

Communication and Team Building



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BREAK *for a* **PLATE** **SCHOOLS**

Learning Code

Event Name: New Managers' Training

Event Date: July 18-19, 2023

Hours: 1.5

Professional Learning Code: 3410; 4140

What's In Store?

- Introductions
- Ice Breaker
- Burnt Toast
- True Colors
- Working With Difficult People
- Team Building
- Spaghetti Towers

- 1. NAME**
- 2. HOW LONG HAVE YOU WORKED IN CNP?**
- 3. WHAT IS YOUR LEAST FAVORITE PART OF YOUR JOB?**
- 4. WHAT IS THE BEST PART OF YOUR JOB?**

Introductions

Two Truths and a Lie

- **THINK OF 2 TRUE STATEMENTS ABOUT YOURSELF THAT MOST PEOPLE WON'T KNOW.**
- **MAKE UP 1 LIE ABOUT YOURSELF THAT YOU THINK OTHERS MAY BELIEVE TO BE TRUE.**
- **WHEN CALLED, SHARE YOUR 3 STATEMENTS WITH THE GROUP TO SEE IF THEY CAN GUESS WHICH STATEMENT IS NOT TRUE ABOUT YOU.**



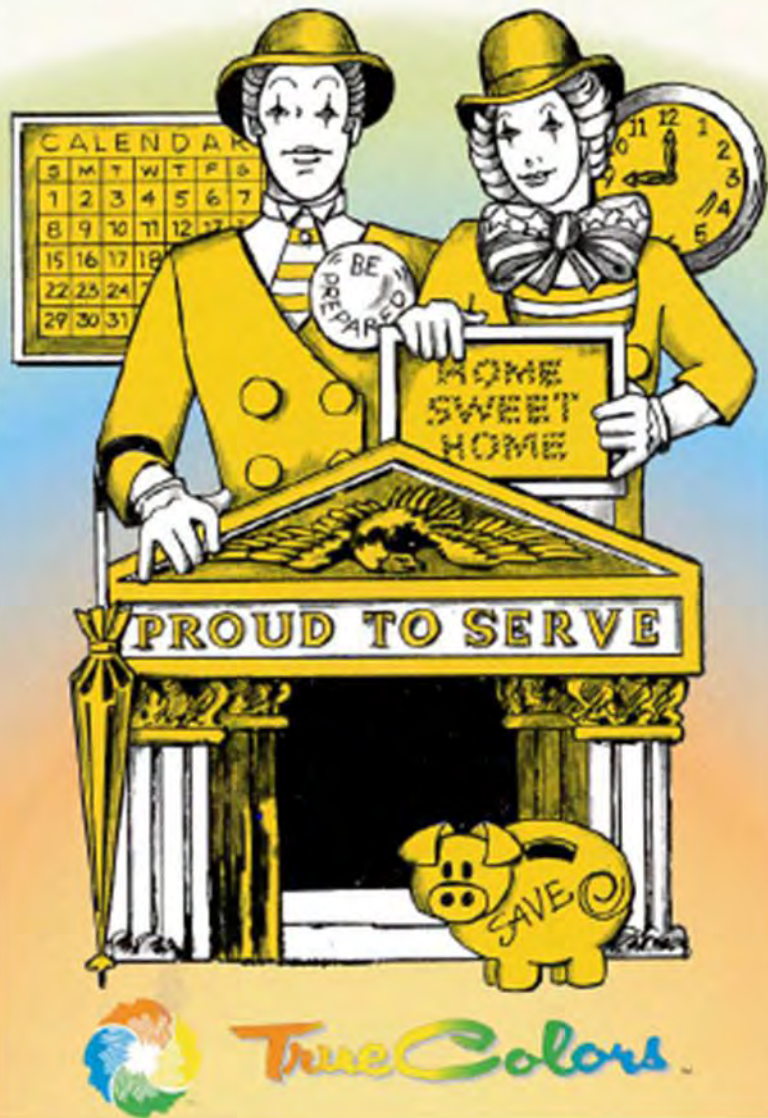
The image features a vibrant, multi-colored background with a radial gradient. The colors transition from a bright yellow-green on the left, through orange, red, and purple, to a deep blue on the right. A central black circle is positioned in the middle of the image, containing the text "TRUE COLORS" in a white, stylized, sans-serif font. The text is arranged in two lines: "TRUE" on the top line and "COLORS" on the bottom line. The overall effect is a dynamic and colorful composition.

TRUE
COLORS

Brief History

- ❖ Theory can be traced back to Hippocrates (460BC)
- ❖ Many others have expounded upon this theory throughout the ages (1921 – Carl Jung; 1950's – Myers-Briggs)
- ❖ 1978 – Don Lowry further developed the personality concepts and applied color metaphors to 4 temperaments of personalities.

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YOUR CHARACTER

I NEED TO FOLLOW RULES
AND RESPECT AUTHORITY

Loyal • Dependable • Prepared

I have a strong sense of what is right and wrong in life

Thorough • Sensible • Punctual

I need to be useful and to belong

Faithful • Stable • Organized

I value home, family and tradition

Caring • Concerned • Concrete

I am a natural preserver, a parent and a helper

AT WORK, I provide stability and can maintain organization. My ability to handle details and to work hard make me the backbone of many organizations. I believe that work comes before play, even if I must work overtime to complete the job.

IN LOVE, I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through the practical things I do for my loved ones.

IN CHILDHOOD, I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the educational system.



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TrueColors

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YOUR CHARACTER

I NEED TO FEEL UNIQUE AND AUTHENTIC

Enthusiastic • Sympathetic • Personal

I look for meaning and significance in life

Warm • Communicative • Compassionate

I need to contribute, to encourage and to care

Idealistic • Spiritual • Sincere

I value integrity and unity in relationships

Peaceful • Flexible • Imaginative

I am a natural romantic, a poet and a nurturer

AT WORK, I have a strong desire to influence others so they lead more significant lives. I often work in the arts, communications, education, and the helping professions. I am adept at motivating and interacting with others.

IN LOVE, I seek harmonious relationships. I am a true romantic and believe in perfect love that lasts forever. I bring drama, warmth, and empathy to all relationships. I enjoy the symbols of romance such as flowers, candlelight and music, and cherish the small gestures of love.

IN CHILDHOOD, I was extremely imaginative and found it difficult to fit into the structure of school life. I reacted with great sensitivity to discordance or rejection and sought recognition. I responded to encouragement rather than to competition.



TrueColors

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True Colors

YOUR CHARACTER

I SEEK KNOWLEDGE AND UNDERSTANDING

Analytical • Global • Conceptual

I live life by my own standard

Cool • Calm • Collected

I need explanations and answers

Inventive • Logical • Perfectionistic

I value intelligence, insight, fairness and justice

Abstract • Hypothetical • Investigative

I am a natural non-conformist, a visionary and a problem solver

AT WORK, I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

IN LOVE, I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express feelings. I believe that once feelings are stated, they are obvious to a partner. I am uneasy when my emotions control me. I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

IN CHILDHOOD, I appeared to be older than my years. I was focused on my greatest interests, and achieved more in subjects that were mentally stimulating. I was impatient with drill and routine. I questioned authority, and found it necessary to respect teachers before I could learn from them.



True Colors

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YOUR CHARACTER

I ACT ON A MOMENT'S NOTICE

Witty • Charming • Spontaneous

I consider life as a game, here and now

Impulsive • Generous • Impactful

I need fun, variety, stimulation and excitement

Optimistic • Eager • Bold

I value skill, resourcefulness, and courage

Physical • Immediate • Fraternal

I am a natural trouble-shooter, a performer and a competitor

AT WORK, I am bored and restless with jobs that are routine and structured, and satisfied in careers that allow me independence and freedom while using my physical coordination and my love of tools. I view any kind of tool as an extension of self. I am a natural performer.

IN LOVE, I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover I need to be bold; I thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to my loved one.

IN CHILDHOOD, of all types of children, I had the most difficult time fitting into academic routine. I learn by doing and experiencing, rather than by listening and reading. I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.



Percentages of each color among the general population.

Where do you rate?

12% - Blue

12% - Green

38% - Gold

38% - Orange

Brightening Activity

Joys	Strengths
Needs/Values	Stressors/Frustrations

All About Go

sponsibility

Attributes

Stressors/Frustrations

Famous Golds

Love to Plan

Slobs

Dan Rather

Detail Oriented

Procrastinations

Billy Graham

Service Oriented

Waiting

Julia Childs

Conservative and Stable

Loud People

Queen Elizabeth

Punctual

Change

Connie Chung

Strong Belief in Policies

Inconsistency

Margaret Thatcher

Loyal

Not Belonging

Woodrow Wilson

Responsible

Lack of Control

Walter Cronkite

Values Family Traditions

Being Told What to Do By

Strives for Sense of Security

Others

All About Blues - Relationships

Attributes	Stressors/Frustrations	Famous Blues
Mediators	Taking on too much	Julie Andrews
Optimistic	Disharmony	Meg Ryan
Caretakers	Isolation	Sally Fields
Peacemakers	No hugs	Ralph Waldo Emerson
Cause Oriented	Arrogance	Carl Rodgers
Need to Feel "Special"	Conflict	Katie Couric
Sensitive to Needs of Others	Insensitivity	Mother Theresa
Motivate and Encourage	Chaos	
Cooperative Rather than	Injustice	
Competitive		

All About Oranges - Freedom

Attributes	Stressors/Frustrations	Famous Oranges
Playful	Being on Time	Bill Clinton
Energetic	Unnecessary Routine	Elvis
Risk Taker	Lack of Humor	Burt Reynolds
Test Limits	Boredom	Lucy
Quick Witted	Paperwork	Mark Twain
Master Negotiator	Lack of Money	Richard Pryor
Visual/Kinesthetic	Too Much Planning	Tom Cruise
Thrive on Competition	Nagging	Willard Scott
Appreciated Immediate Feedback	Unbendable Rules	

All About Greens – Intellectual/Competence

Attributes	Stressors/Frustrations	Famous Greens
<p>Intellectual</p> <p>“Why”</p> <p>Theoretical</p> <p>Philosophical</p> <p>Perfectionists</p> <p>Cool, Calm and Collected</p> <p>Work is Play – Play is Work</p> <p>Know How to Spell Big Words</p> <p>Logical Thinkers</p>	<p>Time</p> <p>Lack of Freedom</p> <p>Other People</p> <p>Noise</p> <p>Not Knowing</p> <p>Know-it-alls</p> <p>Police and Procedures</p> <p>Incompetency</p>	<p>Lincoln</p> <p>Al Gore</p> <p>Barbara Striesand</p> <p>Bill Gates</p> <p>Bryant Gumble</p> <p>JFK</p> <p>Aristotle</p>

Balancing Your Colors

- ❖ Fold a piece of paper in half.
- ❖ Sign your name in the space on the top half.

Balancing Your Colors

- ❖ Now..... Hold the pencil in your OTHER HAND.
- ❖ Sign your name in the space on the bottom half.

Balancing Your Colors

OTHERS MAY PERCEIVE GOLD AS:	GOLD MAY PERCEIVE SELF AS:
<ul style="list-style-type: none">▪ Rigid, Inflexible▪ Controlling, Bossy▪ Too Serious▪ Resistant to Change▪ Opinionated▪ System-Bound▪ Lacking Imagination▪ Judgmental▪ Boring▪ Uptight▪ Predictable	<ul style="list-style-type: none">▪ Consistent▪ Providing Structure▪ Goal-Oriented▪ Firm or Traditional▪ Knowing Right from Wrong▪ Loyal to Organization▪ Realistic▪ Decisive, Seeking Closure▪ Dependable▪ Concerned about Security▪ Following a Routine

Balancing Your Colors

OTHERS MAY PERCEIVE BLUE AS:

- Very Emotional
- Overly Sensitive
- Mush
- Too Tender-Hearted
- Easily Persuaded
- Too Nice
- Too Trusting
- Smothering
- Too Soft, Too Giving
- Weak
- Talking Too Much

BLUE MAY PERCEIVE SELF AS:

- Having Feelings
- Compassionate
- Romantic
- Idealistic
- Empathetic
- Caring
- Seeing Best in Others
- Nurturing
- Liking to Please People
- Wanting Harmony
- Great Communicator

Balancing Your Colors

OTHERS MAY PERCEIVE ORANGE AS:	ORANGE MAY PERCEIVE SELF AS:
<ul style="list-style-type: none">▪ Irresponsible▪ Goofing Off Too Much▪ Manipulative▪ Untrustworthy▪ Unable to Stay on Task▪ Scattered▪ Taking Unnecessary Risks▪ Resisting Closure or Decisions▪ Obnoxious▪ Immature▪ Self-Centered	<ul style="list-style-type: none">▪ Flexible, Easy-Going▪ Having a Playful Attitude▪ Exploring New Possibilities▪ Clever, Good Negotiator▪ Open to Change▪ Having Many Interests▪ Able to Do Many Things▪ Adventurous, Courageous▪ Valuing Freedom▪ Fun-Loving, Enjoying Life▪ Independent

Balancing Your Colors

OTHERS MAY PERCEIVE GREEN AS:	GREEN MAY PERCEIVE SELF AS:
<ul style="list-style-type: none">▪ Arrogant, a Know It All▪ Cold, Hard▪ Insensitive▪ Head in the Clouds▪ Cool, Aloof, Unfeeling▪ Afraid to Open Up▪ Critical, Fault-Finding▪ Lacking Compassion▪ Unappreciative of Others▪ Intellectually Demanding▪ Argumentative	<ul style="list-style-type: none">▪ Confident▪ Mentally Tough, Strong▪ Logical, Rational▪ Visionary, Inventive▪ Self-Controlled▪ Enjoying One's Own Company▪ Good At Analysis▪ Objective▪ Having Ability to Reprimand▪ Having High Expectations▪ Knowledgeable

<https://www.youtube.com/watch?v=5mqcLqTft3U>

REMEMBER!

- ❖ One color is not superior to another color.
- ❖ It is all about understanding other people's personalities.
- ❖ Apply what you know about others in dealing with them on a daily basis personally and professionally!



WORKING WITH DIFFICULT PEOPLE

AND

TEAM BUILDING IN CNP

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GOALS AND OBJECTIVES

IDENTIFY REASONS WHY
TEAM BUILDING IS
IMPORTANT

TIPS FOR
DEALING WITH
DIFFICULT
PEOPLE

EXPLORE POSSIBILITIES
FOR TEAM BUILDING
ACTIVITIES FOR
YOUR WORKPLACE

LITTLE THINGS
THAT MAKE
A BIG DIFFERENCE
SIMPLE WAYS TO BUILD
EACH OTHER UP

LISTEN

- ✓ FIRST STEP TO DEALING WITH UNREASONABLE PEOPLE
- ✓ EVERYONE WANTS TO FEEL HEARD AND ACKNOWLEDGED
- ✓ TRY TO FOCUS ON WHAT THE OTHER PERSON IS SAYING (NOT WHAT YOU WANT TO SAY NEXT)

TIP
#1

TIP #2

STAY CALM

- ✓ WHEN THE SITUATION IS TENSE AND EMOTIONAL, STAY CALM
- ✓ DON'T GET CAUGHT UP IN THE HEAT OF THE MOMENT
- ✓ TAKE SLOW, DEEP BREATHS

DON'T JUDGE

- ✓ YOU DON'T KNOW WHAT THE PERSON IS GOING THROUGH
- ✓ IF THEY ARE UNREASONABLE, CHANCES ARE, THEY ARE FEELING SOME SORT OF VULNERABILITY OR FEAR

TIP
#3

TIP #4

DON'T ACT DEFENSIVELY

- ✓ IT IS HARD NOT TRYING TO DEFEND YOURSELF
- ✓ REMEMBER THEIR ANGER IS NOT USUALLY ABOUT YOU
- ✓ DON'T TAKE IT PERSONALLY

DON'T RETURN ANGER WITH ANGER

- ✓ AVOID RAISING YOUR VOICE,
POINTING YOUR FINGER OR
SPEAKING DISRESPECTFULLY
- ✓ USE A LOW, CALM VOICE. DON'T
TRY GO TALK OVER THE PERSON

TIP
#5

TIP #6

ONE RESPONSE DOES NOT FIT ALL

- ✓ REMAIN FLEXIBLE
- ✓ DIFFERENT PEOPLE REACT DIFFERENTLY

DISCHARGE YOUR OWN STRESS

- ✓ REMEMBER TO TAKE CARE OF YOURSELF
- ✓ MANAGING PEOPLE CAN BE STRESSFUL TO YOU
- ✓ TRY NOT TO LET THOSE EMOTIONS STAY PENT UP...DO WHATEVER HELPS YOU TO DESTRESS

TIP
#7

TIP
#8

BUILD AN
INCREDIBLE
TEAM
AND BE
A PART
OF THAT
TEAM



IN THIS OFFICE



WE DO TEAMWORK

WE COMMUNICATE

and LISTEN

We do help

We do RESPECT

WE DO FRIENDSHIP

PUNCTUALITY AND LAUGHTER

WE DO COFFEE

& cake

WE DO

Motivation

WE DO

GREAT THINGS

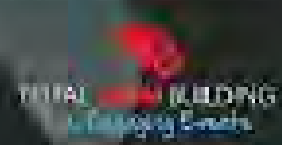


Note to Self:

Be the type of coworker
who delivers more
positive contribution than
negative chaos - each day -
to our team.

- Ty Howard

A team is a group of people with different abilities, talents, experience, and backgrounds who have come together for a shared purpose. Despite their individual differences, that common goal provides the thread that defines them as a team.



T together
E everyone
A achieves
M more

**TEAMWORK
MAKES THE
DREAM
WORK**

TEAMWORK
coming together is a beginning
keeping together is progress
working together is success

- Henry Ford



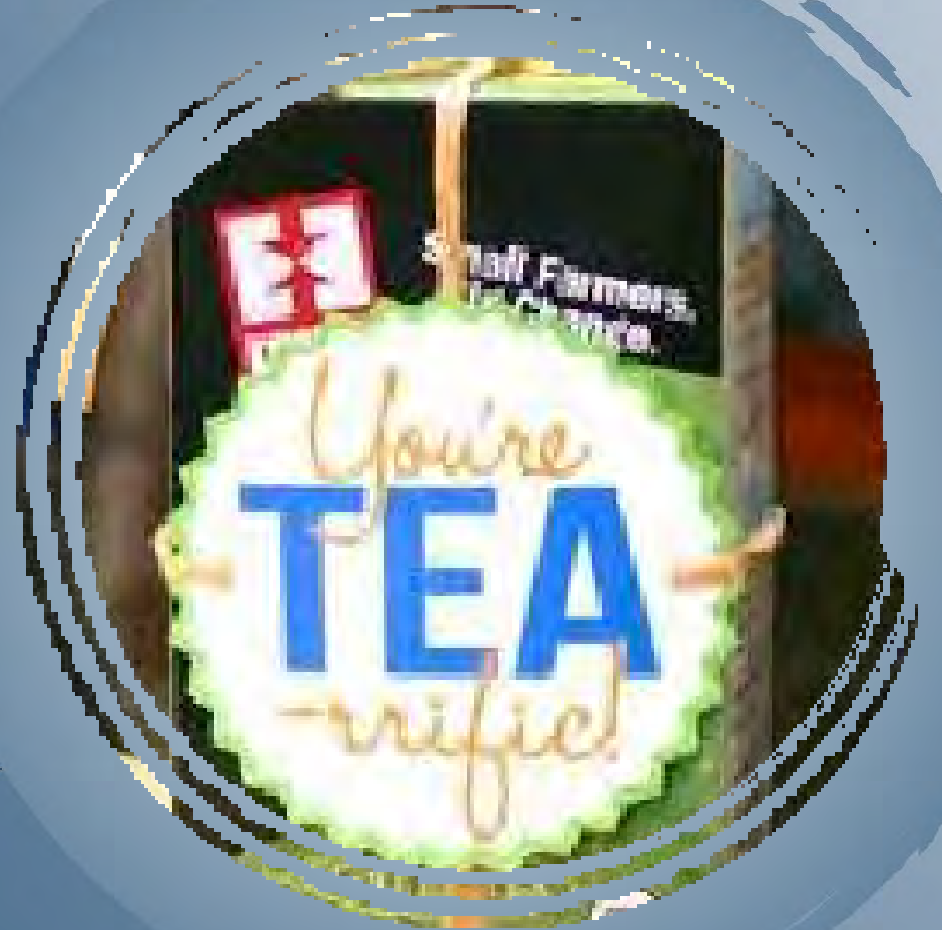
**FUN IDEA
FOR
COWORKERS!**

SOFT DRINK ANYONE?



YOU'RE TEA-RRIFIC!

PLACE A NOTE ON A TEA BAG OR A BOX OF
TEA BAGS FOR EMPLOYEES TO ENJOY.



I'M LUCKY
TO BE YOUR...

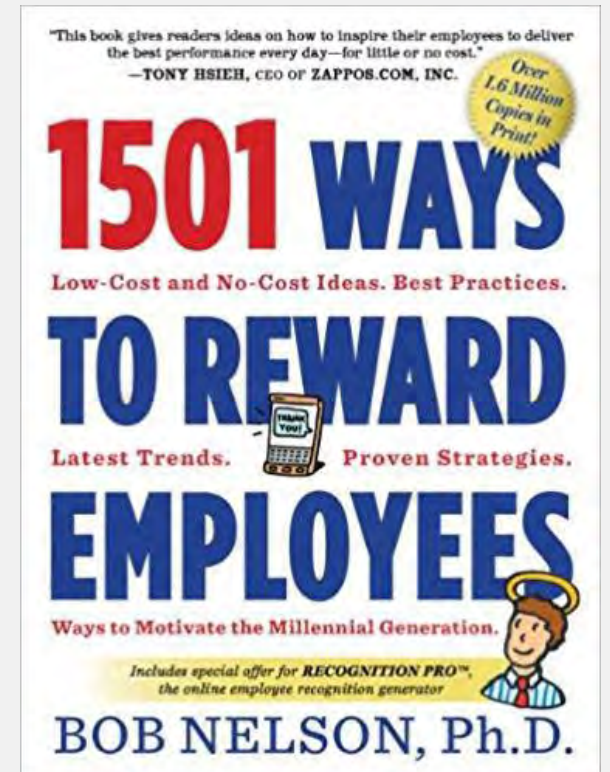
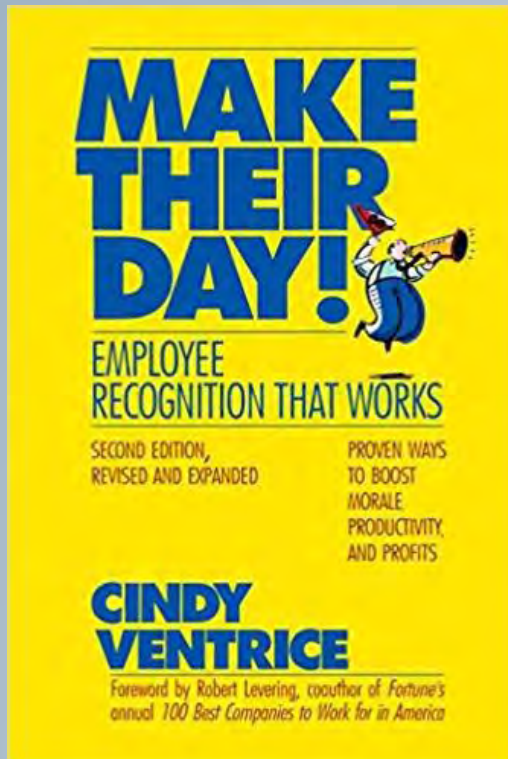
BOSS OR

MANAGER OR

COWORKER



ADDITIONAL RESOURCES





**Individually, we are one only one drop.
Together, we are an ocean.**

How can you inspire teamwork in your workplace?

TEAM BUILDING ACTIVITY

SPAGHETTI TOWERS





**BE A FOUNTAIN,
NOT A DRAIN.**

-REX HUDLER

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*This language was added pursuant to the May 5, 2022, USDA memorandum. However, the inclusion and applicability of this language is currently under challenge in the matter of *The State of Tennessee, et al. v. USDA, et al.*, Case No. 3:22-cv-00257, and may be subject to change.

ASK US

