

Taft Oil Technology Academy

E-Colors and Personal Intervention

Educating for Careers Conference 2014
Sacramento, California

Objectives

- To give a brief introduction to E-Colors.
- To explain our journey with E-Colors.
- To give a brief introduction to Personal Intervention.



Agenda

- Introductions
- Activity
- E-Colors
- How we have implemented E-Colors
- Activity
- Personal Intervention
- Activity



Find Out Your E-Color Combination

- Go to www.equilibria.com- it's free!
- You can also download the free E-Colors iPhone app.



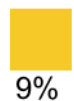
Ted's E-Colors: Red/Green

- A creator more than a follower.
- Logical, pragmatic view towards tasks and life.
- Decisive and determined to complete tasks I start.
- I like to make an impact.
- Perceived by others as being focused on tasks.
- Tend to see people as “tools in the box”.
- I need to work on my listening skills.



The Thinking Doer

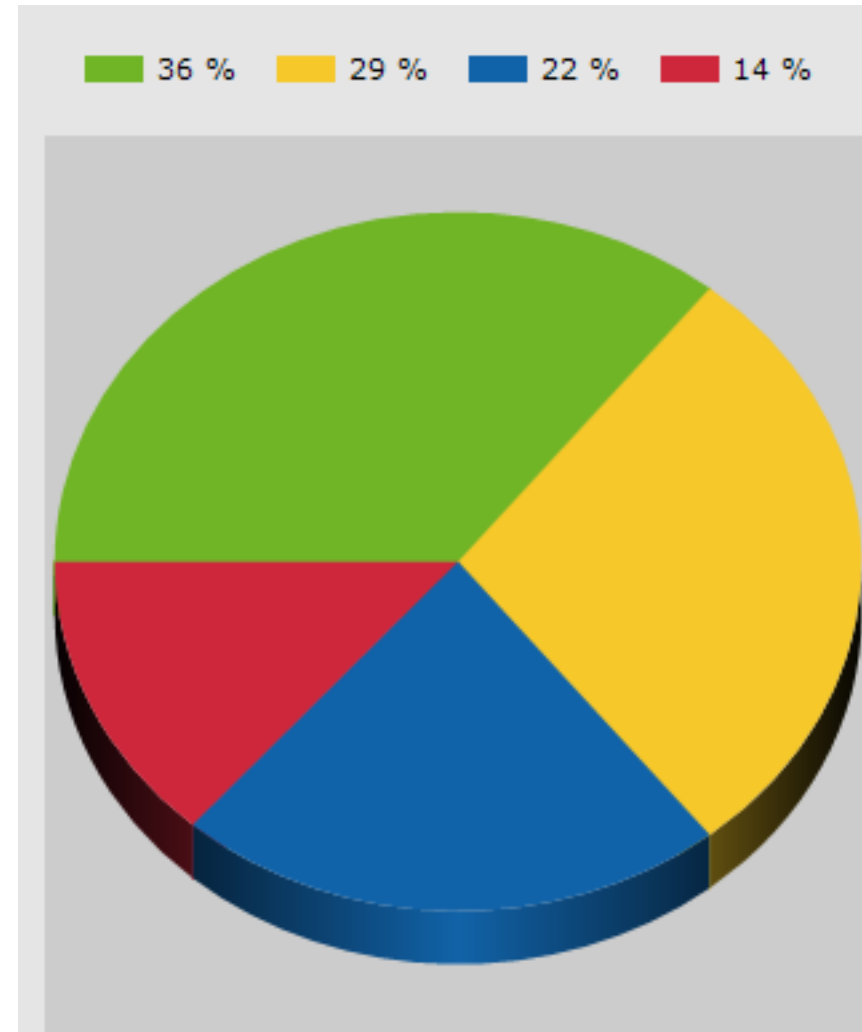
Your E-Colors are RED / GREEN



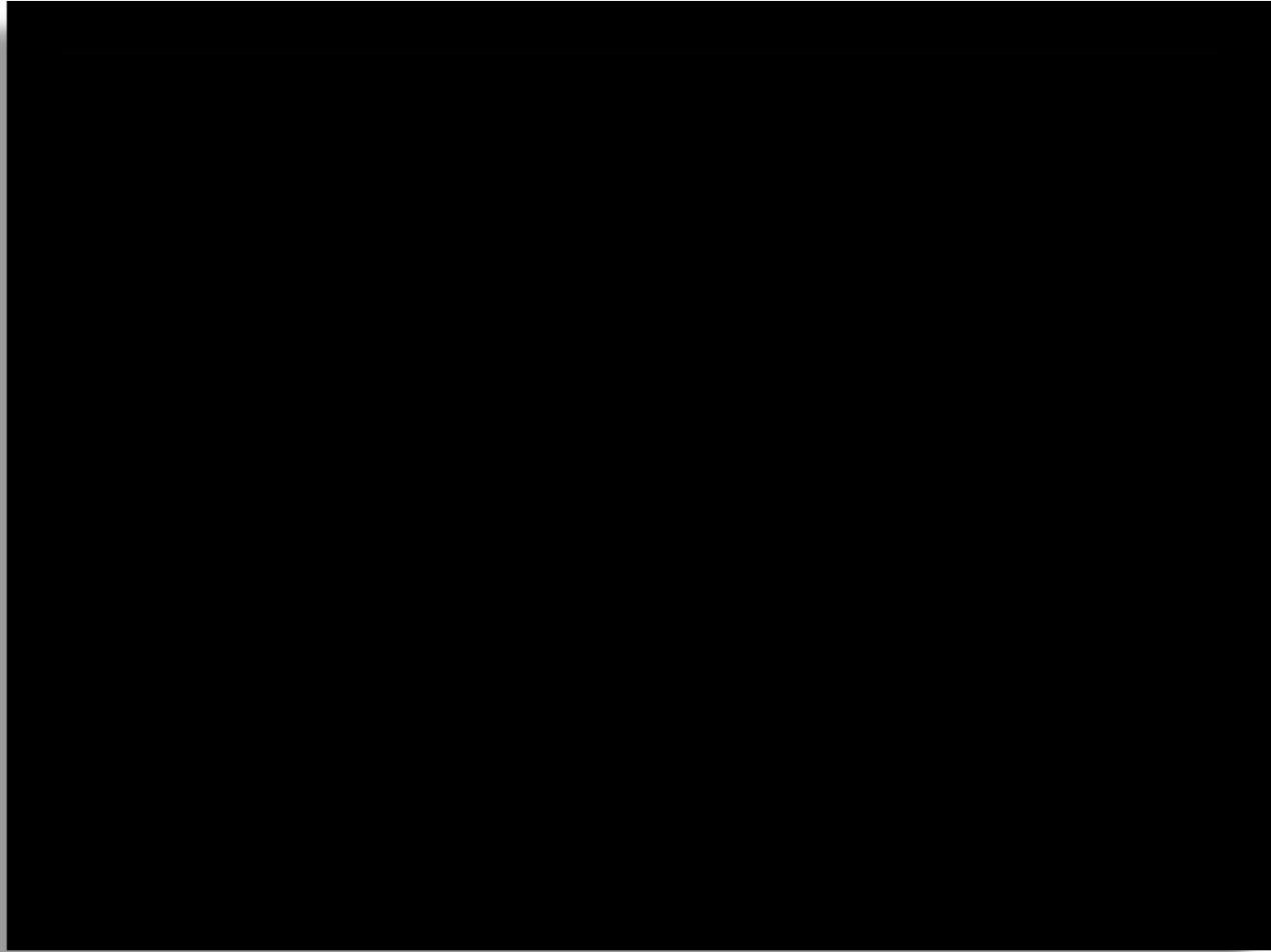
Tim's E-Colors: Green/Yellow



- Very detail oriented.
- Need all the details before getting started.
- Don't like getting asked too many questions at the same time.
- I like things to flow logically.
- Perceived by others as procrastinating.
- Want to fix "people" instead of fixing "things."
- I tend to underestimate the time needed for a task

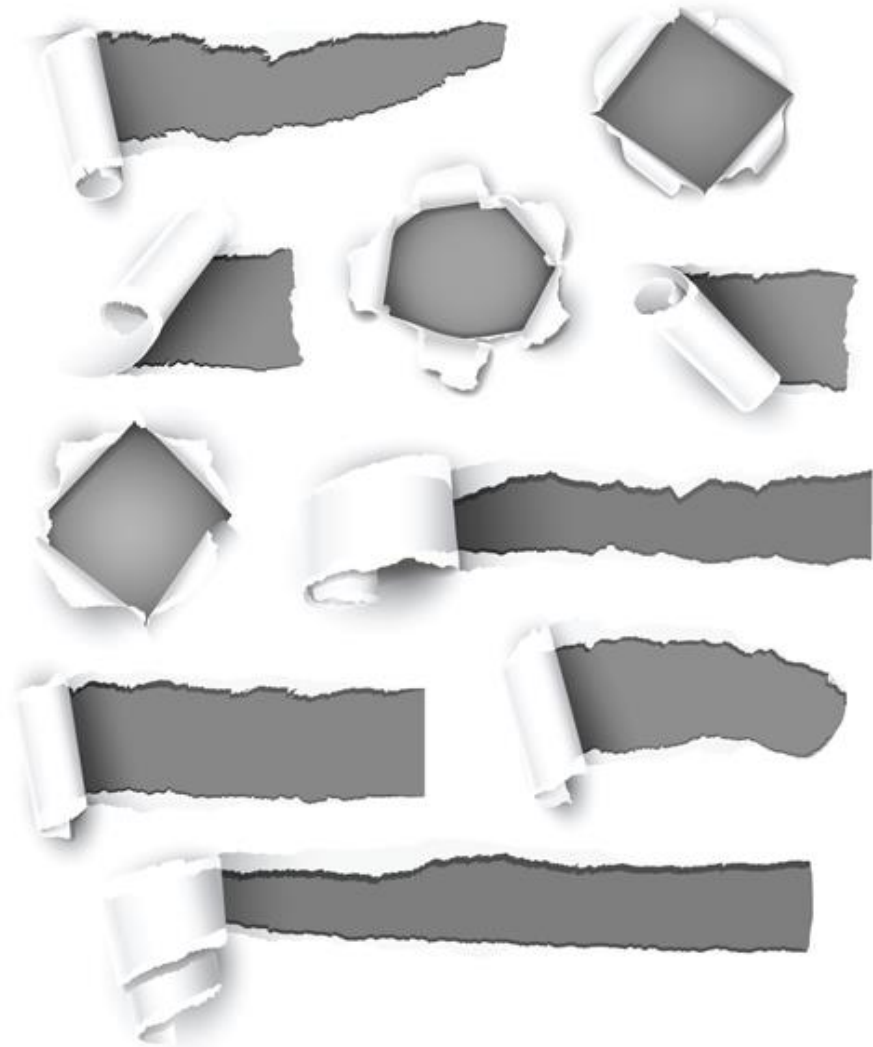


Communication



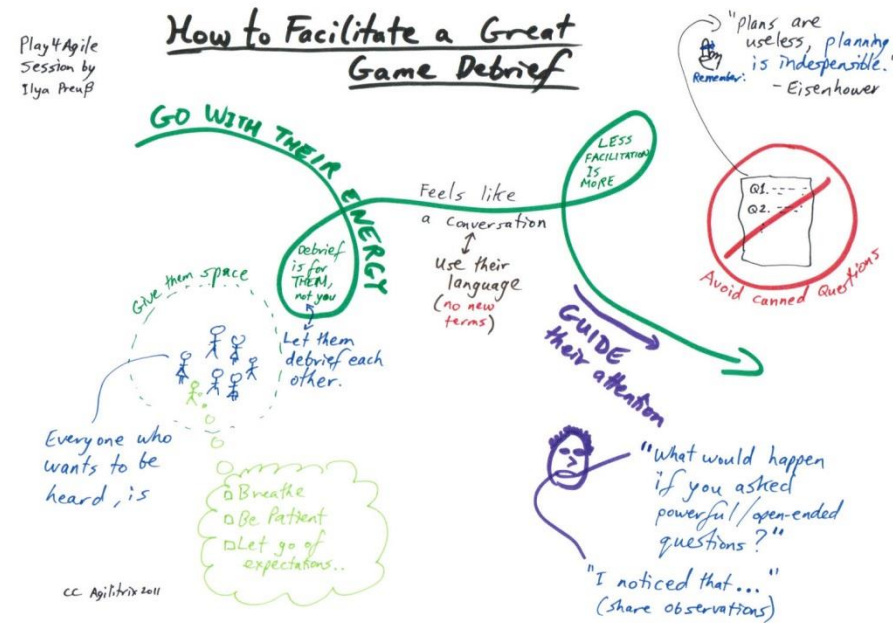
Paper Tearing

- We need 4 volunteers!
 - A Red
 - A Blue
 - A Green
 - A Yellow

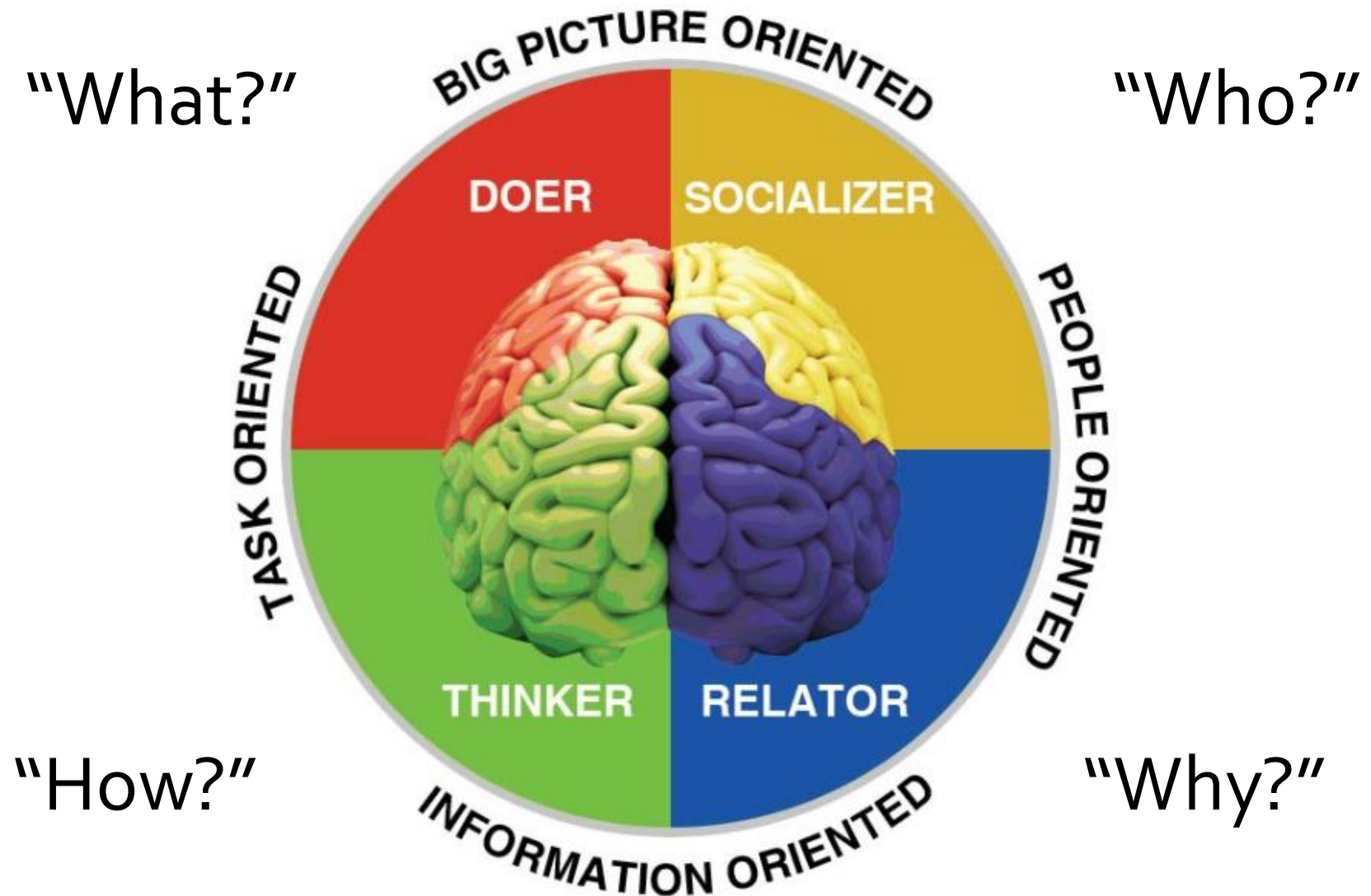


Activity Debrief

1. Did you all get the same instructions?
2. Who is right?
3. Why are there variations?
4. Did I mislead you?
5. What would help us get the desired result of identical patterns?
6. Why didn't anyone ask for more information or clarification?

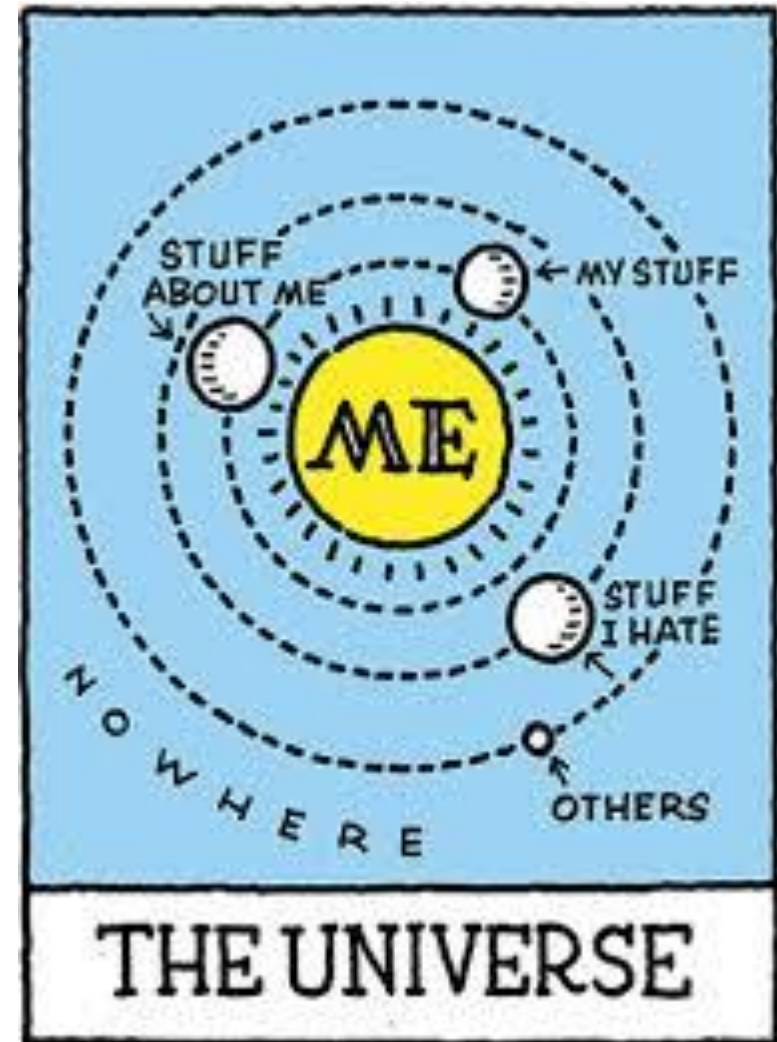


Four Main Personality Styles



We want to satisfy your E-Colors

- What's in it for me?
 - A more efficient learning environment with better communication throughout diverse teams.
 - Your academy team
 - Student teams in the classroom
 - Instructor and student become team members together



Reds- the Doing Directors

- Better results
 - Effective Communication
 - Developed leadership skills- at all levels
 - Personal and Team Development
 - Self-Management



Yellows- The Influencing Socializers

- Improved interaction with people
 - Administrators
 - Teachers
 - Students
 - E-Color Champions
 - Parents



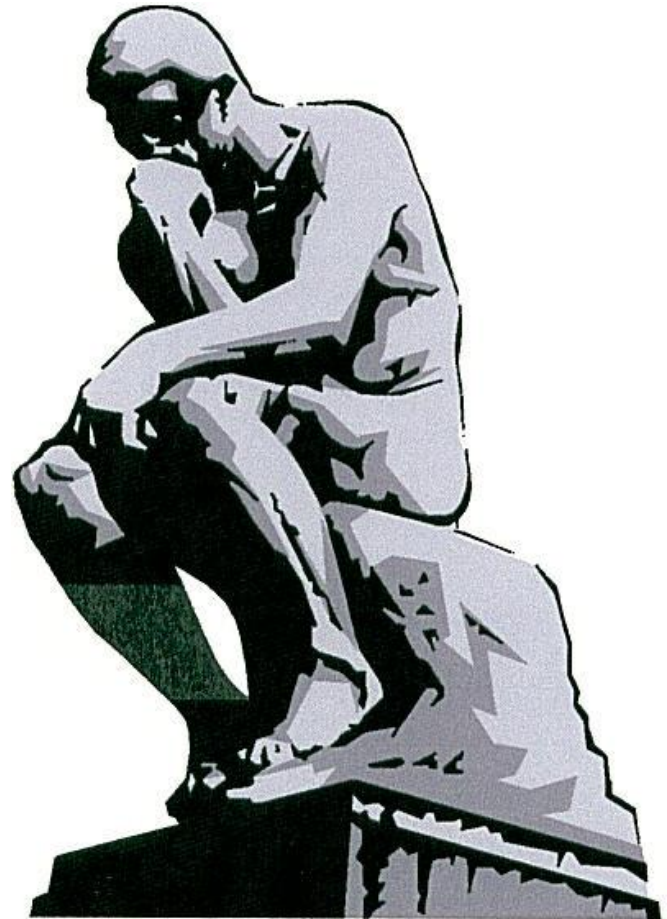
Blues- Supporting Relators

- Improved Teamwork
 - People-centered support networks.
 - Increase collaboration
 - Create the right environment for learning
 - Students have a strong desire to be understood.
 - *Listen to understand, then seek to be understood*



Greens- Analyzing Thinkers

- Increased communication to get the necessary amount of information.
- Helping them make decisions and complete tasks in a timely manner.



How we learn

- **Learn the best when:**

- They don't get bogged down with details- just get a main point and move on.



- **Learn the best when:**

- Understand the entire process (all the information) before they get started.

- **Learn the best when:**

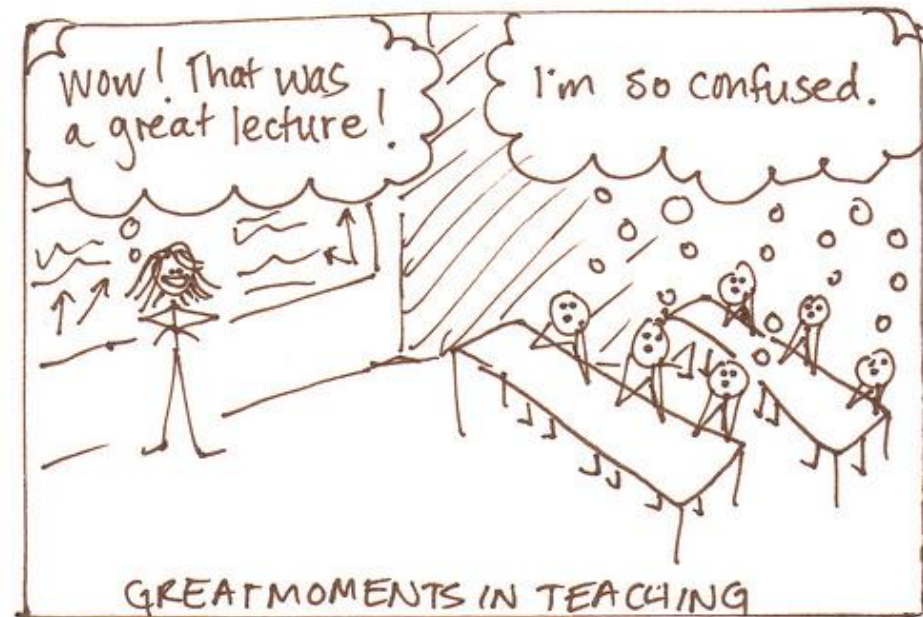
- Engage in social interaction, working cooperatively, and sharing ideas.

- **Learn the best when:**

- Working individually and independently, collecting a variety of information and views.

Implications

- We tend to teach the way we learn.
 - Can we set up our classroom to maximize the learning for 4 very different personalities?
 - Can we satisfy the needs of each E-Color through our lesson plans?
 - Can we plan activities that allow students to experience teamwork through an understanding of E-Colors?



E-colors is Industry-led

- Chevron
- Contractors with Chevron.
- D&C uses E-Colors and the iCU Safety Observation and Feedback Tracking System.



Our Journey

- At an E-color activity led by E-Color coaches, the question was asked, “What can disrupt learning for you?”
- A red answered “By the teacher talking too much.”



Our Journey

- We saw a way to give our students and teachers a tool or mechanism to:
 - embrace *diversity of thought*.
 - allow our students to *realize their potential*.



Our Journey

- We have had 2 E-Color seminars:
 - January 18, 2013: Introduction to E-Colors
 - November 4-5, 2013: E-Color Foundations and Personal Intervention
- Activities have included the Spy Game and Dracula Hit
- E-Color Student Champions have signed contracts.



Tim- classroom setting

- Explain seating
 - Make sure that Red/Yellows have a view of the whole situation. They are Big-picture people and want to see it all. So, put them at the back of the room, if sitting in a circle is not possible.
 - Make sure you don't leave the Blue group out as they tend to drift away unless placed in a prominent but supported position.

1st Period Seating Chart

	Cynthia Melendrez	James Odle	Noah Parsons	
Madison Borrecco	Alejandro Arguello	Cameron Anderson		
Ernesto Moron	Gildardo Santiago	Kalieb Williams	Diana Cruz	Jason Jones
Kaleb Harlen	Sydney Long	Marcus Grossbard	Karissa Jensen	Yulisa Martinez
Gustavo Elizalde	Zach Kolb	Diana Cisneros	Kylie Gill	Cyerra Davis
Arelly Varela	Raven Black	Maria Lopez	Taylor Friedrichsen	Chasadee Sims

Front

Team Puzzle

- We need 4 teams of 2 people to complete a puzzle.



Activity Debrief

1. How did you feel when you discovered that your puzzle was incomplete?
2. How does that relate to your workplace?
3. Who gave up the piece they didn't need before finding the piece they needed? Why did you do that?
4. Who had to convince a team to give you the piece you needed before they found their missing piece? How did you do that?
5. Are there times when you need to ask others for help?
6. What would happen to the success of the team if members had the attitude of not sharing?
7. How can we help others get all the pieces they need?



Personality and Character

An iceberg floating in the ocean. The tip of the iceberg, which is visible above the water, represents personality. The much larger, submerged part of the iceberg, which is hidden below the water, represents character. The background is a blue sky and ocean.

- Personality tends to reflect:

- Our comfort zone
- Our tendencies
- How we react instinctively

- What typically dictates our reactions.

- Character tends to reflect:

- Our ethics and morals
- Our commitments and values
- Our background and beliefs
- Our awareness and self management of potential limiters
- What typically allows us to respond.

Personal Intervention

- Allows us to recognize when we are reacting in a manner which could be detrimental or our well-being or the well-being of others.
- We can:
 - Learn to self-monitor
 - Change our responses to situations that will result in the prevention of
 - Accidents and injuries
 - Unplanned events
 - Miscommunications and arguments
 - Hurting people's feelings unintentionally



Personal Intervention

- Use your “pause” button when you feel yourself about to react in an external and visual way.
 - Research has found that Reds and Yellows are more likely to need a “pause” button than a play button.
- Use your “play” button when you feel yourself about to react in an internal or non-visual way.
 - Greens and Blues tend to need the “play” button rather than a pause button.



Yogurt Zone Experience

- Personal intervention in the real world.
- Students coaching each other.
- Students debriefing each other.



Bean Bag in the Box

- We need 3 volunteers!



Activity Debrief

1. What was the objective?
2. Did you meet the Objective? If not, why not?
3. What did you experience while doing this activity?
4. What did you learn from it?
5. From what you learned what could you apply to your workplace?

Presentation Debrief

- Did we meet the objective?
- What went right?
- How could the presentation been done better?
- What lessons were learned?
- Action Items

If you want more information

- www.ecolorsineducation.com
- Spring Leadership Institute March 31 to April 1 at Taft Union High School.
- <http://www.youtube.com/watch?v=V5pn8CPtUxl&feature=youtu.be>