



# Safety Report

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**KLAUDIA**

19 July 2019

## INTRODUCTION

Welcome to our colour profile system. These reports will provide information about each person's probable preferred ways of doing things; such as safety.

**Your report will contain various sections:**

- [Your overview](#)
- [How to communicate effectively with you](#)
- [How not to communicate with you](#)
- [An overview of your safety leadership](#)
- [Your probable strengths in safety leadership](#)
- [Your potential safety leadership challenges](#)
- [Your value to the team](#)

Please note that these reports are only likely to be 80% accurate. They should contain much that leads you to say, "Yes, that is true about me". Some will not ring true. If that is the case do take the time to check it out with people that know you well in case it is occasionally true and just not visible to you.

This system is based on many years of research going back as far as Hippocrates in 400 BC. He thought people could be recognised as one of four "humours". These humours or temperaments led people to prefer certain ways of doing things. His work was accepted and researched further by Carl Jung who was the first to identify personality characteristics such as introversion, extraversion, thinking, feeling, sensing and intuition; Myers Briggs, the well-known mother and daughter partnership, went on later to classify sixteen types based on Jungian principles that has become a widely used, if slightly complicated, system.

Our colour profiles give you much of that information about preferred ways of doing things in 4 main colours together with different combinations of those colours giving each person their unique temperament. This is an easy to understand, easy to use summary for each person. Hopefully that is what you will find.

None of this is carved in stone and there are no right or wrong profiles. Each combination has its own strengths and weaknesses; like two sides of the same coin. This is all about creating a report that leads to helpful conversations, learning even more about ourselves and each other.

There are many learning, performance and teamwork opportunities here. We hope you will enjoy and find it as useful as the thousands of people who have already used this system.

## OVERVIEW

This section provides a broad outline of your preferred ways of doing things.

Klaudia is often more efficient when she gets a sense of personal fulfilment from the task. Her warm and friendly approach to those around her contributes to a good working atmosphere. Although quick to praise, she may be slow to criticise or even hide her true feelings if she disagrees. Klaudia is friendly, sees the potential in those around her and is aware that this occasionally leads her to support lost causes. She likes to approve, praise and encourage others and often feels she can earn their co-operation by doing so. She is more likely to praise the good bits rather than point out the flaws in the project. Klaudia can be a sparkling conversationalist and often gets her point across with infectious enthusiasm. She can successfully engage people on a 1:1 basis and make real connections with her supportive style.

Klaudia is a kind and sympathetic colleague and always ready to help. Once she buys into a project she will stick with it, although her support may be less obvious to others. She prefers to avoid confrontation wherever possible. To enhance her decision making, Klaudia should concentrate more on the facts not just on the people issues. Although she dislikes tight deadlines being imposed on a project, she will try to ensure sufficient time for her and her colleagues to do a good job. Some really good feedback and development points may need to be explained carefully because she sometimes takes things personally. In everyday activities, she listens carefully to others' needs and is always willing to help. Keeping others involved is one of her strengths; she likes everyone to have a chance to contribute their opinions.

Klaudia sees herself as a generous and trusting friend. Colleagues she believes have not had a fair deal, are likely to receive a particularly kind and sympathetic hearing. She creates a warm, friendly environment where everyone is accepted and encouraged. Praise comes freely and carries the risk that others may feel she has gone over the top. Good working relationships are important to her and well worth the time invested. At times, conflict can be difficult for her to deal with; she may choose to ignore or avoid it. Your tone and body language may be as important to her as the words you use and she likes dealing with open, friendly people. Playing the game for the joy of the interaction normally provides enough satisfaction; winning is less important.

### Actions

Please tick or highlight the statements that you really like, cross the statements that are just not you and add any other comments you would like to make.

## EFFECTIVE COMMUNICATION

The following phrases describe strategies for communication with Klaudia that she may prefer.

- Make a personal start to the conversation
- Create a non-threatening environment
- Show that you are kind and considerate
- Take a diplomatic and sensitive approach
- Keep the timescales relaxed
- Seek her views and ideas
- Find common ground
- Create a casual and informal atmosphere

### Actions

Select three or four statements to share to help your colleagues communicate with you effectively.

## INEFFECTIVE COMMUNICATION

These phrases describe the communication strategies that are probably least preferred by Klaudia

- Raise your voice
- Expect her to follow instructions
- Frown constantly
- Be impersonal or unfriendly
- Make her choose between colleagues
- Forget time for friendly interactions
- Reject her opinions outright
- Take her support as certainty that she really agrees with you

### Actions

Select three or four statements that are ineffective ways to communicate with you, to help your colleagues understand your preferences.

## OVERVIEW SAFETY LEADERSHIP

From the responses to your questionnaire we have selected phrases that may describe how your personality may approach Safety Leadership. These statements don't define your approach but represent how you may think about the subject before undertaking professional training in the subject. The objective is to help you understand yourself and how those around you may see the world differently.

Klaudia successfully builds relationships across the organisation. Support for colleagues in need is always a high priority. She actively tries to get the entire team involved in identifying and managing risks. An informal approach to tasks is her style; it doesn't lessen the task's importance for her. Your tone and body language may be as important to her as the words you use and she likes dealing with people with an open, friendly approach. Saying no to others' requests for assistance does not come easily to her, but taking on too many tasks may cause her stress. Creating and communicating the right culture, where individuals hold each other to account for safety may be easier for her than directly holding others to account. She will often let colleagues manage the more routine aspects of a task while she focuses her energy on creating the right environment for success.

Klaudia is often more efficient when she gets a sense of personal fulfilment from the task. At times her emotions may not be far from the surface; she will let you know if things aren't going the way she expected. Klaudia is better at the broad-brush policy decisions rather than identifying the details that may make important differences. If you ask her a question she will readily give her views but is also likely to refer it to a few of her close colleagues to gather opinions. She works hard to include others in discussions on new approaches to issues. Her natural trust of colleagues may need to be suspended at times to carefully question their position on procedures. A solution that has wide support from the whole team is strongly preferred to something that may cause conflict at any stage of the supply chain. Klaudia can be a dynamic speaker and often gets her point across with infectious enthusiasm.

### Actions

Please highlight three or four statements that you feel best describe your approach.

Delete statements that just do not apply to you.

Write three or four more statements that describe your approach that are not covered above..

## SAFETY LEADERSHIP STRENGTHS

We have selected some phrases that may best describe your key strengths in Safety Leadership. Please edit any statements you think you can make a better description of you and delete any you think are just not you. Add key strengths you feel are missing from the list.

- Enjoys a team approach
- Brings out the best in others
- Supports colleagues in achieving the common goal
- Keeps the team updated at every step
- Supportive of good practices
- Helps the team act cohesively
- Willingly shares information across the team
- Listens to the team's concerns; employees feel heard

### Actions

1. Share the list with colleagues that know you well and get their feedback.
2. Compare your list with colleague's lists and discuss

## SAFETY LEADERSHIP CHALLENGES

These are some of the potential challenges the evaluator suggests you may face in your pursuit of Safety Leadership excellence. You may have addressed these areas in your development already, you may still need to work on them or you may not have realised before today that others see this in you.

- May compromise when single-mindedness is needed
- May withdraw when a strong character is confrontational
- Wants consensus before decisions are made
- Avoids conflict at all costs
- Can be overly emotional when it comes to difficult decisions.
- Still discussing well beyond the time to decide
- May place too much trust in a colleague's ability to deliver
- Finds criticising others difficult

### Actions

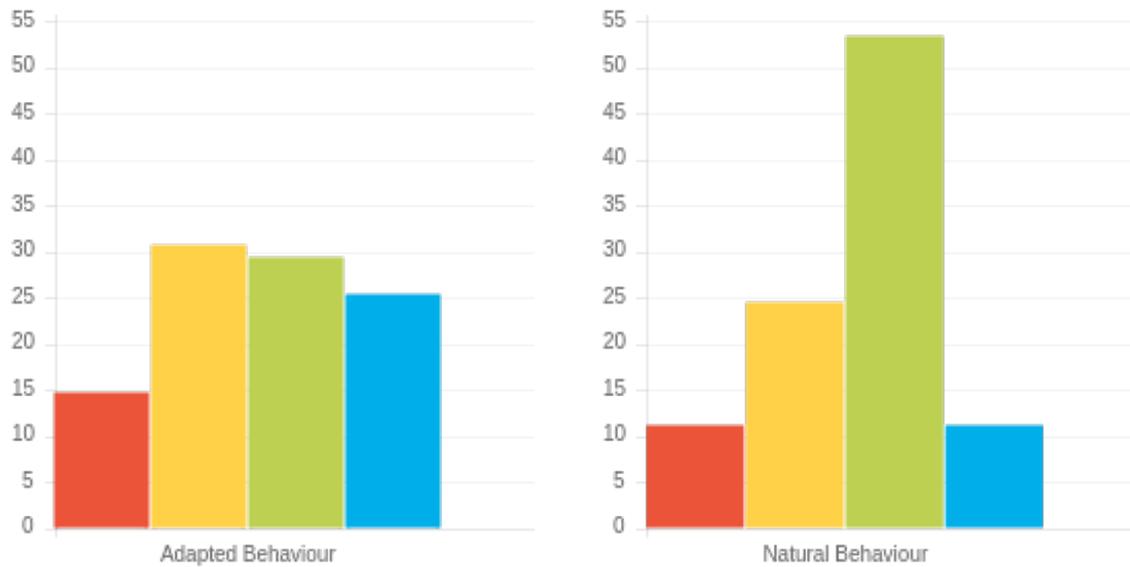
1. Please delete any phrases that are just not you.
2. Reword any statements you feel could be improved.
3. Consult your colleagues to edit or improve the list.

## VALUE TO THE TEAM

Effective teamworking lies at the heart of most successful organisations. Teamwork is the fusion of a host of skills and qualities that each person brings to the team. Your particular value to the team may lie in areas identified below.

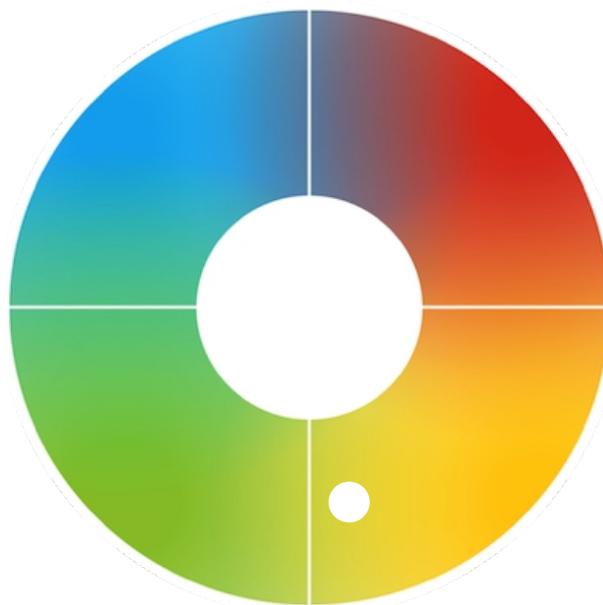
- Sees the good in everyone
- Helps the less vocal members of the team to contribute
- Really cares about the people
- Aims to reach a solution with the whole team's buy-in
- Raises spirits with generous praise
- Goes out of her way to help others
- Keeps the peace
- Shows appreciation for all the team

**You will get best value from this section by sharing it with other members of your team and getting their feedback.**



## YOUR PLACE ON THE WHEEL

To help show how your colour preferences fit with your colleagues, we map your position on a Colour Wheel. The closer your position is to colleagues, the more aspects of personality you have in common. The further you are from a colleague, the more you may differ in your perception of the "right" way to do things. Those on the opposite side of the wheel may be more difficult to understand.



## OVERVIEW OF COLOURS

Logical and analytical  
Enjoys problem solving  
Needs time for reflection  
Realistic  
Sorts out the details  
Strong sense of duty  
Structured and disciplined

Bold and determined  
Confident and optimistic  
Enjoys stretching goals  
Leads from the front  
Sets a winning mentality  
Thinks big  
Direct and to the point

Considerate and conscientious  
Genuine concern for colleagues  
Avoids conflict  
Involves others in decisions  
Respects others values  
Supportive and loyal  
Works for a democratic solution

Free spirited  
Friendly and optimistic  
Generous and open-minded  
Inspirational and visionary  
Looks on the bright side  
Positive outlook  
Spontaneous and imaginative

## NEXT STEPS

We hope you found your C-me Profile insightful and thought provoking and that it has helped to increase self-awareness and how you may be perceived by those around you, whether that be in a professional or personal context.

This increased awareness may help you understand how you behave, or may be perceived to behave, in different situations. We hope your profile helps you to increase the value you bring to a relationship, to a team or organisation. You may find you get most value from this report by sharing with those close to you in a work or personal context. It provides a useful foundation if you are considering undergoing personal coaching to improve your performance or value to an organisation.

There are many ways you can use this profile. It is not the end, but the beginning of the value it can bring you. It is the 'departure lounge' rather than the 'arrivals hall'.

## Additional report elements:

We offer an enhanced High Performance report including sections focused on the behaviours of High Performing Teams.

## C-me Applied

Having individual coaching or team workshops which explain and apply C-me profiling increases the benefit gained from our reports exponentially. All our coaches and facilitators are accredited, and are experienced in working with a range of organisations and teams.

Please contact us via [contact@colour-profiling.com](mailto:contact@colour-profiling.com) or 01225 721999 for more information.