

Team color map *debrief guide*

Thirty minutes, six steps, one agreement. Use it right after your live color map.

1. Look at the wheel (5 min)

Which corners are crowded? Which are empty? Ask: what does a team like ours probably do well without trying?

2. Name the gaps (5 min)

For each empty or thin corner, ask: what does that style notice that we might miss? Who could deliberately play that role in our next project?

3. Pace check (5 min)

Fast colors (Crimson, Cobalt, Amber, Coral) and Steady colors (Emerald, Violet, Gold, Sage): which decisions should we make fast, and which deserve a pause?

4. Focus check (5 min)

People colors (Amber, Coral, Gold, Sage) and Task colors (Crimson, Cobalt, Emerald, Violet): how do we make sure both feelings and facts get airtime in meetings?

5. Approach check (5 min)

Structure colors (Cobalt, Coral, Emerald, Gold) and Explore colors (Crimson, Amber, Violet, Sage): what in our process should be fixed, and what should stay flexible?

6. One agreement (5 min)

Agree one concrete working agreement, like "big decisions get a 24-hour pause" or "every meeting ends with who-does-what". Write it down and revisit it in a month.

Ground rules

- Colors describe habits, not abilities. Nobody is "too much" of anything.
- Anyone can pass. Nobody has to share their color.
- Never use colors for hiring, promotion, grading or pay.

Personality colors are a popular framework for self-reflection and conversation, not a clinical or scientific diagnosis. Disclaimer · How the quiz works