



The People Decoder Kit

Crack the Code to How People Think

*(so conversations don't drain you, confuse you,
or make you want to scream into a pillow)*



By Dr. Renea Skelton

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HI, I'M DR. RENEAL!

I'm a retired Air Force veteran, spouse of a veteran, a life and communication coach, and also a woman who has walked out of conversations muttering under my breath, "*Why is this so dang hard?*"

If you've ever:

- **Repeated yourself** 20 different ways and still got the blank stare...
- **Tried to explain something simple**, only to end up in a full-blown argument...
- Or **felt completely drained** after five minutes with that one person...

...then you're in the right place.

This kit isn't about making you into someone you're not. It's about showing you how to crack the code on how people (including you) are wired, so you can finally stop wasting energy on conversations that go nowhere.

Think of it as your **starter pack**: quick, practical, and definitely not the kind of "printable" that collects digital dust in your downloads folder.

Inside, you'll find the hacks that actually work in real life - the messy, chaotic, "*I don't have time for this nonsense*" kind of life.

This is your crash course. And if you want the deeper dive? That's what I built my women's community, **RealWomen Connect™**, for.

But first - let's crack the code together."


Dr Reneal



THE FOUR PERSONALITY CODES

Here's the deal: people are wired differently. That's why some conversations feel smooth and natural, while others feel like dragging a boulder uphill. Once you know the code, you stop guessing and start actually connecting.

1. Harmony (The Feelers) - Blue Personality

Big-hearted, relational, tuned into people. Wants connection. If this is you: you cry at commercials and avoid conflict at all costs.

2. Structure (The Planners) - Gold Personality

Organized, detail-focused, loves rules and order. Wants clarity. If you: you color-code your calendar and quietly judge people who "wing it."

3. Logic (The Thinkers) - Green Personality

Analytical, fact-driven, thrives on information. Wants proof. If this is you: you Google everything, even when your spouse swears they're right.

4. Energy (The Doers) - Orange Personality

Fun, spontaneous, thrives on action. Wants freedom. If this is you: you're the one buying the shiny gadget and never reading the instructions.

⚡ Pro-Tip: The person who drives you nuts? They're probably wired as your opposite.

Want to Know Your Code for Sure?

Once you know yours, things get really clear. The quick snapshots you just read are fun, but the full assessment takes it deeper. You'll get a **25+ page personalized report** with:

- *Your dominant color + secondary influences.*
- *Your strengths and blind spots.*
- *Communication hacks tailored to you.*



Take the Personality Assessment Here



SPOTTING THE CODES

People give themselves away in about 30 seconds if you know what to look for. Pay attention to how they start a sentence, how fast they talk, and what frustrates them.

Harmony (The Feelers) - Blue Personality

- Lead with: *"I feel..."* or *"It seems like..."*
- Warm tone, nods often, softens their words.
- Biggest frustration: feeling ignored or dismissed.
- Tends to ask: *"Who?"*

Structure (Planners) - Gold Personality

- Lead with: *"What's the plan?"* or *"When is this due?"*
- Serious tone, checklist-lover, references rules.
- Biggest frustration: chaos, missed deadlines, broken promises.
- Tends to ask: *"What?"*

Logic (Thinkers) - Green Personality

- Lead with: *"Why?"* or *"How does this work?"*
- Calm, sometimes skeptical, asks lots of questions.
- Biggest frustration: fluff, hype, or *"because I said so."*
- Tends to ask: *"Why?"*

Energy (Doers) - Orange Personality

- Lead with: *"Let's go!"* or *"This will be fun!"*
- Fast talkers, big gestures, full of excitement.
- Biggest frustration: too many rules, long lectures, or waiting around.
- Tends to ask: *"When?"* or *"Where?"*

 **Quick Exercise: Think of the person who drives you nuts. Which of these codes screams the loudest in them?**



CONVERSATION HACKS

Once you spot the code, small tweaks can make a huge difference. Think of it like switching languages - same message, different delivery.

Harmony (Feelers) - Blue Personality

- Lead with care: *"I appreciate you..."*
- Keep your tone warm and genuine.
- Avoid sounding cold or dismissive.
- Instead of *"You're late again,"* try *"I was worried when you didn't make it - are you okay?"*

Structure (Planners) - Gold Personality

- Be clear and specific: *"Here's the plan..."*
- Give timelines and stick to them.
- Avoid last-minute curveballs.
- Instead of *"We'll figure it out,"* try *"I'll send the details by Friday at 3."*

Logic (Thinkers) - Green Personality

- Use facts and reasoning: *"Here's why this works..."*
- Back up your points with evidence.
- Avoid overselling or getting emotional.
- Instead of *"Trust me, it's fine,"* try *"Here's the data showing this is safe."*

Energy (Doers) - Orange Personality

- Keep it short, light, and engaging: *"This will be quick and fun."*
- Let them move, decide, or try it fast.
- Avoid long lectures or too many rules.
- Instead of *"We need to go through all ten steps first,"* try *"Pick one and let's roll with it."*

⚡ Pro-Tip: Adapting isn't about being fake. It's about meeting people where they are so your message actually lands.



COMMON TRAPS

Even when you *know* the codes, it's easy to slip back into old habits. These traps will tank your connection fast:

TRAP 1: Talking in your own code only

We default to what makes sense to us. Problem? The other person may not speak that language at all.

💡 Example: You're a "Logic" type throwing facts at a "Harmony" type who just wants reassurance. They don't feel heard - and you don't get anywhere.

TRAP 2: Assuming everyone thinks like you

Spoiler: they don't. What feels obvious to you might not even be on someone else's radar.

💡 Example: You're a "Structure" type who plans months in advance, married to an "Energy" type who buys plane tickets the day before. Instant clash.

TRAP 3: Getting louder when it doesn't land

We've all done it - repeating the same thing but louder. Volume doesn't translate into clarity.

💡 Example: Saying "*I said CLEAN YOUR ROOM!*" for the 5th time doesn't work better than the first four.

TRAP 4: Shutting down completely

The flip side: giving up. Silence feels safe, but it usually leaves the problem unsolved and both sides frustrated.

💡 Example: Walking away mid-discussion with a client or spouse. They think you don't care; you're just overwhelmed.

⚡ **Gut Check: If you've ever thought, "Why can't they just...?" - congrats, you've stepped into the trap.**



NEXT STEPS

You've got the starter kit - and maybe even your personal assessment - but here's the truth: real life doesn't come with a script.

- Your **kid** won't raise their hand and say, *"Excuse me, I'm being a Structure type right now."*
- Your **client** won't announce, *"Hey, could you use more empathy before you pitch me?"*
- And your **spouse** definitely won't pause mid-argument to say, *"I need facts, not feelings."*

That's why this cheat sheet is powerful, but it's only the beginning. The real shift happens when you practice these tools in the middle of the mess - the business stress, the family chaos, the late-night *"why are we fighting about this again?"* moments.

That's exactly why I created **RealWomen Connect™**.

It's NOT another Facebook group full of highlight reels and fake "I've got it all together" posts. It's a private community of women who:

- Laugh, vent, and talk about the *real* stuff.
- Practice these tools in live conversations (not just on paper).
- Swap downloads, resources, and hacks that make life lighter.
- Back each other up so we stop doing life alone.



Get Your **FREE** month inside
RealWomen Connect™



Because knowing your code is one thing. Living it - with backup, tools, and women who get it - is everything.



ABOUT DR. RENEA

Dr. Renea Skelton is a Certified Life & Communication Coach, retired Air Force veteran, and award-winning children's book author. She's also one of only five True Colors® Master Trainers in the world - which means she's spent over 20 years helping women, leaders, and communities strengthen communication, build emotional resilience, and create connection that actually lasts.

Her work isn't about theory. Everything she teaches comes from lived experience - the same tools she's used in her own life to quiet her inner critic, reset relationships, and navigate the messy seasons.

She created **RealWomen Connect™** because women don't need more "fix yourself" advice. We need real conversations, real friendships, and real support.

👉 Learn more at ReneaSkelton.com



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