

Pacesetters Power Up Their Leadership Styles Using Color Q

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On August 21st, the Pacesetters kicked off the year in an interactive Color Q workshop with Marian Olah. Two of the objectives were to learn how to influence others with more impact and to recognize how we are perceived by others when we are at our best and when we are under stress. She explained that our inborn personality is the single most important factor that shapes our achievements, career, and sense of well-being. Personality is constant but behavior changes as we experience life situations, and as our environments change. Understanding the strengths and potential blind spots of our “signature” style is a powerful catalyst for leading and communicating with others more effectively. When we choose careers that are aligned with our personality, we experience better health, more achievement and enhanced well-being.



Marian introduced the 4 colors in the Color Q assessment, along with their descriptives. She highlighted the unique talents of each of the personality styles and the percent that each represents of the total US population. Through interesting anecdotes, she described the motto of each type, the questions they would likely ask, the Achilles heel of each group, and famous personalities who represent each style.

The Pacesetters evaluated their own styles in the context of their work environments and participated in a group activity that represented their style. They critiqued the relevant criteria of their own group and how they were different from and could better interact with the 3 groups that were different.



Marian then conducted an interactive session with the Pacesetters, engaging them in a discussion of extroverts and introverts. She explained that the US population is equally split between the two and that many introverts change their behaviors to fit the fast-paced,

excitable style of business life. When we shift from our preferred styles to accommodate situations, it can be exhausting because it is not our natural tendency. Marian spent some time illustrating some of the misconceptions about introverts that extroverts have. A graphic she shared of how the introvert brain works showed that their brains are already stimulated and when triggered by some external object becomes overstimulated. The extrovert brain on the other hand, because it is focused on the outer world, needs the external object to become stimulated initially. The event ended with suggestions and examples of how introverts can play key roles when working with extroverts.



Pacesetters present as part of the group activity

*We graciously thank President's Circle member **New York Life** for hosting the first session for the Pacesetter Class of 2018.*