

Do the conflicts in your organization wear you out?

Research shows managers spend up to **26%** of their time dealing with conflicts.

This equates to a loss of **\$359 billion** each year!



Janice Dru

16 **COLOR COMBINATIONS** TO FIX YOUR CULTURE:
COMBAT CONFLICT WITH CLIENTS AND COLLEAGUES



- Bank of America
- Icepiration / JuiceTank
- Merrill Lynch
- Princeton University
- St. John's University
- TCI College
- Wolters Kluwer

"I was really moved by your presentation... Thank you!"

– Catherine Wnek, Assistant Director, Reporting and Data Management at St. John's University



Are you GREEN?

Expressive
Empathetic
People-Focused



Are you BLUE?

Analytical
Theoretical
Competitive



Are you GOLD?

Organized
Systematic
Accountable



Are you RED?

Courageous
Spontaneous
Action-oriented

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Discover the Right Solutions for YOU and Your Team

- Identify Ways to **Fix Poor Performance**
- **Save Time** with the Right Resources and Engagement
- Take the Color Assessments to **Improve Leadership**



Janice Dru FIND YOUR TEAM COLORS

Janice Dru graduated from Princeton University, publishing a 100+ page thesis on “Committees, Choices, and Commitments” with research on differences in gender and race, preferences, and motivations to participate. Her experience spans over a decade in corporate environments across multiple verticals to identify issues with teams of different sizes in sales, marketing, business development, and other areas.

But we’ve already done team-building and personality tests...

Some clients may have already invested in team-building exercises and personality assessments, which are just ONE component of improving your company culture. Our programs deliver an immediate and lasting positive impact on your people by reaching deeper than one-time tests or one-day experiences. **Your Team Colors will give your entire organization lasting skills and knowledge to work with each other and your clients.**

“Dynamic, high content and engaging! [The Color Q is] showing business leaders how to leverage their strengths and use them to manage more effectively.”

– **Peter Tanous, President,**
Lynx Investment Advisory

“Awareness of the variety of leadership styles was a career-altering event.”

– **K. O’Hare, Partner, Deloitte**

“The Color Q phenomenon is sweeping through our organization!”

– **S. Webb, SVP, ABN AMRO**



How is working with Janice Dru different?

Unlike traditional training programs or large, expensive consultancies, Janice offers personalized, hands-on guidance for building cohesive teams through keynote speaking, interactive seminars, and practical, ongoing advice. Janice is a licensee of the award-winning Color Q Model that combines the work of Carl Jung, David Keirsey, the Myers-Briggs community and modern day brain research. Color Q provides insights on 16 personality types and corresponding needs, values, talents and behaviors. Information is targeted to real life situations, easy to remember, highly accurate, and positive for all styles.

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