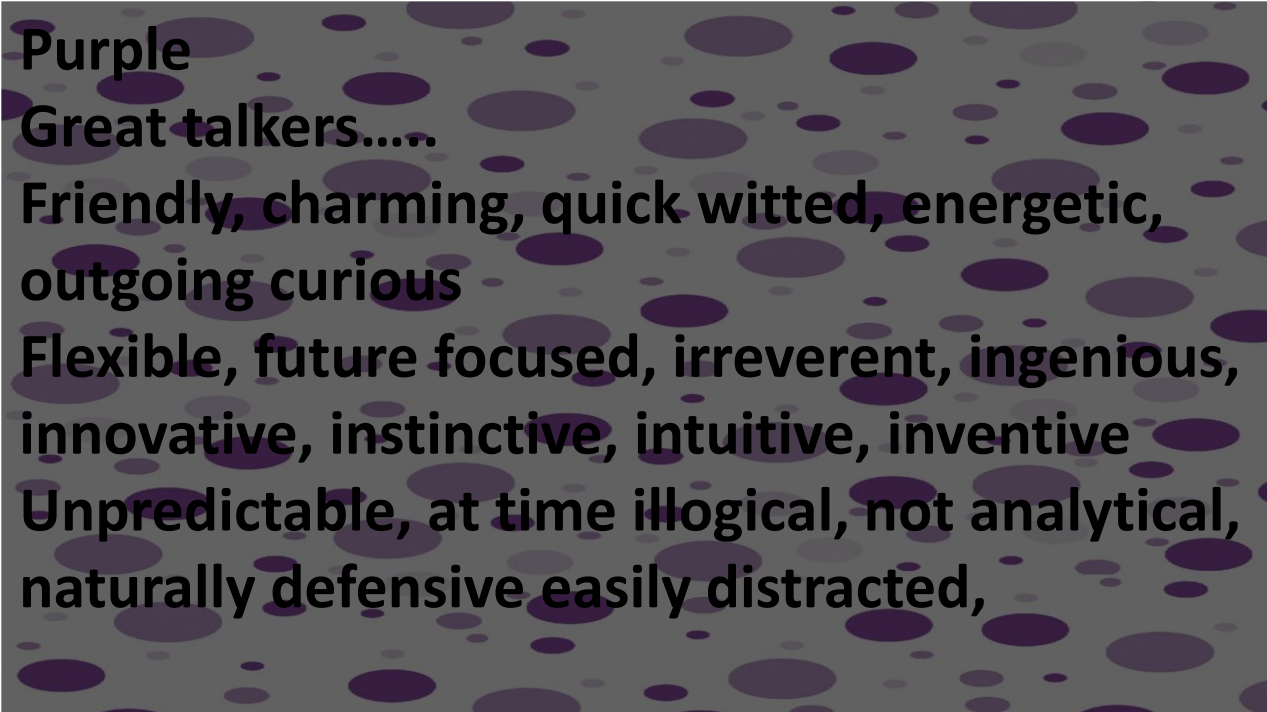
- Relationships are very important to them
- Criticism can cause them to lose confidence
- Rudeness, confrontation will make them shut down
- They will frequently seek approval.
- Respond well to kindness, sincerity and authenticity, quiet tones
- Feeling comfortable will encourage them to listen
- Let them know when they are doing well (be sincere)...that they are valued.
- They need time to get a feel for what you want from them and respond to questions ...
- Keep challenging discussions to behaviours-don't make it personal and absolutely avoid being confrontational

Remember Amy Scott says...

- The prime purpose of this information is to help you better identify another persons predominant communication style so that you can get on their wave length more quickly... to help you adapt your communication style to achieve effective communication with them....
- LISTEN to a person and OBSERVE their manner.... **Pre-cognitive Communication**
The Feeling (Purple and Blue Dots) generally will appear relaxed
The Thinking (Yellow and Red Dots) generally will appear intense



What dot are you ?
What dot is your colleague ?



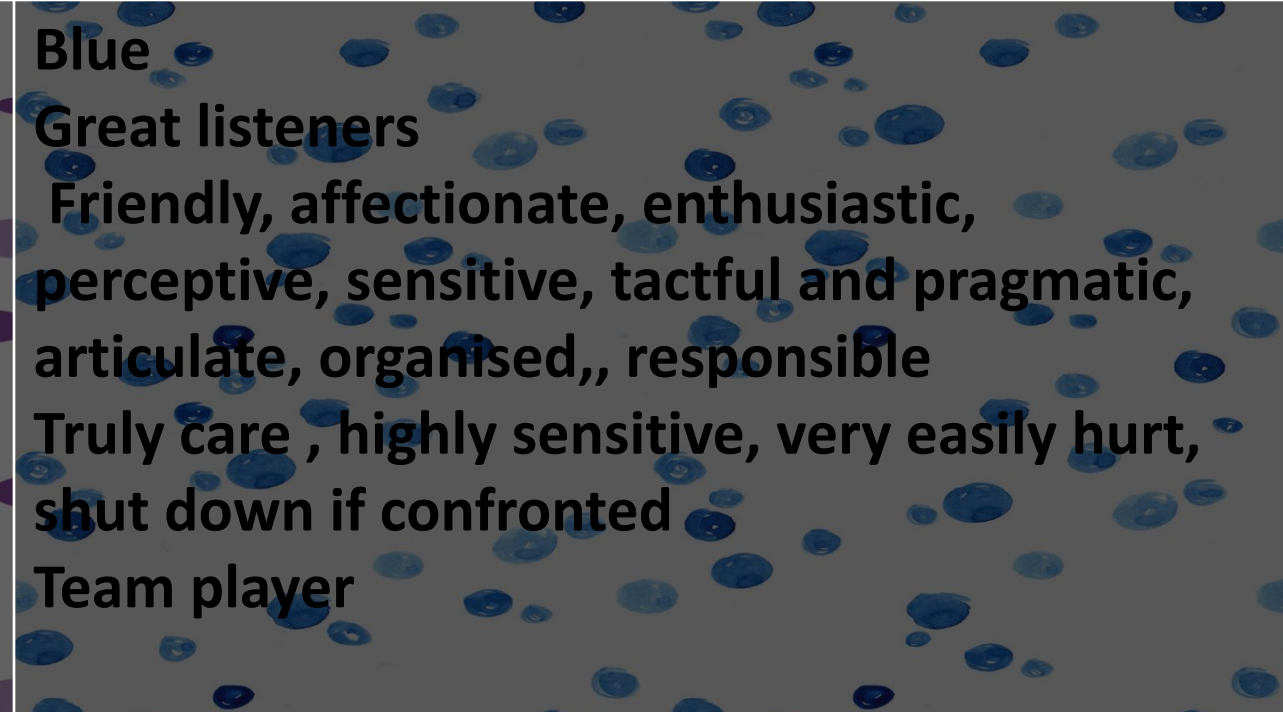
Purple

Great talkers.....

Friendly, charming, quick witted, energetic, outgoing curious

Flexible, future focused, irreverent, ingenious, innovative, instinctive, intuitive, inventive

Unpredictable, at time illogical, not analytical, naturally defensive easily distracted,



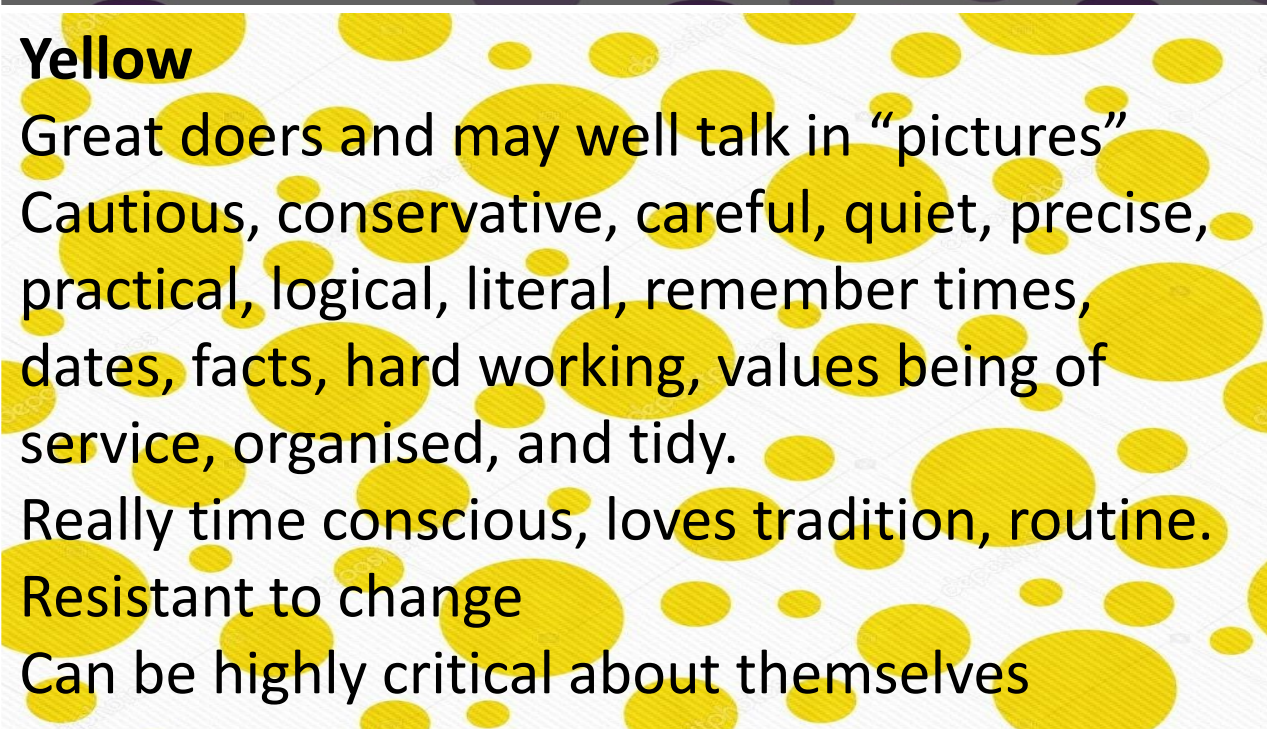
Blue

Great listeners

Friendly, affectionate, enthusiastic, perceptive, sensitive, tactful and pragmatic, articulate, organised,, responsible

Truly care , highly sensitive, very easily hurt, shut down if confronted

Team player



Yellow

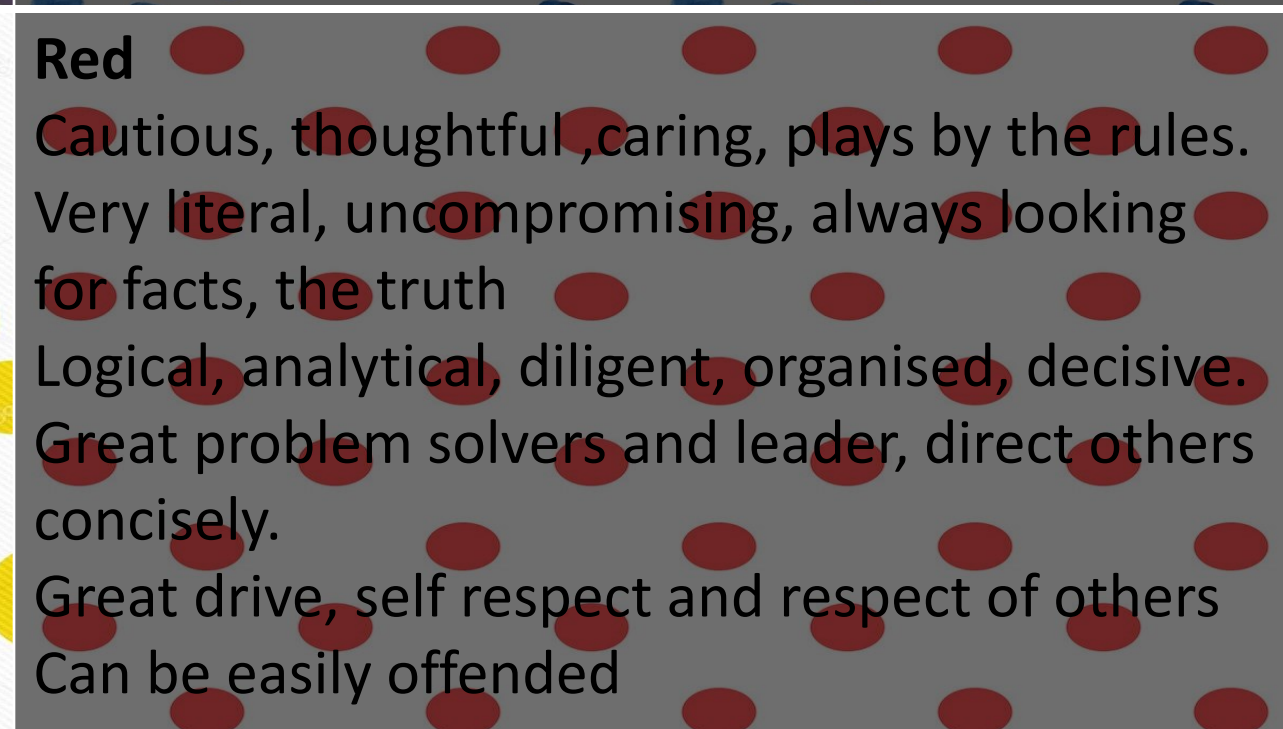
Great doers and may well talk in “pictures”

Cautious, conservative, careful, quiet, precise, practical, logical, literal, remember times, dates, facts, hard working, values being of service, organised, and tidy.

Really time conscious, loves tradition, routine.

Resistant to change

Can be highly critical about themselves



Red

Cautious, thoughtful ,caring, plays by the rules. Very literal, uncompromising, always looking for facts, the truth

Logical, analytical, diligent, organised, decisive. Great problem solvers and leader, direct others concisely.

Great drive, self respect and respect of others
Can be easily offended

Every communication type has a place in a team and is invaluable....

- **The Purple** for the innovative, ingenious ideas and energy and motivation to start ...creating a dream
- **The Yellow** to bring care, caution, and drive to keep the work flowing.... The grounded, careful grafters
- **The Blue** for the productiveness and enjoyment, for listening, tactfulness and sensitivity to ensure calm if/when chaos or dissent occurs...holding the team together
- **And the Red** to bring respectful leadership, analysis, organisation, problem solving, vision, drive and belief that brings you all to the finish line ... the final goal achieved

OK so know your style, know their style, get dotting... get communicating effectively !