



EARTHE

Activity 2

Digital toolkit for innovative curriculum and methodological development

Module - Leadership

Method - Leadership styles analysis



Module 5 - Leadership

Method - Leadership styles analysis (colour-based behavioural model: red, yellow, green, blue)

Soft skill focus

This method helps participants identify and understand their leadership behaviour patterns using a color-coded model. It promotes self-awareness, adaptability, and interpersonal communication in team dynamics.

Learning outcomes

- Recognize the four main leadership styles based on color-coded behaviour types (Red, Yellow, Green, Blue).
- Reflect on personal leadership preferences and how they influence interactions with others.
- Identify the strengths and development areas of each leadership colour type.
- Practice adapting communication and behaviour to collaborate more effectively across styles.

Target group

Age - 25–50

Gender - All genders

Level of studies – Secondary to higher education (EQF 4–6)

Status (employed/ unemployed/ searching for a job) – Employed, in career transition, or involved in community/NGO activities

Fewer opportunities (if there is the case) – Individuals from rural or economically disadvantaged areas, migrants, or adults with limited access to leadership training

This method is designed for adults seeking deeper self-awareness and practical leadership growth through guided conversation. It is especially helpful for those lacking role models or self-confidence, providing space for clarity, empowerment, and reflective thinking.



Method description

Implementation instructions

Timeline - 60–90 minutes

No of participants - 8–20 participants

Necessary materials - Leadership colour profiles (handouts or quiz), coloured cards or posters, flipchart, markers, self-reflection sheets

Space – Open room with moveable chairs and breakout corners for group colour work

Implementation in 5 steps

Step 1 – Introduction to the Model

Present the four colour-based behaviour types:

Red – Directive and results-oriented; Yellow – Energetic and persuasive; Green – Caring and people-focused; Blue – Analytical and structured

Use relatable examples or personas to illustrate how each colour “leads.” Highlight that everyone has a mix, but one or two dominant styles.

Step 2 – Self-Assessment

Participants complete a simple quiz or reflection to identify their dominant leadership style(s).

They write their colour on a visible card or badge. Emphasize that no style is “better”—just different ways of expressing leadership.

Step 3 – Group Colour Corners

Participants split into colour groups. Each group reflects and lists: What are our leadership strengths? What challenges do we face in teams? How do we want to be treated by other styles? They present key ideas on flipchart paper.

Step 4 – Cross-Style Dialogue

Groups mix. Each participant talks to someone with a different style using guided prompts: “What frustrates you when working with someone like me?” “How can I adapt my style to communicate better with you?”

This builds empathy and flexibility.

Step 5 – Personal Action Plan



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Each participant writes a mini action plan: What is one strength I'll use more intentionally? What's one thing I'll change when working with other styles? They can share in pairs or small groups to reinforce learning.

Practical tips

Tip 1 – Use real-life examples or fictional leaders to illustrate each colour (e.g., a red leader in crisis, a green leader in community work).

Tip 2 – Avoid labelling participants; reinforce that the model is a tool for self-awareness, not fixed identity.

Tip 3 – Encourage humour and curiosity—this model works best in a relaxed, exploratory tone.

Debriefing questions

Question 1 – Which leadership colour(s) do you identify with most, and why?

Question 2 – What did you learn about how your style interacts with others?

Question 3 – How can you adapt your communication to lead more inclusively?

Practical description sheet

Leadership Styles Analysis

Discover your leadership colour and adapt your style for stronger team dynamics

Focus Area: Self-awareness & leadership identity.

Communication & collaboration styles

Adaptability and team interaction

What You'll Learn:

Identify your dominant leadership colour (Red, Yellow, Green, Blue)

Understand the strengths & challenges of each behaviour style

Improve your ability to adapt to others' leadership preferences

Build inclusive and balanced leadership behaviours

Target Group:

Adults aged 25–55, with or without leadership experience; All genders | All backgrounds

Ideal for team settings, community leaders, jobseekers or peer mentors

Duration:

60–90 minutes



Co-funded by
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**Group Size:**

8–20 participants

You'll Need:

- Colour behaviour quiz or handout
- Coloured markers/cards/posters
- Flipchart & pens
- Reflection sheets

How It Works – Key Steps:

1. **Intro to Colour Model** – Red, Yellow, Green, Blue leadership types
2. **Self-Assessment** – Discover your dominant colour(s)
3. **Group Sharing** – Work in colour teams to reflect on your style
4. **Dialogue Across Styles** – Learn from others with different traits
5. **Personal Action Plan** – Define how you'll adapt and grow

Why It Works:

- Builds empathy and awareness in diverse teams
- Encourages reflection over judgment
- Creates shared language for leadership behaviour