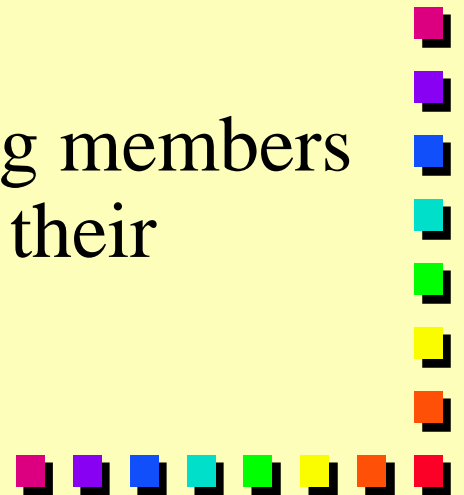


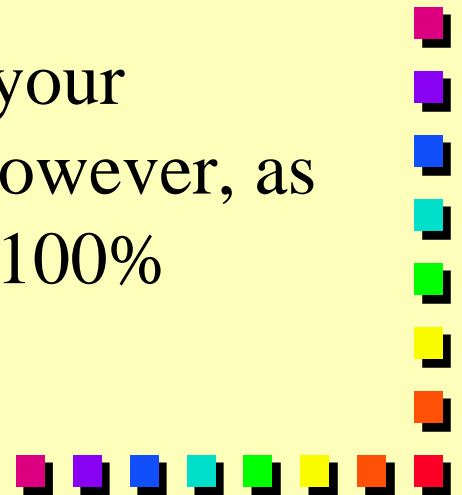
# What is True Colors?

- True Colors is an inventory designed to help you better understand yourself and others.
- True Colors is an activity used to promote the appreciation of individual differences.
- True Colors is a self-awareness activity enabling individuals to become aware of their personality styles.
- True Colors is a team-builder helping members to understand the preferred styles of their colleagues.



# Points to Remember

- Each color is reflective of your personality.
- You will identify a primary and 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; however, as a short, self-report assessment it is not 100% accurate.



# Describe Yourself

- Prioritize each **GROUPING** of words across the row
- Use “4” to indicate **MOST** like you, “1” to indicate **LEAST** like you
- Each row **MUST** have a “1” through “4”
- Add columns down for a color total

# The Four True Colors

 Blue

*Relationship Oriented*

 Gold

*Structure Oriented*

 Green

*Cognitive Oriented*

 Orange

*Impulse Oriented*



# Blue

*I need to feel unique and authentic*

**Enthusiastic, Sympathetic, Personal**

*I look for meaning and significance in life*

**Warm, Communicative, Compassionate**

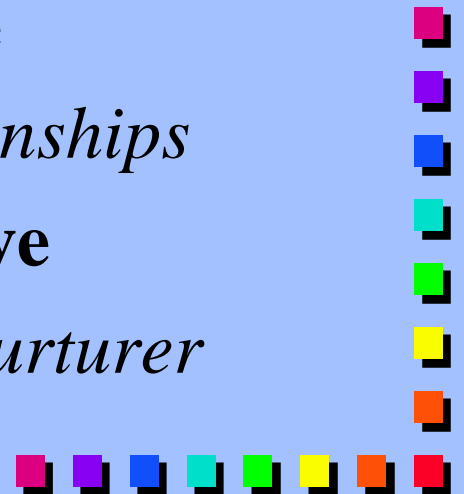
*I need to contribute, to encourage, and to care*

**Idealistic, Spiritual, Sincere**

*I value integrity and unity in relationships*

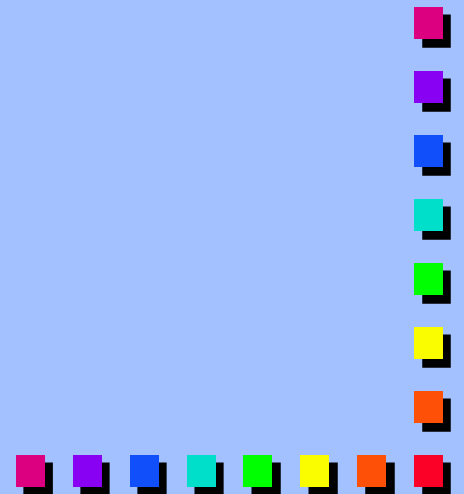
**Peaceful, Flexible, Imaginative**

*I am a natural romantic, a poet, a nurturer*



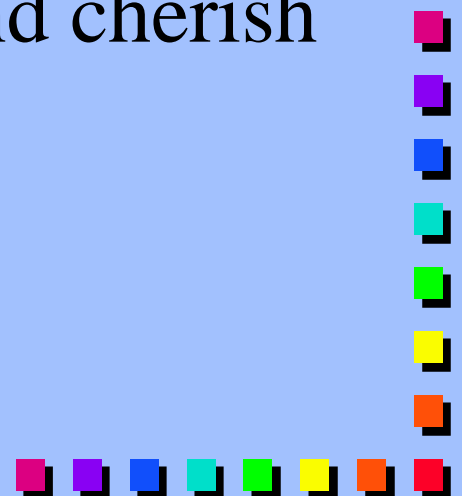
# BLUES...at work

- I have a strong desire to influence others so they may lead more significant lives.
- I often work in the arts, communication, education, and helping professions.
- I am adept at motivating and interacting with others.



# BLUES...in relationships

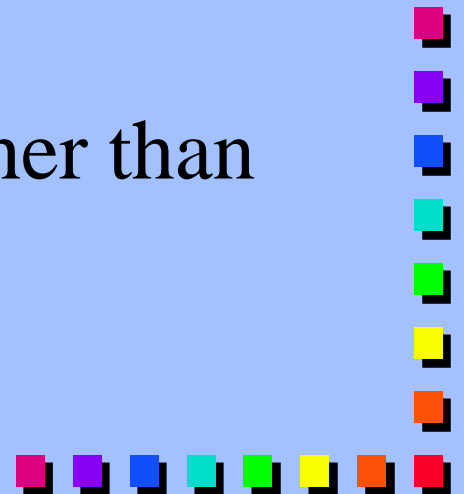
- I seek harmonious relationships.
- I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.





# BLUES...in childhood

- I was extremely imaginative and found it difficult to fit into the structure of school life.
- I reacted with great sensitivity to discordance or rejection and sought recognition.
- I responded to encouragement rather than competition.



# Gold

*I need to follow rules and respect authority*

**Loyal, Dependable, Prepared**

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

**Thorough, Sensible, Punctual**

*I need to be useful and belong*

**Faithful, Stable, Organized**

*I value home, family, and tradition*

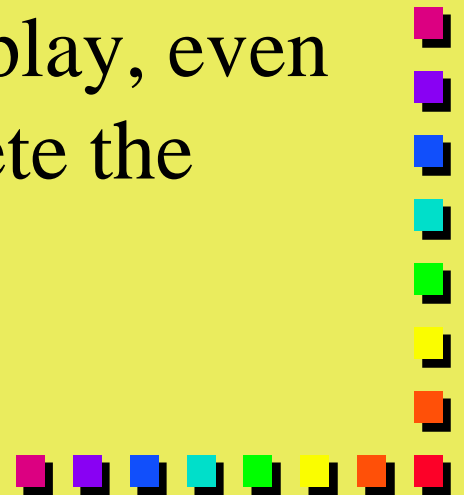
**Caring, Concerned, Concrete**

*I am a natural preserver, a parent, a helper*



# GOLDS...at work

- I provide stability and can maintain organization.
- My ability to handle details and to work hard make me the backbone of many organizations.
- I believe that work comes before play, even if I must work overtime to complete the task.



## GOLDS...in relationships

- I am serious and tend to have traditional, conservative views of both love and marriage.
- I enjoy others who can work along with me, building secure, predictable relationships together.
- I demonstrate admiration through the practical things I do for the ones I love.



# GOLDS...in childhood

- I wanted to follow the rules and regulations of the school.
- I understood and respected authority and was comfortable with academic routine.
- I was the easiest of all types of children to adapt to the education system.



# Greens

*I seek knowledge and understanding*

**Analytical, Global, Conceptual**

*I live by my own standards*

**Cool, Calm, Collected**

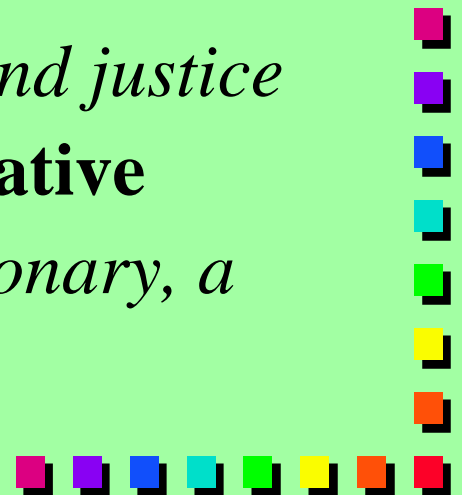
*I need explanation and answers*

**Inventive, Logical, Perfectionistic**

*I value intelligence, insight, fairness, and justice*

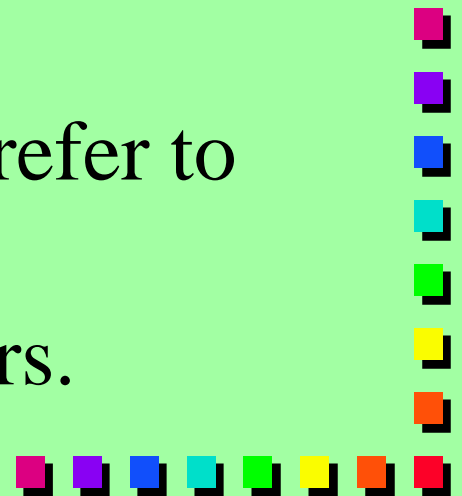
**Abstract, Hypothetical, Investigative**

*I am a natural non-conformist, a visionary, a  
problem solver*



# GREENS...at work

- I am conceptual and an independent thinker. For me, work is play.
- I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with innovation.
- Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.



# GREENS...in relationships

- I prefer to let my head rule my heart.
- I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.





# GREENS...in childhood

- I appeared to be older than my years and focused on my greater interests, achieving in subjects that were mentally stimulating.
- I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.



# Orange

*I act on a moment's notice*

**Witty, Charming, Spontaneous**

*I consider life a game, here and now*

**Impulsive, Generous, Impactful**

*I need fun, variety, stimulation, and excitement*

**Optimistic, Eager, Bold**

*I value skill, resourcefulness, and courage*

**Physical, Immediate, Fraternal**

*I am a natural trouble shooter, a performer, a competitor*

# ORANGES...at work

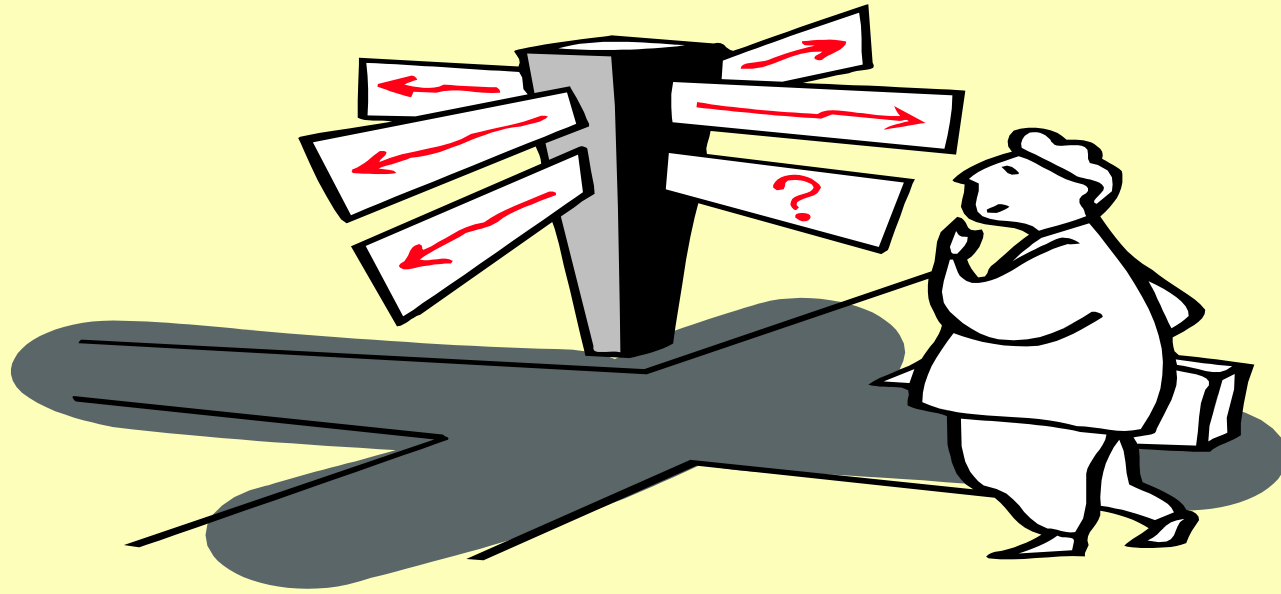
- I am bored and restless with jobs that are routine and structured.
- I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools.
- I view any kind of tool as an extension of myself.
- I am a natural performer.

# ORANGES...in relationships

- I seek a relationship with shared activities and interests.
- I like to explore new ways to energize the relationship.
- In a relationship, I need to be bold and thrive on physical contact.
- I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

## ORANGES...in childhood

- Of all types of children, I had the most difficult time fitting into academic routine.
- I learned by doing and experiencing rather than by listening and reading.
- I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.



Leadership style and  
Your color



# Blue

- Expects others to express views
- Assumes “family spirit”
- Works to develop others’ potential
- Individuals oriented
- Democratic, unstructured approach
- Encourages change VIA human potential
- Change time allows for sense of security
- Expects people to develop their potential



# Gold

- Expects punctuality, order, loyalty
- Assumes “right” way to do things
- Seldom questions tradition
- Rules oriented
- Detailed/thorough approach—  
threatened by change
- Prolonged time to initiate any change
- Expects people to “play” their roles





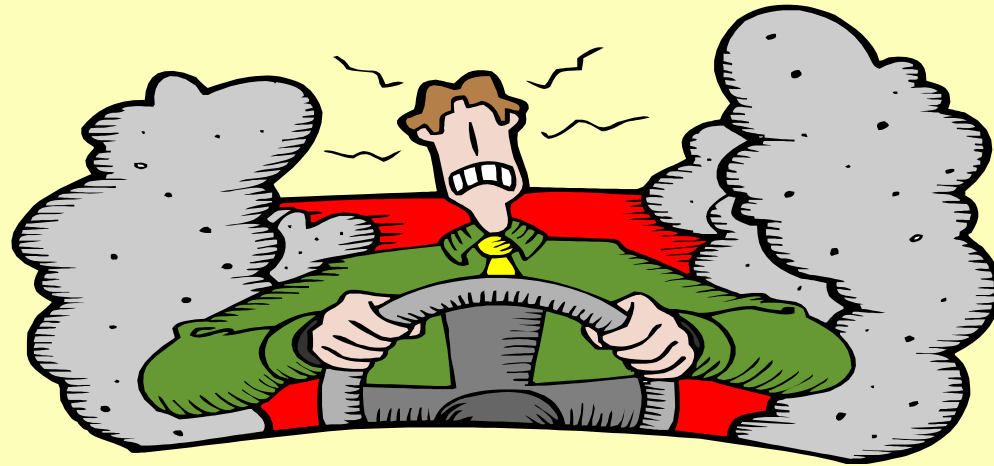
# Green

- Expects intelligence and competence
- Assumes task relevancy
- Seeks ways to improve systems
- Visionary
- Analytical
- Encourages change for improvement
- Constantly “in process” of change
- Expects people to follow through



# Orange

- Expects quick action
- Assumes flexibility
- Works in the here and now
- Performance oriented
- Flexible approach
- Welcomes change
- Institutes change quickly
- Expects people to “make it fun”



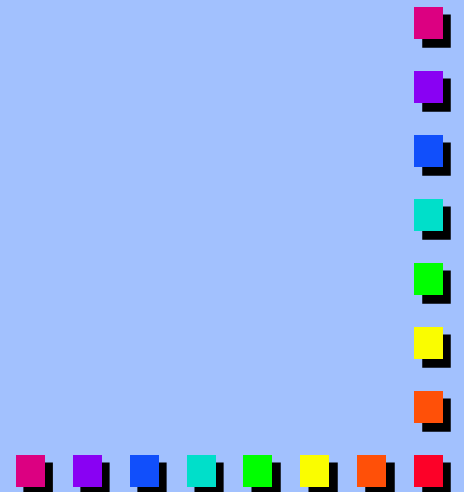
# Running On Empty

Symptoms to look for when you  
(or your colleague) is having a bad day.



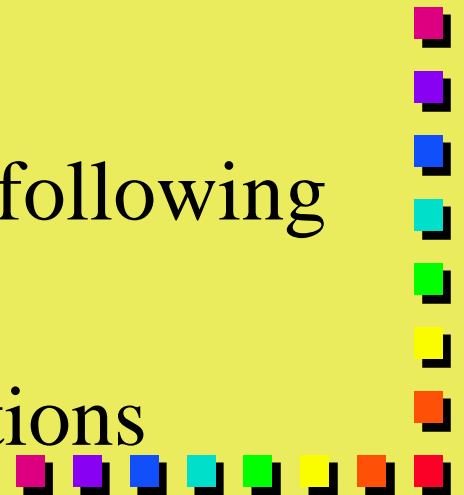
# Blue

- Attention-getting misbehaving
- Lying to save face
- Withdrawal
- Fantasy, day-dreaming, and trancing-out
- Crying and depression
- Passive resistance
- Yelling and screaming



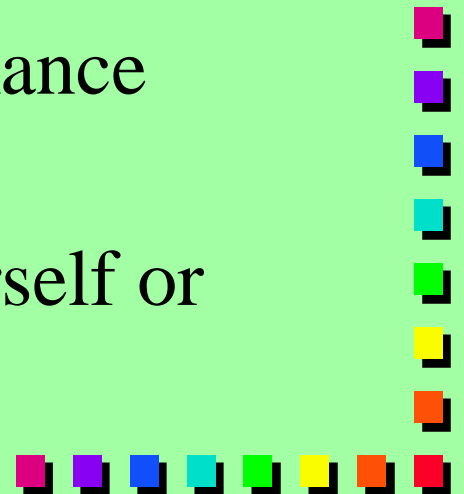
# Gold

- Complaining and self-pity
- Anxiety and worry
- Depression and fatigue
- Psychosomatic problems
- Malicious judgments about yourself or others
- Herd mentality exhibited in blind following of leaders
- Authoritarianism and phobic reactions



# Green

- Indecisiveness
- Refusal to comply or cooperate
- Extreme aloofness and withdrawal
- Snobbish, put-down remarks, and sarcasm
- Refusal to communicate; the silent treatment
- Perfectionism due to severe performance anxiety
- Highly critical attitudes toward yourself or others



# Orange

- Rudeness and defiance
- Breaking the rules intentionally
- Running away and dropping out
- Use of stimulants
- Acting out boisterously
- Lying and cheating
- Physical aggressiveness

# Group Processing

- What are the needs of your primary color (preferred personality style)?
- What frustrates you about other colors (personality styles)?
- What frustrates you about your color (personality style)?
- What does your color (preferred style) give to this group?



# Other Assessment Tools

- MBTI Assessment
- LPI Assessment
- LOGB Assessment



Thank You!

