

Golds are goal-oriented by nature. They love to make lists of things to do and then take great pride at crossing them off as they are finished. A Gold tends to be more comfortable with a firm plan to follow. To help Golds be most productive in setting and achieving their goals, follow these steps:

- Help them establish long range goals.
- Help them determine the short range goals needed to reach their long range goals.
- Help them break each short range goal into a step-by-step process.
- Make sure their goals are clear, concise and attainable.
- Make sure their goals have clear time frames.
- Help them determine ways to measure the attainment of each goal.
- Give them reminders from time-to-time.
- Hold regular meetings to let them report their progress.
- Praise them openly and privately for their efforts.
- Reward them for their efforts (certificates or plaques work better than money sometimes).



Blues are goal-oriented as long as the goals help them help others. Even the best-planned goals will fail if Blues perceive that they are impersonal or that they get in the way of developing relationships. Blues are natural pleasers; they will set goals just to avoid a confrontation. To help them be most productive in setting and achieving their goals, follow these steps:

- Make them a part of the initial planning stages of the goals.
- Stress how accomplishing the goal(s) will help them understand themselves better and reach their potential.
- State the goals in personal terms that show the benefit of improving their quality of life and their relationships.
- Help them see the goal's importance in the big picture.
- Make goal-setting and achieving a team effort.
- Help them determine the short range goals needed to reach their long range goals.
- Help them break each short range goal into a step-by-step process.
- Make sure their goals are clear, concise and attainable.
- Make sure their goals have clear time frames.
- Help them determine ways to measure the attainment of each goal.
- Hold regular meetings to encourage them.
- Be patient with setbacks and focus mainly on their progress.
- Praise them openly and privately for their efforts.
- Reward them for their efforts (certificates or plaques work better than money sometimes).



Greens are very personal about the goals they set. Typically they determine their own goals to help them improve areas in their life where they feel inadequate. To say that they need help with their goals is often a put-down. They are their own worst critics. To help them be most productive in setting and achieving their goals, follow these steps:

- Ask them questions about the vision they have for their lives.
- Ask them to identify what areas they are presently working on to improve.
- Help them to focus on one or two areas at a time.
- Have them develop a personal goal plan that is clear, concise and attainable.
- Make sure their goals have clear time frames.
- Help them determine ways to measure the attainment of each goal.
- Hold regular meetings to let them report their progress.
- Reward them privately for their efforts.



Oranges are people of the present. They take pride in their ability to act here and now and solve the present problems with their skill, wit and bravery. The future is a lifetime away for them. To help them be most productive in setting and achieving their goals, follow these steps:

- Help them to see the personal relevance of goals.
- Help them determine the short range goals needed to reach their long range dreams and plans.
- Help them break each short range goal into a step-by-step process that they can do right now.
- Make sure their goals are clear, concise and attainable in the present.
- Make sure their goals have clear time frames.
- Help them determine ways to measure the attainment of each goal.
- Give them reminders from time-to-time.
- Help them remain focused when they lose patience in the process.
- Hold regular, brief meetings to encourage them.
- Praise them openly and privately for their efforts.
- Reward them for their efforts (time off work, money, etc.)