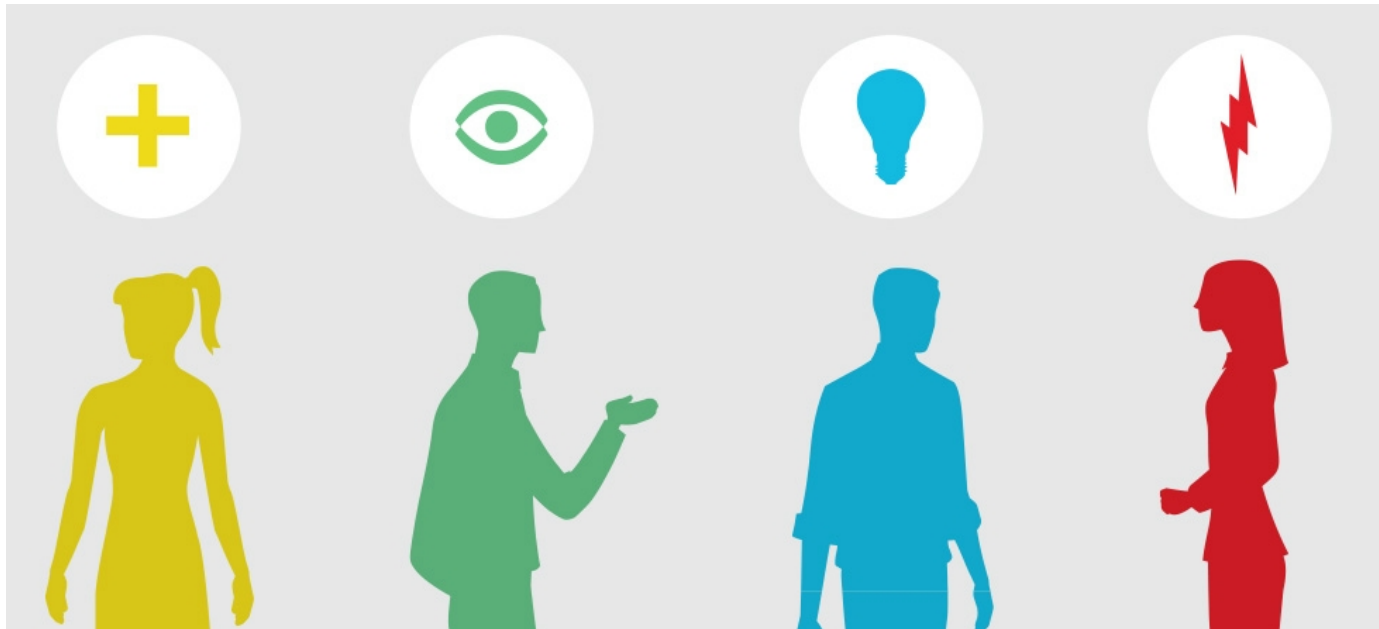


True Colors



Developing Leadership Skills

Presented by:

Bill Tomes

Riley Center for Livable Communities

What is True Colors?

- Inventory designed to help you better understand yourself and others.
- Awareness Activity used
 - to promote individual differences.
 - become more aware of your personality
 - Understand the preferred style of others



True Colors History

Developed in 1978 by Don Lowry after studying the work of David Keirsey. Adapted Keirsey's four personality types to colors based on existing research on the effects of colors on people (green=calming, etc.) and common language used to describe people's personality (i.e.: "true blue", "good as gold").



True Colors Basics

- Each color is reflective of your personality.
- MOST identify with a primary and a secondary color. These are your preferred styles.
- The colors you do not choose will have some characteristics that are representative of you; however, it is not your preferred style.
- True colors is valuable for improving your effectiveness in working with others.

What Color Are You?

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 2	E Curious Ideas	F Caring People Oriented	G Orderly On-time	H Action Challenges

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score 4	Score 1	Score 3	Score 2

	Rules Useful Save Money Concerned Procedural Cooperative	Free Winning Daring Impulsive Risk Taker	Getting Along Feelings Tender Inspirational Dramatic	Solving Problems Perfectionistic Determined Complex Composed
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

Once you have finished ranking the words...

- Add the numbers for each section and write it in the “Total Orange Score” “Total Green Score”, etc. You should have 4 numbers
- The highest number indicates your color spectrum. Read through some general descriptions of your color, as well as other colors.

Divide Into Color Groups

Green: Northeast Corner

Gold: Northwest Corner

Blue: Southeast Corner

Orange: Southwest
Corner





*Think of working or your PERFECT
organizational environment:*

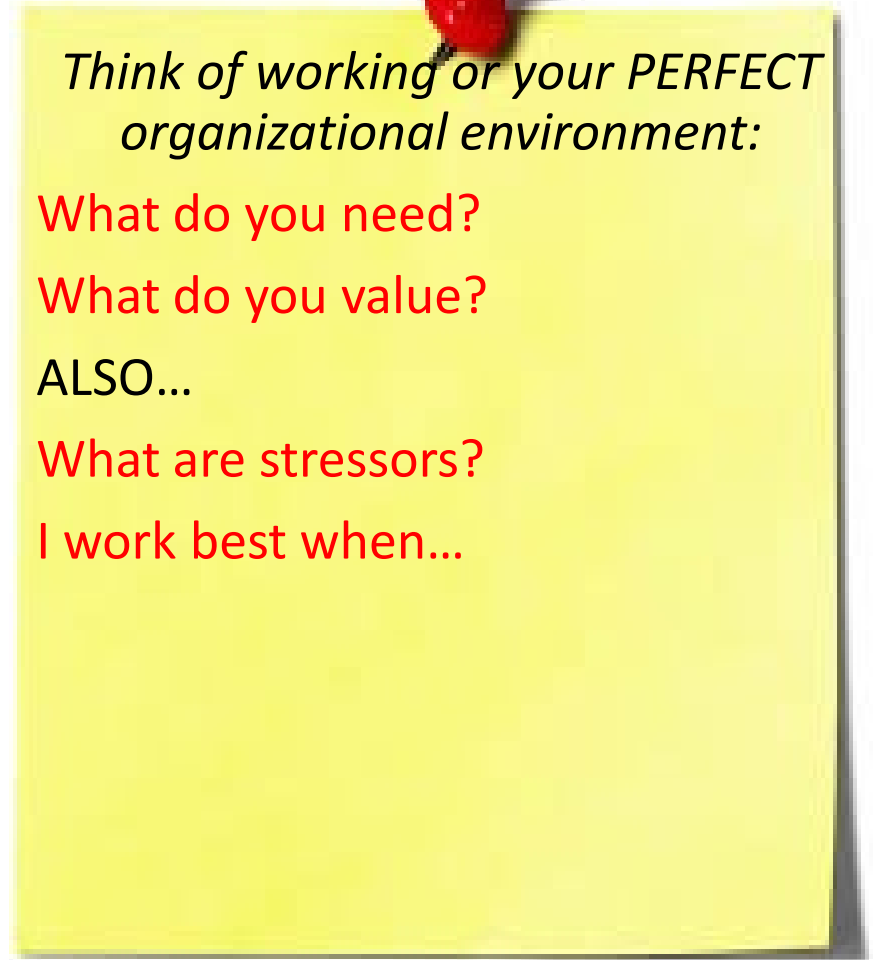
What do you need?

What do you value?

ALSO...

What are stressors?

I work best when...





GREEN

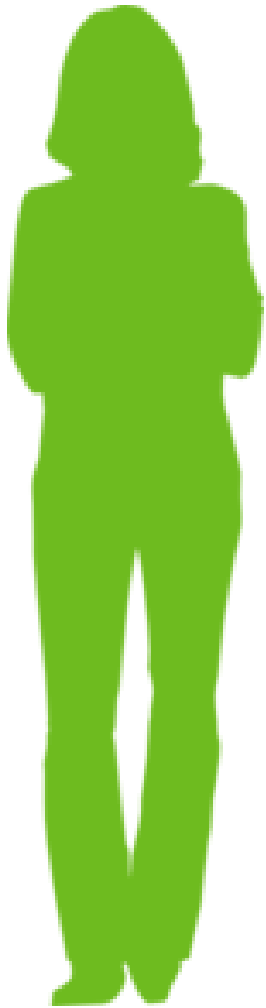


“I seek knowledge and understanding.

I live life by my own standard.
I need explanations and answers.
I value intelligence, insight, integrity,
and justice.

I am a natural non-conformist, a
visionary, and a problem solver.”

Green



See Self

- Superior intellect
- 98% right
- Tough-minded
- Efficient, powerful
- Original and unique
- Rational
- Great planner
- Calm not emotional
- Precise not repetitive
- Under control
- Able to find flaws objectively
- Holding firm to policy

Others See

- Intellectual snob
- Arrogant
- Afraid to open up
- Unappreciative,
- Stingy with praise
- Doesn't consider people in plans
- Critical, fault-finding
- Cool, aloof, unfeeling
- Eccentric, weird

How to Work with Greens

- Be aware of their curiosity about life
- Give things that challenge their problem-solving abilities
- Respect their need for independence
- Know they are caring even though they may not show it
- Respect their inventions and ideas
- Give them time to process information



GOLD



“I follow the rules and respect authority.

I have a strong sense of what is right and wrong in life.

I need to be useful and to belong. I value home, family, and tradition.

I am a natural preserver, a good citizen, and helpful.”

Gold



See Self

- Stable
- Providing security
- Dependable
- Firm
- Always have a view
- Efficient
- Realistic
- Decisive
- Executive type
- Good planner
- Orderly, neat
- Punctual, expect same

Others See

- Rigid
- Controlling, bossy
- Dull, boring
- Stubborn, pigheaded
- Opinionated
- System-bound
- Unimaginative
- Limiting flexibility
- Uptight
- Sets own agenda
- Rigid idea of time

How to Work with Golds

- Remember to be on time
- Try to be extra organized and efficient
- They are generous but like things returned
- Do what you say you will do
- Be dependable, loyal
- Respect their need for security



BLUE



“I need to feel unique and authentic.
I look for meaning and significance in
life.

I need to contribute, to encourage,
and to care.

I value integrity and unity in
relationships.

I am a natural romantic, a poet, and a
nurturer.”

Blue



See Self

- Warm, caring, compassionate
- Likes to please people
- Trusting
- Romantic
- Spiritual
- Creative
- Idealistic
- People person
- Willing to work tirelessly for a cause
- Unselfish
- Empathetic
- Wanting harmony

Others See

- Overemotional
- Groveling, fawning, soft
- Too trusting
- Mushy
- Hopelessly naïve
- Too nice
- Aloof
- Smothering
- Manipulative
- Ignores policy, create chaos
- Talks too much
- Illogical, incomprehensive

How to Work with Blues

- Spend quality time one-on-one with them
- Be aware they wear their heart on their sleeve
- Listen to them as they listen to you
- Be supportive
- Share your thoughts and feelings
- Praise their imagination and creativity



ORANGE



“I act on a moment’s notice.
I consider life as a game, here and now.
I need fun, variety, stimulation, and
excitement.
I value skill, resourcefulness, and
freedom.
I am a natural trouble-shooter, a
performer, and a competitor.”

Orange



See Self

- Fun loving, enjoys life
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Hands on person
- Practical
- Problem solver
- Good negotiator
- Here and now person
- Does many things at once
- Eclectic

Others See

- Irresponsible
- Flaky
- Wish-washy
- Not serious
- Spends time on things they enjoy
- Not interested in ideas
- Disobey rules
- Manipulative, not to be trusted
- Not able to stay on task
- Cluttered
- Indecisive

How to Work with Oranges

- **Be active with them, don't slow them down**
- **Be spontaneous and fun, not a heavy**
- **Compete in fun when appropriate**
- **Be adventuresome and optimistic**
- **Be energetic and ready to go**

- <https://www.youtube.com/watch?v=26FpVXL8Apk>

In a nutshell...

Green – “Why?”

Gold – “Be Prepared”

**Blue – “How does that make you
feel?”**

Orange – “Just do it”

Percentages of Population by Leadership Style

Gold: 33 - 50%

Blue: 12 - 25%

Green: 10 - 13%

Orange: 12 - 33%

How is this applicable to you?

- How we work with each other
- How we communicate with each other
- What you bring to the team
- What others bring to the team

Have you ever...

- Encountered that one person with whom you just couldn't communicate?
- Had days when you felt like you were speaking a foreign language and no one else could understand what you were saying?
- Tried to communicate with a person, with whom you normally communicate well, but couldn't get them to see your side?

Consider this...

- Each person approaches projects and conversations differently.
- Most people approach professional life differently than personal life.
- Sometimes, understanding how you may be perceived can help you understand how to better communicate.



Introvert vs. Extrovert

Do your colors shine inward or outward?

Extroverts	Introverts
Think and process out loud	Process internally before sharing
Prefer to bounce ideas off others	Explore options independently
Enjoy attention	Avoid attention
Speak readily	Pause and think before speaking
Outwardly focus on surroundings	Inwardly focus and ponder
Seek activities involving many people	Seek solo, intimate experiences with select individuals
Pursue breadth of experiences	Pursue depth of experiences

Conclusion

- Everyone has some of each color.
- We each have our strengths and our areas of improvements.
- Try to play to each others strengths and consider how others approach ideas, projects, and communication.
- Use this information to become a better communicator and team player.