

# Discovering Our Personality Style Through TRUE COLORS Quiz

Adapted from the University of North Carolina, Chapel Hill.

<http://campusrec.unc.edu/sites/campusrec.unc.edu/files/Personality%20Test.pdf>

Each of us has a different and unique personality; however, there are common features that we share. True Colors attempts to identify various personality styles and label them with colors. This model of categorizing personality styles is based on the work of researchers: Isabel Briggs-Myers, Katherine Briggs, and David Keirsey.

Don Lowry, a student of Keirsey, developed the system called True Colors, which uses four primary colors to designate personality types and behavioral styles. Lowry's objective was the application of temperament (or personality style) to facilitate deeper communications and understanding. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities.

The True Colors model makes it easy to look at human relationships and interactions at work and in our personal lives. It's believed that increased understanding of ourselves and others, decreases conflict. Once you learn your color and that of your co-workers, you will have a better understanding of why you behave the way you do, and why they behave the way they do.

## Key Concepts

- Each color is associated with certain personality traits or behaviors.
- Each person is a unique blend of the four colors or styles
- Everyone has some degree of each color, but one color is predominant.
- There are no bad or good colors (or style)
- There are wide individual variations within each color

## Directions

The True Color quiz will identify your color spectrum. Print out the following two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

***Disclaimer:** The True Colors quiz is provided for educational use only. It is not clinically administered. It should be treated as useful information that may give additional insight to a person's personality and communication style and that of their co-workers.*

*For additional information, please contact the True Colors International organization (<http://truecolorsintl.com/assessments/online>). ANTHC or True Colors headquarters can provide the contact information for Alaska-based True Color trainers that can provide workshops and full assessments for your work teams.*

**DIRECTIONS: Part I:** There are 20 boxes. Review the words in each box and decide how much those words describe you. Start with Row 1. Look at all the words in box A. Do not analyze each word; just get a sense of the words. Then **score how much these words describe you, from most to least:**

4 = most like me      3 = a lot like me      2 = somewhat like me      1 = least like me

Then, review and score the rest of the boxes.

Row 1	<b>A</b> Active Variety Sports Opportunities Spontaneous Flexible	<b>B</b> Organized Planned Neat Parental Traditional Responsible	<b>C</b> Warm Helpful Friends Authentic Harmonious Compassionate	<b>D</b> Learning Science Quiet Versatile Inventive Competent
	<b>A Score:</b> _____	<b>B Score:</b> _____	<b>C Score:</b> _____	<b>D Score:</b> _____
Row 2	<b>E</b> Curious Ideas Questions Conceptual Knowledge Problem Solver	<b>F</b> Caring People Oriented Feelings Unique Empathetic Communicative	<b>G</b> Orderly On-time Honest Stable Sensible Dependable	<b>H</b> Action Challenges Competitive Impetuous Impactful
	<b>E Score:</b> _____	<b>F Score:</b> _____	<b>G Score:</b> _____	<b>H Score:</b> _____
Row 3	<b>I</b> Helpful Trustworthy Dependable Loyal Conservative Organized	<b>J</b> Kind Understanding Giving Devoted Warm Poetic	<b>K</b> Playful Quick Adventurous Confrontive Open Minded Independent	<b>L</b> Independent Exploring Competent Theoretical Why Questions
	<b>I Score:</b> _____	<b>J Score:</b> _____	<b>K Score:</b> _____	<b>L Score:</b> _____
Row 4	<b>M</b> Follow Rules Useful Saves Money Concerned Procedural Cooperative	<b>N</b> Active Free Winning Daring Impulsive Risk Taker	<b>O</b> Sharing Getting Along Feelings Tender Inspirational Dramatic	<b>P</b> Thinking Solving Problems Perfectionistic Determined Complex Composed
	<b>M Score:</b> _____	<b>N Score:</b> _____	<b>O Score:</b> _____	<b>P Score:</b> _____
Row 5	<b>Q</b> Puzzles Seeking Info Making Sense Philosophical Principled Rational	<b>R</b> Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	<b>S</b> Exciting Lively Hands On Courageous Skillful On Stage	<b>T</b> Pride Tradition Do Things Right Orderly Conventional
	<b>Q Score:</b> _____	<b>R Score:</b> _____	<b>S Score:</b> _____	<b>T Score:</b> _____

**Part II:** Add the scores for each of the boxes above into the boxes below. If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

Total Score _____ for boxes: A, H, K, N, S <b>ORANGE</b>	Total Score _____ for boxes: D, E, L, P, Q <b>GREEN</b>	Total Score _____ for boxes: C, F, J, O, R <b>BLUE</b>	Total Score _____ for boxes: B, G, I, M, T <b>GOLD</b>
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**Below are some general descriptions of each color**

**GREEN**

Are innovative and logical  
Seek to understand the world  
Need to be competent  
Require intellectual freedom  
Are curious  
Question authority  
Push themselves to improve  
Seek perfection in play  
May become intellectually isolated  
Are slow to make decisions  
Value concise communication  
Look for intellectual stimulation  
Enjoy intriguing discussions  
Are sometimes oblivious to emotions  
Are detached  
Believe work is play  
Are drawn to technical occupations  
Analyze and rearrange systems  
Focus on the future  
Bring innovation to society

**ORANGE**

Are free and spontaneous  
Are impulsive risk-takers  
Are active  
Are optimistic  
Resist commitment  
Can become virtuosos  
Thrive on crises  
Are drawn to tools  
Like to be the center of attention  
Have great endurance  
Are drawn to action jobs  
Need variety  
Are dynamic, animated communicators  
Are competitive  
Deal with the here and now  
Are bold in relationships  
Are generous  
Have difficulty finding acceptance  
Like to live in a casual atmosphere  
Bring excitement to society

**GOLD**

Are dutiful and stable  
Need to be useful  
Want to be self-sufficient  
Value organization  
Desire punctuality  
Schedule their lives  
Make and keep commitments  
Measure worth by completion  
Are goal-oriented  
Value rules  
Prepare for the future  
Are inclined to join groups  
Believe work comes before play  
Safeguard tradition  
Prefer order and cleanliness  
Are responsible and dedicated  
Are drawn to respected occupations  
Enjoy positions of authority  
Desire structure  
Bring stability to society

**BLUE**

Are in search of themselves  
Need to feel unique  
Must be true to themselves  
Look for symbolism  
Value close relationships  
Encourage expression  
Desire quality time with loved ones  
Need opportunities to be creative  
Compromise and cooperate  
Nurture people, plants and animals  
Look beyond the surface  
Share emotions  
Make decisions based on feelings  
Need harmony  
Are adaptable  
Are drawn to literature  
Are drawn to nurturing careers  
Get involved in causes  
Are committed to ideals  
Bring unity to society