

The Hartman Personality Test

WHITE

Strengths

As an individual

- Quiet, reflective, and peaceful
- Sincere and genuine lifestyle
- Appears to accept life comfortably
- Patient with others
- Kind to animals and people
- Blends into all situations

As a friend

- Patient and enduring through good and bad times
- Tolerant of unkind behavior
- Supportive and accepting
- Listens with empathy
- Relaxed in most situations
- Likes most people
- Liked by most people
- Compatible with different personalities
- Enjoys observing others
- Non-demanding of friendships

Limitations

As an individual

- Boring because detached
- Takes passive approach to life
- Unresponsive or not openly excited about experiences
- Has problems becoming intimate
- Bashful and unsure of self
- Easily manipulated into changing plans
- Ambivalent about direction and goals to pursue
- Often lazy and unwilling to take responsibility to self
- Resists making commitments

As a friend

- Lacks creativity to make suggestions
- Easily led by others opinions
- Won't express honest perspective if controversial
- Passive
- Requests extra protection and a lot of support
- Easily hurt and defeated

How to Develop a Positive Connection with White

Do's

- Be kind
- Be logical, clear, and firm about the content you present
- Provide a structure (boundaries) for them to operate in
- Be patient and gentle
- Introduce options and ideas for their involvement
- Be simple and open
- Acknowledge and accept their individuality
- Be casual, informal, and relaxed in presentation style
- Look for nonverbal clues to their feelings
- Listen quietly

Don'ts

- Be cruel and insensitive
- Expect them to need much social interaction
- Force immediate verbal expressions; accept written communication
- Be domineering and too intense
- Demand conformity to realistic expectations/behaviors
- Overwhelm them with too much at once
- Force confrontation
- Speak to fast
- Take away all their daydreams
- Demand leadership

The Harman Personality Test

YELLOW

Strengths

As an individual

- Highly optimistic (rarely depressed)
- Likes self and accepts others easily
- Loves to volunteer for opportunities
- Sees life as an experience to be enjoyed
- Flashy (racehorse rather than plowhorse)
- Adventurous and daring

As a friend

- Exciting and fun to be with (never dull or boring)
- Often places friend before family
- Forgiving of self and others
- Lively and entertaining
- Vulnerable, innocent, and trusting
- Endearing
- Willing to free up schedule in order to play

Limitations

As an individual

- Needs to look good socially (high priority)
- Irresponsible and unreliable
- Self-centered and egotistical
- Flighty and uncommon
- Lots of talk with little action
- Superficial and mostly interested in a good time
- Unwilling to experience pain in order to produce quality
- Undisciplined
- Loud and obnoxious in public places
- Exaggerates successes and omits unpleasant truths
- Unable to confront or face issues

As a friend

- Spends most of time discussing own life
- Shows up at his or her convenience
- Undependable in a crisis
- Unwilling to commit to long-term needs of distressed friends
- Pursues own life regardless of friend's situations or needs
- Uncomfortable in painful or distressing environments
- Makes new friends easily and without guilt, often at the expense of old friends

How to Develop a Positive Connection with Yellow

Do's

- Be positive and proactive with them in your life
- Adore and praise them legitimately
- Touch them physically
- Accept their playful teasing
- Remember they are more sensitive than they appear
- Value their social interaction skills and people connections
- Remember they hold feelings deeply
- Promote creative and fun activities for and with them
- Enjoy their charismatic innocence
- Allow them opportunity for verbal expression

Don'ts

- Be too serious or sober in criticism
- Push them too intently
- Ignore them
- Forget they have "down" time also
- Demand perfection
- Expect them to dwell on problems
- Give them too much rope, or they may hang themselves
- Classify them as just lightweight social butterflies
- Attack their sensitivity to be unforgiving
- Totally control their schedules or consume their time

The Hartman Personality Test

RED

Strengths

As an individual

- Excels with logical thinking
- Committed to a productive lifestyle
- Dynamic and direct
- Thrives on independence
- Natural leader
- Highly resourceful (strong survivor)
- Creative in crisis

As a friend

- Direct and quick with suggestions
- Great in emergencies
- Direct and quick with disasters
- Promotes group activities
- Engages in conflict comfortably and directly
- Productive in solving dilemmas

Limitations

As an individual

- Generally seeks to serve self (what's in it for me)
- Promotes turmoil and conflict when a personal goal is to be gained
- Out of touch with own feelings
- Rationalizes and denies own failings
- Always right
- Cannot relax and feel comfortable unless producing something
- Often arrogant and defiant of authority
- Inconsiderate of other's feelings (selfish)
- Impatient with others

As a friend

- Insensitive and unemotional
- Doesn't like to admit the need for friendship
- Remains detached from sharing self completely
- Enters friendship asking "what's in it for me?"
- Listens only when convenient
- Maintains mostly rational friendships
- Tries to control group activities
- Expects friends to do things his or her way
- Won't admit inadequacies for fear of losing power and control
- Negative, critical, and judgmental of others
- Feels it is more important to be right than agreeable
- Blunt or rude when angered
- Boring
- Expects to be entertained while waiting for action to begin
- Stubborn
- Denies any personal inadequacies of responsibility

How to Develop a Positive Connection with Reds

Do's

- Present issues logically
- Demand their attention and respect
- Do your homework!
- Be direct, brief and specific in conversation
- Be productive and efficient
- Offer them leadership opportunities
- Verbalize your feelings
- Support their decisive nature
- Promote their intelligence reasoning where appropriate
- Be prepared with facts and figures
- Respect their need to make their own decisions their own way

Don'ts

- Embarrass them in front of others
- Argue from an emotional perspective
- Always use authoritarian approach
- Use physical punishment
- Be slow and indecisive
- Expect a personal and intimate relationship
- Attack them personally
- Take their arguments personally
- Wait for them to solicit your opinion
- Demand constant social interaction (allow for alone time)

The Hartman Personality Test

Blue

Strengths

As an individual

- Sees life as a serious endeavor
- Appreciates beauty and detail
- Has a strong aesthetic sense
- Stable and dependable (plowhorse vs. racehorse)
- Sincere and emotionally deep
- Analytically oriented (concerned with why one behaves as she/he does)
- High achiever
- Deep sense of purpose

As a friend

- Loyal forever once friendship is established
- Genuine concern for other person's well-being
- Remembers special holidays and promotes celebrations
- Encouraging in times of trouble
- Willing to commit time to the relationship

Limitations

As an individual

- Highly emotional
- Smug and self-righteous
- Controlling and/or envious of others' success when too too easily obtained
- Strong perfecting and performance orientation

As a friend

- Highly insecure about other's and approval
- Feels rejected easily
- When depressed or depressive, feels it is friend's job to understand
- Can be revengeful and bitter is crossed or scarred emotionally
- Critical of friends' principles or activities if not similar
- Expects friends to maintain strong loyalty
- Wishes friends would communicate more often
- Rarely playful and spontaneous

How to Develop a Positive Connection with Blue

Do's

- Emphasize their security in the relationship
- Be sensitive and soft-spoken in your approach
- Be sincere and genuine
- Behave appropriately and well mannered
- Limit their risk level
- Promote their creativity
- Appreciate them
- Allow ample time for them to gather their thoughts before expressing themselves
- Be loyal
- Do thorough analysis before making presentations

Don'ts

- Make them feel guilty
- Be rude or abrupt
- Promote too much change
- Expect spontaneity
- Abandon them
- Expect them to bounce back easily or quickly from depression
- Demand perfection (they already expect too much from themselves)
- Push them too quickly into making decisions
- Expect them to forgive quickly crossed
- Demand immediate action or quick verbal bantering