

The background of the slide features a repeating green geometric pattern on a white background. The pattern consists of a grid of diamonds, with each diamond containing a smaller diamond in the center. The spaces between the diamonds are filled with various circular motifs, including solid green circles, dotted green circles, and concentric dotted green circles. The overall effect is a complex, symmetrical, and visually busy design.

# Understanding yourself and others in the workplace to reduce conflict and create productive relationships

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Research Integrity, McLaren Health Care – Brown Bag Session  
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## CME DISCLOSURE TO LEARNER

None of the people participating in this educational activity have relevant financial relationships to disclose with ineligible companies whose primary business is producing, marketing, selling, reselling, or distributing healthcare products used by or on patients.

# HOUSEKEEPING



Please feel free to raise hand or use the chat box to ask questions at the end of the presentation.

In the Brown Bag Presentation Teams Chat, please go under the Shared Tab and download the True Color Test Worksheet and complete the assessment after the meeting.



## CME or CE certificate

- The link to CME Tracker is <https://cmetracker.net/MCLAREN>.
- **Activity code** will be sent to your email in 1-2 days



Presentation Slides – emailed out with CME code



Presentation recording – available on McLaren Research Integrity website

# OUR SPEAKER

Suzanne J Rose, MS, PhD, CCRC, FACR

## Experiences and Expertise:

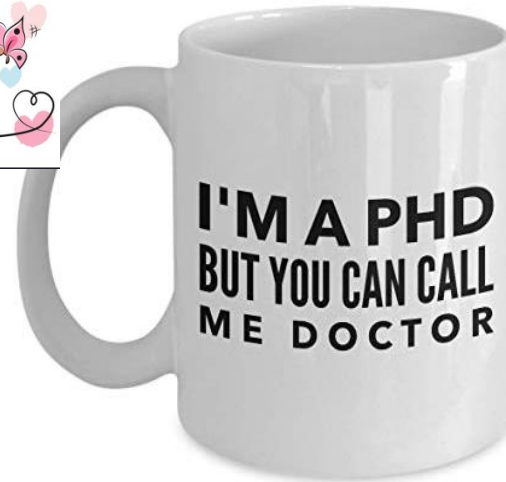
- Dr. Suzanne Rose holds an M.S. and Ph.D. in Biomedical science from Albany Medical College.
- She recently was inducted into the 2021 class of Fellows of the Association of Clinical Research Professionals (ACRP).
- Her role as Executive Director entails overseeing the Department of Research and Discovery, which includes the Clinical Trials Office, Center for Simulation and Learning, Office of Academic Research and Office of Grants.
- Dr. Rose is also Assistant Professor in the Department of Medical Sciences, Quinnipiac University and Adjunct Professor for Sacred Heart University Master of Physician Assistant Program.
- Dr. Rose is an avid speaker at conference and webinars on various topics including Team Building, Leadership, Principal Investigator Compensation and Clinical Research Coordinator Workload Assessment Tools.
- Her publication focuses include best practices in Clinical Research and Health Economics Outcomes Research.



Colgate  
UNIVERSITY



Albany  
Medical  
College







# STAMFORD HEALTH

305-bed, not-for-profit hospital serving CT & NY; affiliated with Dana Farber Cancer Institute and Hospital for Special Surgery

Regional Medical Center supporting outpatient and private physician groups

Teaching hospital with four residency programs

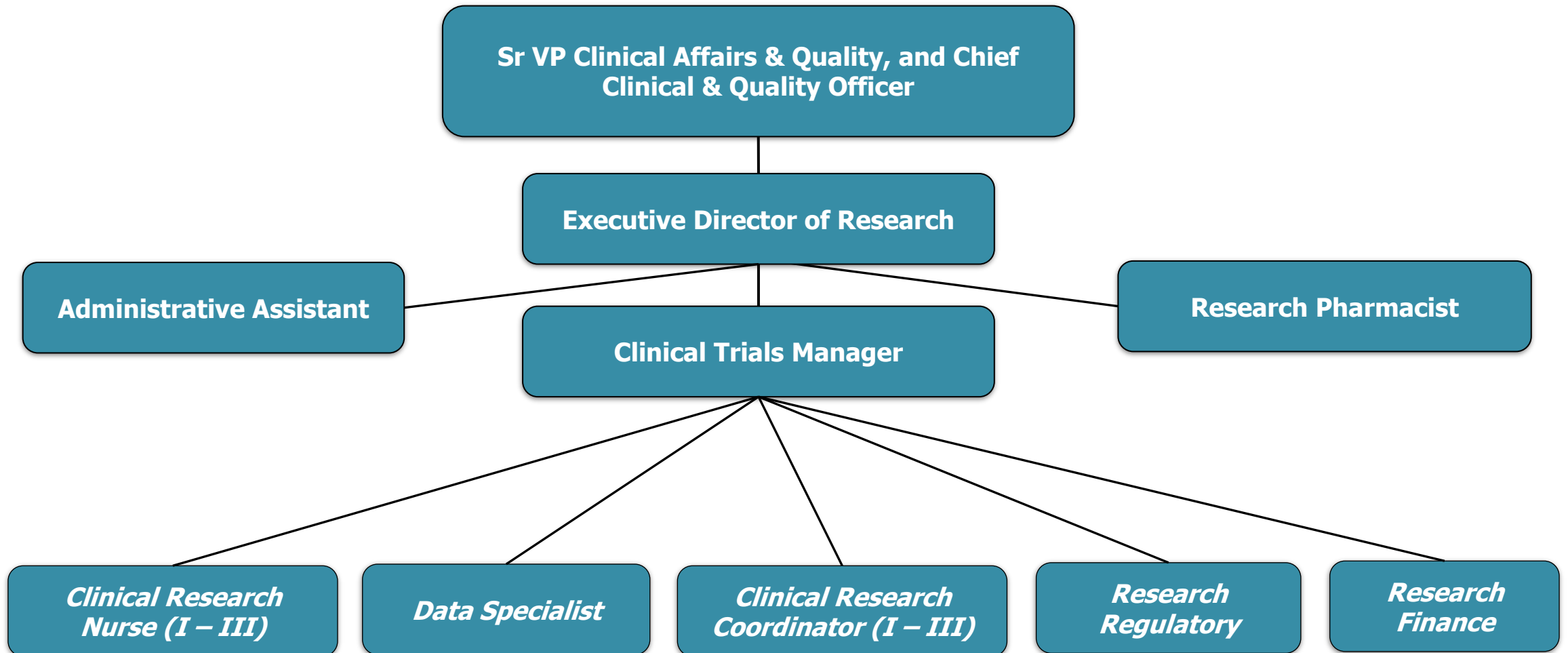
Central IRB & Central Clinical Trials Office

Average 85 Active Clinical Trials with 40 open to enrollment

Staff of 19 full-time employees (14 in Clinical Trials)

Offer clinical research in 10+ areas

# CLINICAL TRIALS OFFICE (CTO)



Felt like everyone comes to you for advice?

Wondered why people do not see the value of an organized office?

Tried bungee jumping?

Hated being in a group because you knew you would end up doing all the work?

Procrastinated?

Been in trouble for talking too much?

Felt someone else's pain?

Loved to be the center of attention?

Led the group?

Felt you had to have all A's?

Felt the need to take care of everybody?

Wondered why everyone else doesn't like being alone like you do?

Wished you could live alone as a hermit?

HAVE YOU EVER?





## WHY DO YOU ASK?

### Questions define your personality

#### *True Colors*

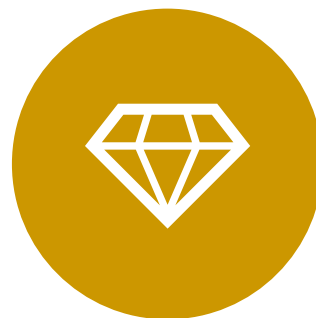
- Four distinctive personality types
- None is better than others
- All of us have all four colors
- First color: Innate color (Nature)
- Second color: Learned color (Nurture)
- Third and Fourth colors: Underdeveloped colors



**TRUE COLORS** IS A SIMPLE METHOD FOR UNDERSTANDING BEHAVIOR AND WHAT MAKES PEOPLE TICK.



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.

WHY *TRUE COLORS*?



**WHAT IS MY COLOR?** |

# BLUE



**BLUE** REPRESENTS CALM. THOUGHTS OF THIS COLOR PACIFY US, AS DOES A CALM **BLUE** SEA. IT CREATES PHYSIOLOGICAL TRANQUILITY AND PSYCHOLOGICAL CONTENTMENT. THOSE WITH **BLUE** AS A PRIMARY COLOR VALUE BALANCE AND HARMONY.



**BLUE** REPRESENTS LOYALTY AND A SENSE OF BELONGING, AND YET, WHEN FRIENDS ARE INVOLVED, A VULNERABILITY. **BLUE** CORRESPONDS TO DEPTH IN FEELING AND A RELAXED SENSITIVITY. IT IS CHARACTERIZED BY EMPATHY, AESTHETIC EXPERIENCES, AND REFLECTIVE AWARENESS.

# **NURTURER BLUE**

**Sensitive To Needs Of Others.**

**Sincere. Expresses Appreciation.**

**Cooperative. Collaborative. Creative.**

**Caring. Team Builder And Player.**

**People Person. Engages Others.**

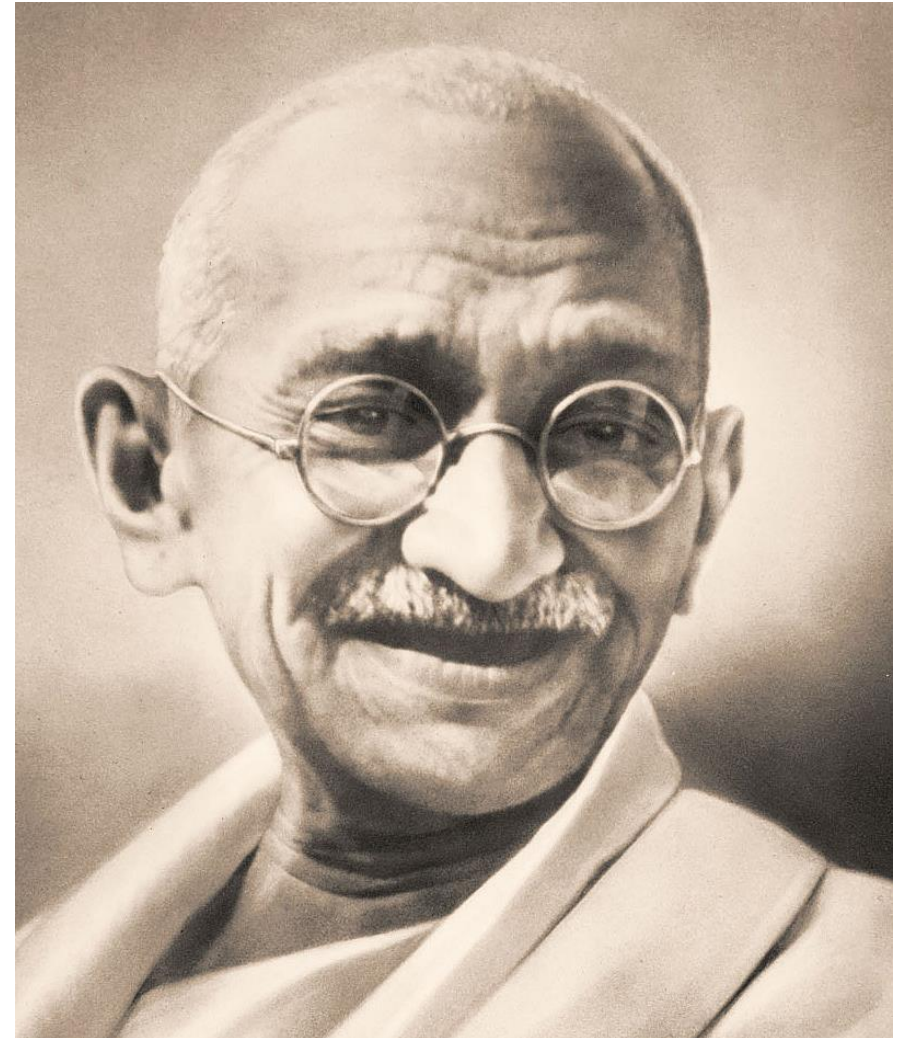
**Artistic. Inspirational. Spiritual.**

**Inclusive. Mediator. Peacemaker.**

**Idealistic. Intuitive. Romantic. Loyal.**

**Seeks Unity And Harmony. Caretaker.**

***Famous Blues: Mozart, Dorothy (Wizard of Oz), Thomas Jefferson, Gandhi, Mohammed Ali, Jimmy Carter***



**GOLD** represents a need to be solid and responsible, to fulfill duties and obligations, to organize and structure our lives and lives of others. Those with **GOLD** as a Primary Color value being practical and sensible. They believe that people should earn their way in life through work and service to others.

**GOLD** reflects a need to belong through carrying a share of the load in all areas of living. It represents stability, organization, efficiency, and dependability. It embraces the concepts of home and family with fierce loyalty and faithfulness.

**GOLD**



# TRADITIONAL GOLD

**Respects Authority Rules, Routines, Policies. Faithful, Dependable, Prepared, Efficient**

**Remembers The Traditions That Work. Values Family**

**Work Comes Before Play. Practical. Systematic. Orderly**

**Identifies With Groups. Strives For A Sense Of Security**

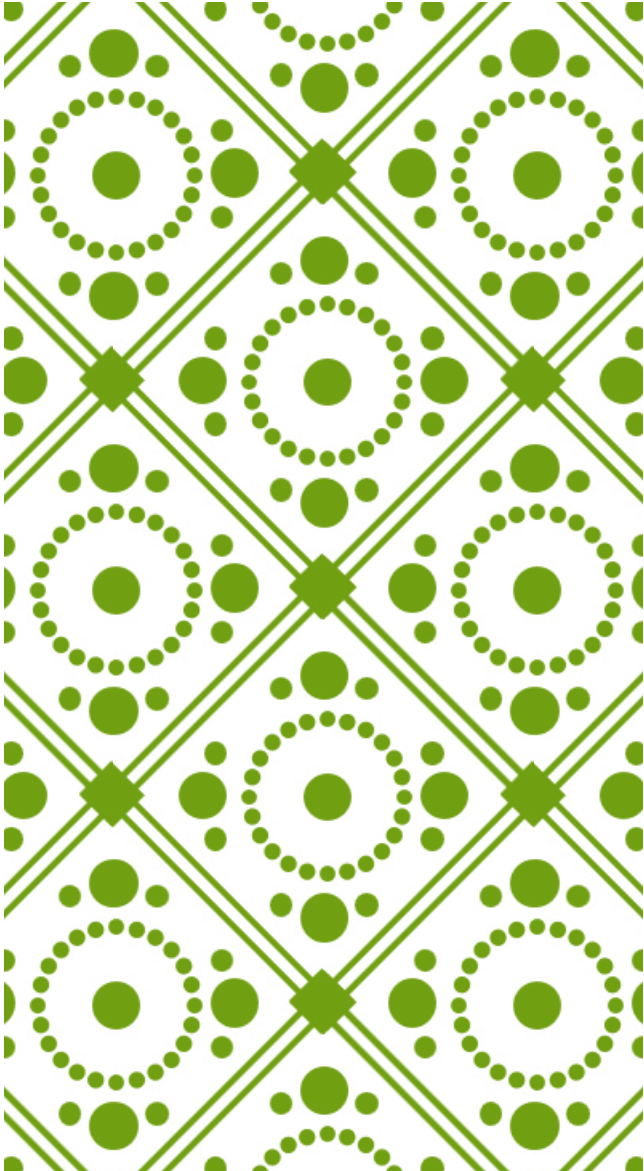
**Thorough, Sensible, Punctual, Conventional, Proper. A Right Way To Do Everything**

**Evaluates Actions As Right Or Wrong**

**Stable. Organized. Punctual. Helpful**

***Famous Golds: Mother Teresa, George Washington, Henry Ford, Florence Nightingale***





**GREEN** persons increase their own esteem by being assertive and intellectual. They tend to depend upon information rather than feelings. **GREEN** values practical and creative application of theory and data.

**GREEN** represents persistence, determination, firmness, and consistency. Those with **GREEN** as a Primary Color value intellect and capability above all else.

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**GREEN**



# VISIONARY GREEN

**Looks Forward And Sees Impact Of Actions Taken Now.**

**Explores All Facets Before Deciding. Checks for Accuracy.**

**Careful Planner. Systematic. Enlivened By Work.**

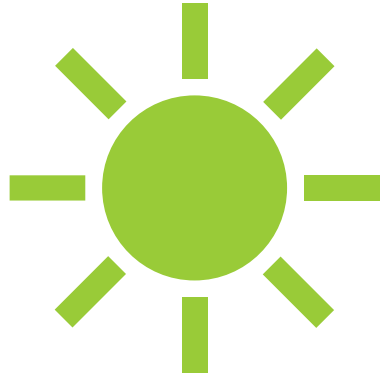
**Status Quo Buster. Designer Of Change. Inventive.**

**Systematic. Logical. Theoretical. Self-Sufficient.**

**Often Not In The Mainstream. Persistent. Thorough.**

**Intellectual. Inquisitive. Impartial. Improvement Oriented.**

*Famous Greens: Socrates, Benjamin Franklin, Carl Jung, Thomas Edison, Eleanor Roosevelt, Katherine Hepburn, Rosalyn Carter*



**ORANGE** represents energy, power, and strength. Those with **ORANGE** as a Primary Color feel the will to achieve results to win, to be successful.



**ORANGE** is action: sport, struggle, competition, and productivity. They desire all things that offer intense living and full experience.

ORANGE

# ADVENTUROUS ORANGE

**"Just Do It" Action Oriented. Quick-witted, Charming, Spontaneous  
Playful. Injects fun into work.**

**Lives In Here & Now. Risk taker. Creative.**

**Enjoys Diversity, Variety, Competition.**

**Multi-tasker, Cheerful, Energetic. Bold.**

**Quick Thinking and Acting. Takes Charge.**

**High Visibility Performer. Accepts Challenges.**

**Enjoys Problem Solving. Negotiator.**

**Performs Well Under Pressure. Resilient.**



***Famous Oranges: JFK, Amelia Earhart, Lucille Ball, FDR, Francis of Assisi, Lee  
Iacocca, Winston Churchill***

# BLUE VALUES

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Creating and Maintaining  
Harmony

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Cooperation/Teamwork

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Creativity

---

Warm and Genuine Human  
Contact

---

Effective Interpersonal  
Communication

---

Individuality

---

Self-Actualization and Esteem

Understanding Others and being  
Understood

Optimism

Democracy

Belonging; Being Accepted and  
Liked

Generosity

Meeting Others' needs

Pleasant, Attractive Environment



# GREEN VALUES

Autonomy

Objectivity

Independence

Ingenuity

Logic/rationality

Competence

Cool Headedness

Under Pressure

Conceptual

Creativity in Planning

Design

Implementation

Privacy

Orientation Toward  
the Future

# GOLD VALUES

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Orderliness

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Responsibility

---

Permanence

---

Stability

---

Organization

---

Reliability and dependability

---

Thoroughness

---

Industriousness and Productivity

---

Accuracy

Efficiency & Fairness

Cooperation

Belonging

Tradition

Doing Things for Others

Safety and Security

Following Rules and Regulations

Maintaining the System

Achieving Goals and Maintaining Standards

# ORANGE VALUES

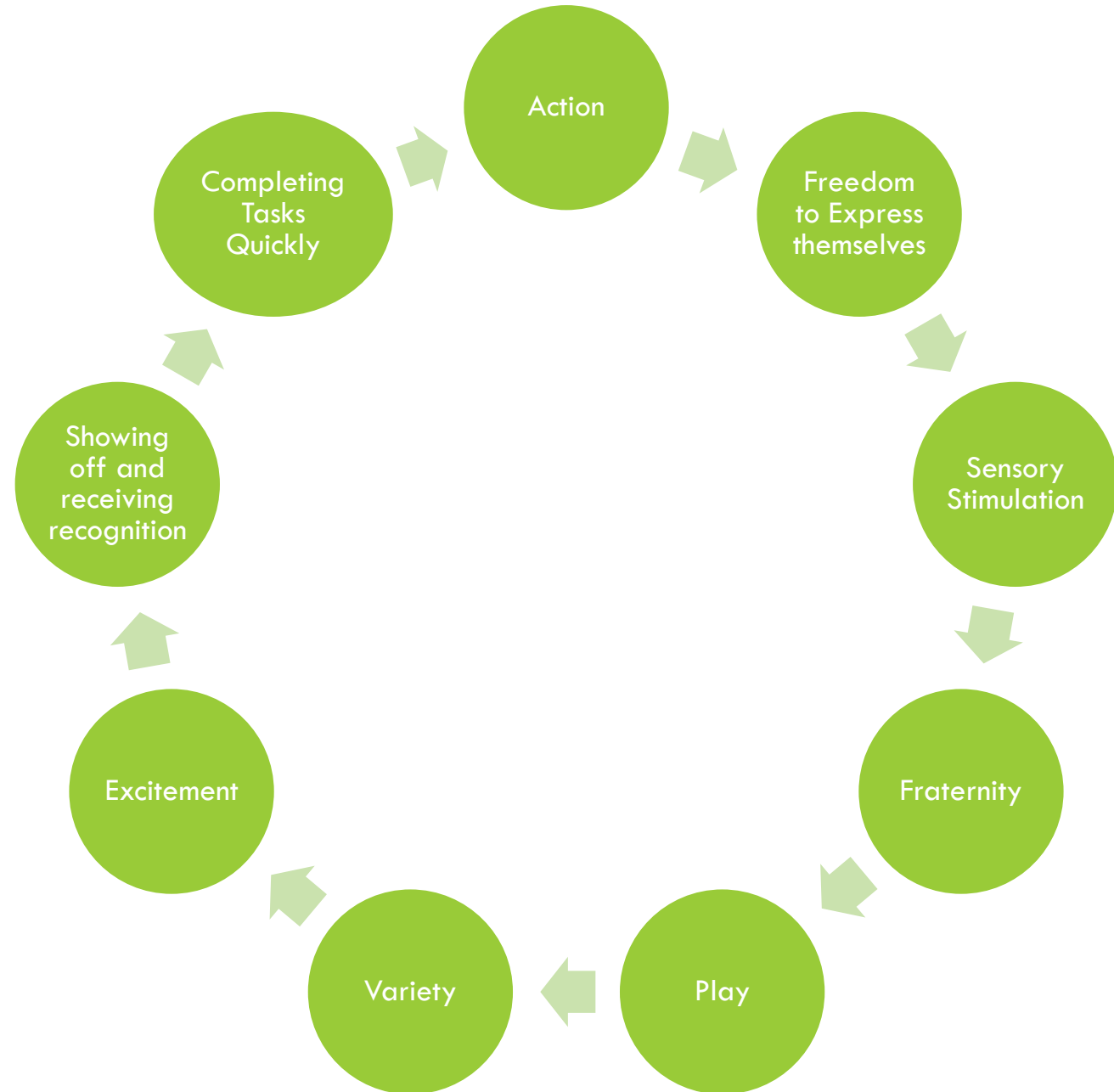
Cleverness

Impact on Others

Performance

Skillfulness, Agility, Precision

Spontaneity/Do it Now for  
Immediate Results and Reward

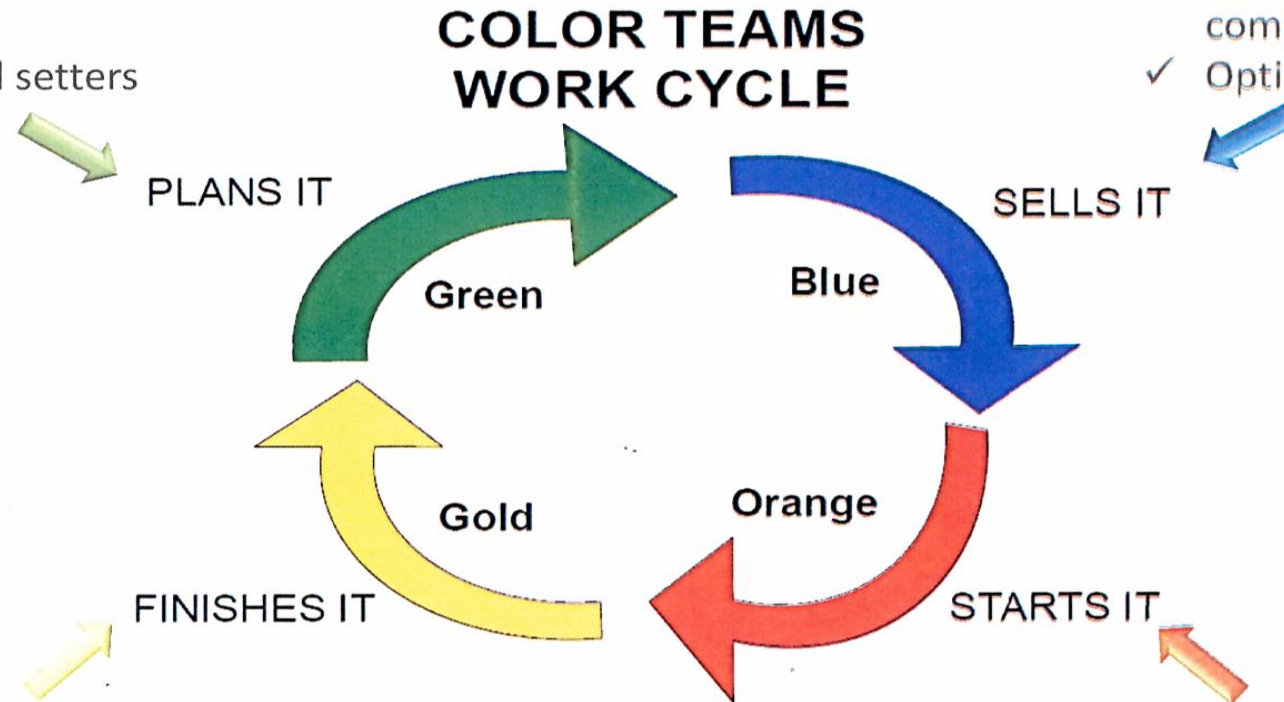


# What is your Color Spectrum

*primary, second, third, and palest*

- ✓ "I'll think about it"
- ✓ Perfectionist
- ✓ Visionaries
- ✓ Explores all facts before deciding
- ✓ Standard setters

- ✓ Mediators
- ✓ Passionate
- ✓ Sensitive to others
- ✓ Cooperative rather than competitive
- ✓ Optimistic



- ✓ Service-oriented
- ✓ Precise
- ✓ Punctual
- ✓ Responsible
- ✓ Most comfortable in a formal environment

- ✓ Risk taker
- ✓ Charming
- ✓ Test limits
- ✓ Energetic
- ✓ "Let's make a deal"

# Speaker Contact Information

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