RED
- Care
- Recognize Feelings
- Support

BLUE
- Research
- Analyze
- Understand

PURPLE
- Critique
- Find Possibilities
- Notice Risks

YELLOW
- Organize
- Plan
- Manage
**Your role**
Understand and analyze the problem in detail

**Your abilities**
- Discover and research new information about the problem you're tackling
- Dissect and analyze issues into understandable parts
- Come up with detailed solutions
- Check your work with logic, data and systems thinking

...but when you go too far, you...
- value a clever solution over shared goals
- can’t see the truth if it's not supported by facts and numerical data
- are less interested in unexplored ideas

**Your role**
Take care of people and emotions

**Your abilities**
- Notice feelings happening in the group
- Recognize other people’s needs
- Empathize with potential players
- Make suggestions to help the group work well together
- Help the group reach agreement

...but when you go too far, you...
- forget the outward goals of the group
- value feeling good over taking action
- silence criticism to avoid conflict
- smother people with unwanted care

**Your role**
Keep the process running effectively

**Your abilities**
- Convince others to follow a process, speak in turn, and listen to each other
- Summarize and rephrase what others have said to help reach a decision
- Remind the group of what’s feasible in terms of time, money, and tasks
- Keep track of decisions

...but when you go too far, you...
- insist on doing everything properly
- can’t act quickly or try new approaches
- can’t reimagine what’s “feasible”
- slow down or limit brainstorming

**Your role**
Point out potential problems

**Your abilities**
- Notice and describe risks and hazards
- Forecast the ramifications of decisions
- Imagine what could happen and come up with alternate scenarios
- Fearlessly criticize flaws in the plan

...but when you go too far, you...
- hurt others’ feelings with harsh negativity
- shut down exploration of possibilities without offering new ideas
- lose interest in the group’s goals
**GREEN**

Explore the New Change Make Progress Innovate

**GREY**

Envision Remember Goals See the Big Picture
Your role
Drive creative exploration and try new ideas!

Your abilities
- Come up with new ideas to explore
- Push the group to go further, to exceed their limits, and try more approaches
- Think beyond the boundaries of what’s “practical” or “common-sense”
- Provide enthusiasm to keep going

...but when you go too far, you...
- pursue being “original” for its own sake
- move too quickly to evaluate if the new direction was a good idea
- exhaust everyone else

Your role
Remind the group of the big picture, vision and goals

Your abilities
- State the purpose of the group
- Help others feel committed by involving them in decisions and setting goals
- Show connections of the group’s work to the rest of the world and larger contexts
- Act as a leader when it’s necessary

...but when you go too far, you...
- ignore important details
- hold yourself back from discussion
- act like you’re the only one in charge, making decisions without consulting others