

Mixing the Color Palette of Your Leadership Team Brings Better Results

With our leadership team, we use the [Insights Discovery](#) tool to help each other understand our unique personalities. The tool is validated and has proven helpful to our team in serving and communicating with one another. Our [Auxano](#) consulting team often uses the tool when consulting with churches.

Though there are variations of each color (based on your secondary color), the tool helps team members know their towering personality when it comes to serving on a team. The tool focuses on the strengths of each personality type, while also giving insight into the potential downsides of each.

A “red” is strong-willed and purposeful, a “yellow” is enthusiastic and persuasive. A “blue” is precise and deliberate, and a “green” is encouraging and sharing.

It would be a mistake to think that only a “red” can lead a team. Based on the people on my team (our colors are really diverse), I have learned to appreciate more the leadership effectiveness of people wired differently than me. Not all leaders are wired the same way. Based on my observations, here are the leadership personalities of each color.

Red: Directional leadership

Some are wired, and feel most comfortable, providing directional leadership. Clarity is the gift a directional leader gives to an organization. A directional leader is driven by purpose, values bright and helpful ideas, and is determined to push things forward. Without directional leaders on a team, purpose and direction will wane over time.

Yellow: Inspirational leadership

Some are built to inspire others. While a directional leader leads with the strength of the idea or the mission, an inspirational leader leads with relationships. An inspirational leader excels at investing in people and inspiring people for action. Without inspirational leaders on a team, mission can feel mechanical and purpose can feel cold.

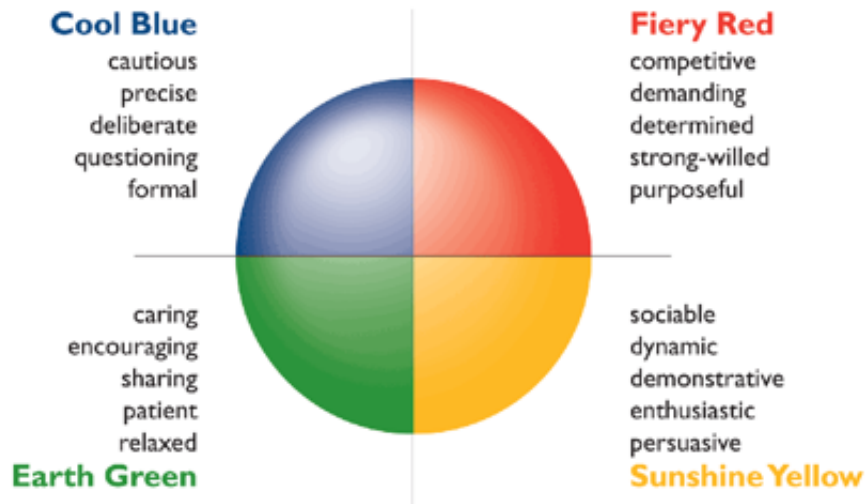
Blue: Operational leadership

Some are built to build processes and systems that enable the organization to succeed. An operational leader has the ability to create culture and serve people by wisely implementing structures and systems that help. Without operational leaders on a team, mission will not gain traction, as there will not be systems beneath the surface.

Green: Collaborative leadership

Some are built to build consensus, collaboration, and encourage team members in the midst of

exciting or challenging times. A collaborative leader excels at lateral leadership, bringing others together who are not in his or her “reporting line.” A collaborative leader makes everyone better and has the trust of the team. Without collaborative leaders on a team, silos can develop and team unity can suffer.



Hopefully the team you lead and the team you are on is a diverse mix of leadership personalities. If not, something is missing. People who are different than you make you better.

(If you would like an Auxano navigator to walk your team through the process, you can inquire [here](#))

> [Read more from Eric.](#)