



## Can Library Volunteers do what they do best?

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When working with volunteers, one of our primary concerns should be helping the volunteer identify what he/she does best and providing volunteer opportunities that highlight those talents. How do we do that? This article by Mary Miscisin is a great place to begin:

Imagine the people you interact with throughout your workday... do you notice some individuals may be noticeably organized and conscientious, others distracted and looking for adventure, some seem quite sensitive and involved with their family, friends, and community, while others are more private and independent in nature. We all have our own style, preference, and ways of operating. With such a variety of personalities, what can we do to appreciate unique differences so everyone can fulfill their particular goals in mutually satisfying, collaborative ways?

Color Lingo is a simple method for understanding behavior and what makes people tick. Using its concepts, the first step to fostering successful working relationships is to identify the dominant color style of yourself and others. When a person is "shining" brightly, they are using their skills, talents and natural preferences in positive resourceful ways. They have a sense of worth and self-respect, often referred to as positive self-esteem. When our inherent needs are being met, our behavior is positive and contributes to an overall productive work environment. Does your work fulfill your inherent needs? How can you make sure it does? What do you notice about others and the way they operate?

### ORANGES

**Oranges "squeeze the juice" out of each moment.** Opportunistic, their driving force is freedom. If they feel they do not have choices, they may just create some. Natural risk-takers, rules seem to be guidelines to aim for and are often flexible and negotiable.

#### Attributes When Shining

- Active
- Take Charge
- Competitive
- Negotiator
- Spontaneous
- Performer (entertaining)
- Multi-tasks

#### Values

- Freedom to express
- Practical application
- Hands-on activities
- Variety, choices
- Attention
- Stimulation, excitement
- Fun and play

### BLUES

**Blues are "True Blue troopers",** their driving force is relationship. Before Blues make a decision, they check to determine how it will affect the people involved. They will go the extra mile, often putting the needs of others before their own.

#### Attributes When Shining

- Friendly
- Helpful
- Compassionate, considerate
- Cooperative
- Emotional, expressive
- Imaginative, creative
- Affectionate

#### Values

- Being included
- Affirmation
- Compassion, warmth
- Being heard, to share
- Outlet to help others
- Acceptance
- Friendship, connection

### GOLDS

**Golds regularly "set the gold standard" and strive to be as "good as gold."** Their driving force is **responsibility**. Conscientious, dependable individuals, they want to do the right thing, following established standards.

#### Attributes When Shining

- Prepared
- Reliable
- On-time
- Appropriate
- Follows rules
- Detail Oriented

#### Values

- Knowing the Plan
- Consistency
- Structure, Rules
- Organization
- Responsibility
- Recognition

### GREENS

The driving force for Greens is **competency**. Naturally curious, they thirst for knowledge and information and like to come up with solutions and systems for solving problems and inventing a better future. Preferring to keep their emotions to themselves they approach situations objectively. **Remember "Keen Green."**

#### Attributes When Shining

- Problem-solvers
- Independent
- Tenacious
- Self-assured
- Witty sense of humor
- Logical, Analytical
- Creative, Ingenious

#### Values

- Competency
- Information, Research
- Time to think & plan
- Efficiency
- Success
- Intellectual challenge

For the next few weeks or so, see how well you can determine the color styles of others. Recognize the values or needs they have in common with you, and especially those they don't. Get curious, get creative. What resourceful methods can you come up with to make sure your working environment and approach includes ways to embrace the needs of all four of the **Color Lingo** styles?

Share Color Lingo with everyone! The more people around you that know the concepts, the easier it is to communicate, understand behavior and solve conflicts. Have Fun!

Mary Miscisin is the author of **SHOWING OUR TRUE COLORS**, A Fun, Easy Guide for Understanding and Appreciating Yourself and Others.

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## ACTION ITEM - Children Reading to Dogs Certifications Due

Many of you have already sent/uploaded/faxed/e-mailed the current Children Reading to Dogs certifications --thank you! When a dog team is updated for 2013 they will receive a gift (MLS logo mat with a carrying case) from Volunteer Services with a thank you note! Any format for sending the certification is fine, so interoffice, upload to [www.supportmls.org/volunteer](http://www.supportmls.org/volunteer), fax to 606-3735, or e-mail to [hport@metrolibrary.org](mailto:hport@metrolibrary.org). If the form is received after February 1, the gift will not be mailed until March.

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## NEW Mission Statement

Thanks to the work of the SPOCs (Single Point Of Contact for volunteers), Volunteer Services has a new mission statement:

"Connecting Library advocates with a spectrum of opportunities, service and potential."

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Thank you for getting to know the volunteers at your location so you can ensure they have the opportunity to do what they do best each time they volunteer at a library!

I appreciate you and all your hard work to make it so!

Heidi Port, MLS Volunteer Coordinator

For more information on this, you can always view the [Volunteer Supers Website](#) for further information.

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