

# Your **PACE**® **PALETTE** Score Card

In the first horizontal row of four squares, decide which group of three words seems *most like you* – and put a **4** in that square.

The group of words in that same row that seems next most like you will rate a score of **3**, another group will get a **2**, and the group that seems *least like you* will score a **1**.

Then go on to the second horizontal row and score those squares in the same way.

	Column 1	Column 2	Column 3	Column 4
<b>First Row</b>	Spontaneous Impulsive Impetuous <input type="checkbox"/>	Stable Methodical Planner <input type="checkbox"/>	Cooperative Idealistic Sincere <input type="checkbox"/>	Rational Curious Complex <input type="checkbox"/>
<b>Second Row</b>	Adventurous Daring Hurried <input type="checkbox"/>	Traditional Responsible Dependable <input type="checkbox"/>	Faithful Compassionate Inspirational <input type="checkbox"/>	Logical Analytical Loner <input type="checkbox"/>
<b>Third Row</b>	Loves Excitement Explorer Unpredictable <input type="checkbox"/>	Dutiful Teacher Industrious <input type="checkbox"/>	Authentic Empathic Motivator <input type="checkbox"/>	Intellectual Inventive Problem solver <input type="checkbox"/>
<b>Fourth Row</b>	Energetic Expedient Jokester <input type="checkbox"/>	Makes rules Orderly Well-prepared <input type="checkbox"/>	Supportive Self-aware Caring <input type="checkbox"/>	System-thinker Independent Perfectionist <input type="checkbox"/>
<b>Fifth Row</b>	Bold Witty Risk-taker <input type="checkbox"/>	Loyal Reliable Likes structure <input type="checkbox"/>	Romantic Flexible Kind <input type="checkbox"/>	Theoretical Ingenious Individualist <input type="checkbox"/>

Now add the numbers in each of the vertical columns and put the totals in these squares. The box with the highest number is your personality color.

Column 1  
**RED**

Column 2  
**YELLOW**

Column 3  
**BLUE**

Column 4  
**GREEN**

# Responsibility

I value rules, tradition and authority.

I have a clear idea of what people should do.

I belong to organizations and contribute to my community.

I handle details well, and I'm a hard worker.

I am useful, productive, a contributor.

I care for others – by upholding the rules.

I anticipate and prepare for the future.

The home and family are the core of society.

It's important to have structure, laws and controls.

I appreciate awards and public recognition.

I provide stability within an organization.

I demonstrate my love in practical ways.

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**YELLOWs** are loyal, dependable, punctual, trustworthy – and they know that everyone else should be, too. Structure and order are very important. They establish and maintain institutions. Very reliable – the backbone of a stable social system. **YELLOWs** resist change and see hierarchy as essential to society, the company, the family. Any leadership or authority role must be earned. They have strong urges to plan their work and work their plan.

# Adventure

I like being free to do things my own way.

Where are the new frontiers?

I want to explore.

Life is a wonderful game – let's play.

Where's the action (or the problem) – I'm there!

Variety and excitement are fun and stimulating.

Give me a challenge – I'll handle it NOW!

I love the spotlight – watch me perform.

Let's find a new and different way to do it.

Freedom is important, don't fence me in.

Rules that don't make sense should be broken.

Games are for winning; mountains are for climbing.

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**REDs** tend to be more concerned about what's happening right now than in the future. Adventurous hobbies, impulsive behavior, if it isn't fun – forget it! Easy to ignore clutter. Generous, sharing, helpful. Waiting is unacceptable. They're often easily bored and restless. **REDs** learn by doing and experiencing - not reading manuals. Naturally competitive, witty and charming. Defeats are temporary. Exciting, light-hearted and joyful.

## RED Communications

When you find yourself with a person who seems to be competitive, risk-taking and impulsive, you may well be talking to someone who's primary color is **RED**. **REDS** are spontaneous, love to get attention, may dress boldly or daringly and will be action-oriented. It's hard for them to sit still for very long and it will help to get to the point quickly.

You may want to acknowledge and appreciate the fact that they are willing to spend the time with you and listen to what you are presenting. Emphasize the action in what you are proposing. Go directly to the summation and then go back and fill in whatever details may be absolutely necessary. Going on and on about something will cause the **RED** to leave – either physically or mentally – and will not yield the results you seek.

Humor, clever expressions, even puns will be good communicating tools.

Talk about immediate benefits. Make the outcome of a decision clear and vibrant. You will keep the **RED**'s attention by talking about adventures, new ideas, exciting stories, sports and creative approaches.

Your first impression may be that the **RED** is rather bored or nonchalant. As your conversation begins they may not participate much, but as they see value in what you're saying you'll sense a very authentic enthusiasm and interest. And if there is a sense of urgency, the interest will be further heightened.

**REDS** seek action, immediate results and participation. They tend to be impulsive, competitive and enjoy physical activity. They welcome the opportunity to be "on stage".

If you want to sell an idea to a **RED**, make it entertaining, playful, experiential and fun.

## YELLOW Communications

When you're with someone who's dominant color is **YELLOW** you will get an impression of industriousness, respect for the work ethic, and a serious concern for the rules, policies and traditions. The **YELLOW** will usually be quite conservative in style and appearance. **YELLOWs** are proud of being reliable, responsible and helpful.

To establish a good communication link it will help to be a part of an establishment or an organizational structure. Be very clear and direct. Use precise terminology and a businesslike approach. The **YELLOW** wants to be sure that what you are saying is right, proper and according to the rules.

Discuss past successes, how your idea has been validated over the years. Relate your proposal to the financial bottom line.

References and referrals will be impressive to the **YELLOWs** of the world. Status and respect are important, there must be clear, solid benefits and the idea must be financially sound. Remember that **YELLOWs** tend to be planners – they want to think about the long-range consequences.

You will be treated with respect by a **YELLOW** personality, with all the appropriate formalities. Be sure you have organized your thoughts and present them in an orderly fashion – have your ducks in a row. And, by all means, keep the appointment you've made and be at least 5 minutes early.

**YELLOWs** will want to think things through to be sure they are doing the right thing. Is it honest? Will it provide status and respect? Does it support our policies and mission? Is the idea financially sound and feasible on the basis of established procedure?

Avoid abstractions and generalities until the solid foundation has been presented. Rules and guidelines help. Be sure to reaffirm the wisdom of the **YELLOW**'s decision once it's been made.

# Harmony

Relationships are important to me.

I have lots of friends – both human and furry.

I have integrity, I'm authentic and unique.

I like helping others become what they can be.

I embrace emotions – both mine and others!

People are far more important than things.

I enjoy flowers, music, romantic movies, and nature.

I love to help friends solve their problems.

I'm caring, intuitive and a great listener.

Empathy and sympathy are both easy for me because I'm perceptive.

I thrive on recognition and acceptance.

I excel at motivating people.

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**BLUEs** see the possibilities in others – and in themselves! They are highly creative and constantly growing. Uniqueness is important, yet they can shift identities to fit the situation. Life is a search for meaning. Warmth and compassion flow easily and with sincerity. Devoted friends, they love to talk, share and help. **BLUEs** are imaginative, genuine and have lots of sensitivity to the thoughts and feelings of other people.

# Curiosity

Searching, learning and understanding are fun.

I love puzzles, problems and finding solutions.

I like to work independently.

Intelligence, justice and fairness are important.

I want to be correct – to do things right.

It would be great fun to explore the universe.

Once I've found a solution, others can take over and put it in action.

My calm exterior may hide some inner turmoil.

I love to create a brand new idea.

Being competent is absolutely essential.

I want my brain to manage my emotions.

I enjoy research and reading manuals.

I consider my computer a loyal friend.

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**GREENs** want to know all there is to know about everything. They like to analyze, study, invent, investigate and explore. Nonconforming and independent, they tend to appear calm, cool and collected most of the time. The worst situation for a **GREEN** would be to appear stupid. If there's a time to read (outside of "important" books and journals) mysteries of science fiction will be a logical choice. They love abstractions and "solvable" puzzles.

## GREEN Communications

**GREENs** have a seemingly insatiable curiosity. When you encounter someone who is filled with questions, wants to know more about almost everything, chances are you're with a **GREEN** personality.

They may seem cool or aloof, emotionally at arms-length. But if you will move from the heard to the brain you'll find a stimulating conversationalist. The **GREEN** may be skeptical. "Why?" is the important question. They spend lots of time reading, mostly technical information (or mysteries and science fiction). This person will be focused on the future, on the possibilities, on the end result. Quite content to be on their own they do things their own way and proceed independently toward the solving of a problem.

Talk about theories, models, paradigms, and you'll keep the **GREEN's** attention. Suggest the possibility of a learning experience, and advance in knowledge or wisdom. Above all, be logical and factual. Be ready to validate and prove your assertions, and show how you can help the person further develop knowledge and understanding.

Never mind the "small talk" or idle conversation. Discuss concepts, abstractions, new ideas and plans that will impact the future. Offer a logical solution to clear problems and puzzles. Challenge the **GREEN** to help find the solution.

Be creative, innovative, but not outlandish. Things need to make sense.

You may find yourself in a debate – friendly, but be ready to defend our position. The **GREEN** person will have questions and must respect you before trusting your answers.

Convey the "driving force" or theory which underlies your ideas and proposal. This thinking person will want to consider, interpret and probe. That's the fun in life. You'll establish rapport by appreciating the **GREEN's** competence. Show how your idea meshes with their vision. Show a model or discuss the philosophical appeal. Remember, the **GREENs** want to be sure that anything they do makes sense!

## BLUE Communications

**BLUEs** are very flexible, adaptable – almost chameleon-like in their ability to adjust to a group or situation. They fit in anywhere.

Friendship and acceptance is very important to the **BLUE** personality. They are not inclined to compete, but are very good at encouraging others to do so. Empathy comes easily, and whether you have a success or a tragedy, the **BLUE** will share your emotions sympathetically.

Here is a person who wants to make the world a better place, may be involved in causes and easily and enthusiastically verbalizes convictions.

An interactive, team-oriented climate is a natural for the **BLUE**. Working things out, resolving conflicts and finding a way to cooperate are second nature. Warmth, caring, nurturing and openness will establish a rapport with this person.

The **BLUE** is authentic and unique – whatever you do that acknowledges those attributes will create a bond. Eye contact is important. Keep an open body posture. Physical touch will usually be accepted and reciprocated as a signal of a valued relationship.

**BLUEs** tend to be good with words and may dramatize their ideas and opinions. There's no reluctance to converse about personal or emotional issues – either yours or theirs.

It will be important for your ideas to be people-related, and that they will make a difference. If that is clear you will have a good listener who responds to your appreciation with appreciation. There may be laughter, anger or even tears. If your ideas will help people, bring out their best and develop cooperation, teamwork and self-esteem the **BLUE** will hang on your every word.

Conflicts or rejection will turn them off. Maintain a positive, warm, open atmosphere that encourages a rich exchange of opinions and ideas.