



YOUR C-ME 360 DEVELOPMENT WORKSHOP

From insight to impact.

Bringing together how you see yourself and how others experience you – and using the gap between them as a catalyst for growth.

NAME

ORGANISATION

DATE

the *Journal of the American Medical Association* (JAMA) and the *New England Journal of Medicine* (NEJM).

These two journals are the most widely read and cited in the field of medicine. They are also the most expensive, with JAMA costing \$1,200 per year and NEJM costing \$1,500 per year.

For many years, these two journals have been the primary source of medical information for physicians and other health care professionals. They are also the primary source of information for the general public.

However, in recent years, there has been a significant increase in the number of medical journals. This is due to a number of factors, including the increasing specialization of medicine and the increasing need for medical information.

One of the main reasons for the increase in the number of medical journals is the increasing specialization of medicine. As medicine becomes more specialized, there is a need for more journals to cover the specialized areas.

Another reason for the increase in the number of medical journals is the increasing need for medical information. As the medical profession grows, there is a need for more journals to provide the necessary information.

There are a number of factors that have contributed to the increase in the number of medical journals. These factors include the increasing specialization of medicine, the increasing need for medical information, and the increasing number of medical professionals.

The increase in the number of medical journals has led to a number of challenges. One of the main challenges is the increasing cost of medical journals. This is due to the increasing number of journals and the increasing cost of publishing them.

Another challenge is the increasing difficulty of finding medical information. With so many journals, it is difficult to find the information that is needed. This is especially true for the general public, who may not have access to the same resources as the medical profession.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

Another way to address these challenges is to increase the quality of medical journals. This can be done by implementing more rigorous standards for the publication of medical journals.

There are a number of ways to address these challenges. One way is to increase the accessibility of medical journals. This can be done by making them available online or by providing them at a lower cost.

About this workbook

This workbook is yours. Use it to think, to question, and to capture what matters to you. There are no right answers and no assessments. Everything you write here is for you.

This is not about revisiting the theory of C-me or explaining what the colours mean. It is about taking your 360 data seriously and deciding what you want to do with it.

The workbook follows the shape of the session. You'll use it for individual reflection, for conversations with others, and for building the action plan you take away at the end. Some sections are core; others are optional depending on how much time you have.

A note on the data — your 360 report captures how others have experienced your behaviour. It is not a verdict on who you are. It is a starting point for a conversation with yourself and with the people you work with.

Workshop purpose

You've already done the work of understanding your own colour energy. You've explored how your preferences shape the way you communicate, make decisions, and respond under pressure.

Your 360 report adds a new dimension: how others experience you. In this session we bring those two perspectives together – your self-awareness and the feedback of others – and use the gap between them as a catalyst for growth.

BY THE END OF THIS SESSION YOU WILL HAVE

- Explored your 360 data through a C-me lens
- Identified the specific behaviours that create the most impact, positive or developmental
- Had honest conversations with colleagues in a safe environment
- Built a personal action plan grounded in your colour profile and real relationships

01 Arriving with honesty

Before we go anywhere, let's get grounded. 360 feedback can bring up a lot: validation, relief, discomfort, confusion, or all of these at once. All of that is fine. What matters is that we acknowledge where we're starting from.

● INDIVIDUAL REFLECTION

Look back at your pre-work, or if this is the first time you've sat with your report, take a few minutes to read the perception gap section. Then answer these questions as honestly as you can.

When I first read my 360 report, I felt...

The feedback that surprised me most was...

The feedback I found easiest to accept was...

● PAIR CONVERSATION

With someone you trust in this group, share one thing from your report that you found genuinely useful, and one thing you're still not sure what to do with. You don't need to share numbers or specifics — share what feels right. Listen to your partner without offering solutions. Your job here is to understand, not to fix.

Notes from my conversation: what landed for me...

02 Reading the gap

The most valuable part of your 360 report is the perception gap: the difference between how you see your own colour energy and how others experience it. A gap isn't a problem. It's a question. What does it tell you?

A **positive gap** (others see more of a colour than you do) suggests a strength that may not be fully visible to you. A **negative gap** (others see less) may mean that energy is present but not landing as you intend.

● INDIVIDUAL REFLECTION

Use the table below to map your perception gaps and explore what they might mean.

COLOUR	YOUR %	OTHERS SEE %	WHAT MIGHT THIS GAP MEAN FOR ME?
Red			
Yellow			
Green			
Blue			

The gap I most want to explore is... because...

● GROUP DEBRIEF

Your facilitator will open a group conversation. You're not expected to share your numbers. You might share a theme, a question, or a reaction. Use this space for notes.

What I want to take away from the group conversation...

03 The gap behind the gap

Perception gaps don't always mean you're getting something wrong. Sometimes they reflect the context you're working in, the relationships involved, or the role you've had to play. Before deciding what to change, it helps to understand why the gap exists.

There is a difference between who you are and how you are showing up. C-me measures preference, not performance. Sometimes we adapt so much that our true preferences become invisible to ourselves as well as to others.

● INDIVIDUAL REFLECTION

Think about the most significant gap in your report. Consider the following questions.

In what contexts or relationships does this gap show up most? (Think about specific situations, not just roles.)

Is this gap consistent across all your feedback providers, or does it vary? What might explain the variation?

How much energy am I spending adapting my colour energy in this context? Is that sustainable?

● TRIO CONVERSATION

In a group of three, one person shares their gap and explores it out loud for five minutes. The other two listen and ask questions only — no advice, no interpretation, just curious questions. Questions that work well:

- What do you think is driving that?
- When does it show up most, or least?
- What would it look like if the gap were smaller?
- What would you lose if you changed this?

What became clearer to me through this conversation...

04 Unpacking any additional questions

This section gives you time to explore any additional feedback in your report that sits outside the colour preference data. It may confirm what you saw in the perception gap section, or it may add something new.

● INDIVIDUAL REFLECTION

What additional themes came through in these questions in my report?

How does this feedback connect to, or contrast with, what my colour profile already tells me?

Is there a pattern across both the C-me data and the additional questions? What is it pointing at?

If any of this additional feedback feels confusing or contradictory, that is worth noting. Bring it to the group or to your facilitator. It often points to something genuinely important.

● PAIR CONVERSATION

Share one insight from your additional feedback with a partner. Focus on what it means for you behaviourally — not just as a topic, but as something you actually do or do not do.

The connection I've made between my C-me profile and my wider feedback is...

05 Strengths worth keeping

Development conversations can easily become deficit-focused. Before we look at what to change, it's worth spending time on what is genuinely working — and ensuring that the changes you make don't accidentally erode a real strength.

Tasha Eurich's research found that people with high self-awareness are more effective, more fulfilled, and more respected at work. But self-awareness has two sides: knowing how you see yourself, and knowing how others see you. Your 360 gives you both.

● INDIVIDUAL REFLECTION

Look at the feedback that confirmed your strengths — where others saw your colour energy as a positive contribution.

COLOUR	STRENGTH CONFIRMED BY FEEDBACK	HOW MIGHT I RISK LOSING THIS IF I OVER-CORRECT?
Red	Driven, decisive, results-focused	
Yellow	Energising, connecting, engaging	
Green	Supportive, steady, empathetic	
Blue	Rigorous, thorough, precise	

The strength I most want to protect and build on is...

06 Choosing what to change

Not everything in your 360 needs to become a development goal. The best development work is specific, chosen, and meaningful to you. Use this section to move from 'things I could work on' to 'the one or two things that will make the real difference'.

Marshall Goldsmith's research shows that small, targeted behavioural changes — made consistently and with feedback — create more lasting growth than large, ambitious transformation plans. What's the smallest change that would have the biggest impact?

● INDIVIDUAL REFLECTION

Consider each colour and whether you want to dial it up, dial it back, or deploy it more deliberately.

COLOUR	DIAL UP / BACK / DEPLOY	IN WHICH CONTEXT?	WHAT WOULD IT LOOK LIKE IN PRACTICE?
Red			
Yellow			
Green			
Blue			

● FEEDFORWARD CONVERSATION

Choose one behaviour you want to develop. Ask two different people in the room: *"I'm working on [behaviour]. What's one suggestion you have for how I could do that more effectively going forward?"* The rule: listen and say thank you. Do not defend, explain, or qualify. Just receive.

Suggestion 1

Suggestion 2

What I'm taking from these suggestions...

07

Making it real: relationships and context

Behavioural change doesn't happen in the abstract. It happens in specific conversations, with specific people, in specific situations. Use this section to move from general intentions to real applications.

● INDIVIDUAL REFLECTION

Think about the two or three relationships at work where your C-me insights matter most. These might be your direct reports, your manager, key peers, or stakeholders.

PERSON / RELATIONSHIP	THEIR LIKELY COLOUR	WHERE MY 360 GAP SHOWS UP HERE	ONE THING I'D DO DIFFERENTLY
The conversation I've been putting off that my 360 is telling me to have...			

08 Your personal colour action plan

This is the thing you leave with. Not a list of good intentions but a specific, grounded plan that connects your 360 insights to real behaviour change in real relationships.

Complete one commitment per colour. You don't need to have something major for every colour. Some will be about dialling up, some about dialling back, some about being more intentional. Choose what's genuine.

Red energy Driven, competitive, results-focused

The behaviour I want to change or strengthen...

The specific situation where I will do this...

How I will know it is working...

Yellow energy Social, enthusiastic, engaging

The behaviour I want to change or strengthen...

The specific situation where I will do this...

How I will know it is working...

Green energy Supportive, patient, empathetic

The behaviour I want to change or strengthen...

The specific situation where I will do this...

How I will know it is working...

Blue energy Analytical, precise, detail-oriented

The behaviour I want to change or strengthen...

The specific situation where I will do this...

How I will know it is working...

My one commitment

If you could only change one thing as a result of this session, what would it be? Write it here, in your own words, as a commitment to yourself.

I commit to...

I WILL SHARE THIS PLAN WITH

I WILL REVIEW MY PROGRESS BY

The four colour energies

A reminder of the four colour energies and their core characteristics. Use this as a reference during the session and beyond.

Blue

- Logical + analytical
- Enjoys problem solving
- Realistic
- Sorts out the details
- Structured + disciplined
- Strong sense of duty
- Needs time for reflection

Red

- Confident + optimistic
- Task focused
- Enjoys stretching goals
- Leads from the front
- Sets a winning mentality
- Thinks big
- Direct + to the point

Green

- Conscientious
- Avoids conflict
- Concern for colleagues
- Involves others in decisions
- Respects others' values
- Supportive + loyal
- Works for a democratic solution

Yellow

- Free spirited
- Friendly + optimistic
- Enjoys networking opportunities
- Inspirational + visionary
- Lively, sociable + fun
- Not afraid to take risks
- Spontaneous + imaginative

Good questions to keep asking

These questions are worth returning to long after this session.

Red: Am I bringing my drive in a way that brings others with me, or am I running ahead alone?

Yellow: Is my enthusiasm creating energy for others, or is it taking up space?

Green: Am I supporting others from a place of genuine care, or from a reluctance to create conflict?

Blue: Is my thoroughness adding value, or is it slowing things down or creating anxiety for others?

Notes

Space to capture anything else that stood out, whether that be a thought, a question, or something you want to come back to.



From insight to **impact.**

Understanding how your people actually
communicate, work, and grow together.

www.colour-profiling.com

© Colour Preferences Ltd