



True Colors®

Keys to

Personal Success

Valuing Differences, Creating Unity



Agenda

- I. Introduction, Ice Breaker, Goals**
- II. True Colors Evolution**
- III. Your True Colors are? (Card Sort)**
- IV. Brightest Color Validation Activity**
- V. Edutainment**
- VI. Reframing**
- VII. Closing**



Welcome

Introductions

Ice Breaker Activity

Seminar Goals

- Understand Yourself
- Understand Others
- Appreciate Differences



Ice Breaker Activity

How Smart Is Your Right Foot?

Here is an example of how our personality is expressed without us actually choosing to express it. This exercise shows people that there are unconscious instinctual responses that are not controlled at a conscious level.

While sitting at your desk **RIGHT NOW**, lift your right foot off the floor and move it in clockwise circles. Get it going well until you are sure that you can maintain the circle.

Now, while doing this, draw the number "6" in the air with your right hand. Look down at your foot and you will find that it has changed direction without you're being aware that it did so.



Get your brain working

BAD wolf

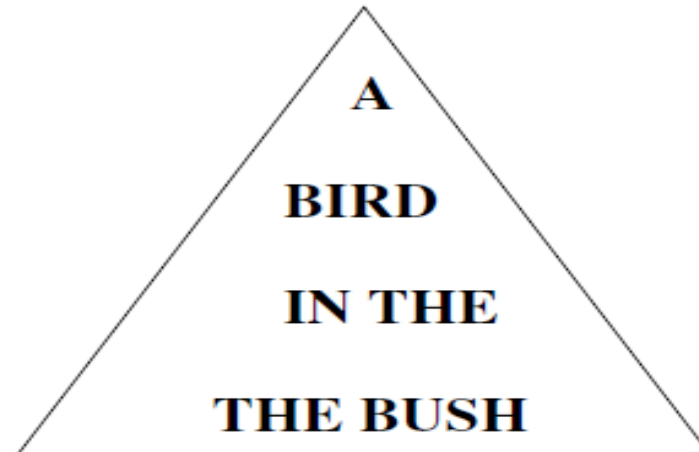
LAND IF
C IF IF

MOMANO

SENSCOME

**TMC
AUO
HSM
WTE**

What is wrong with this saying?



Cof fee

FAREDCE

**WALK
H₂O**



Get your brain working

BAD wolf
Big Bad Wolf

LAND IF
C IF IF

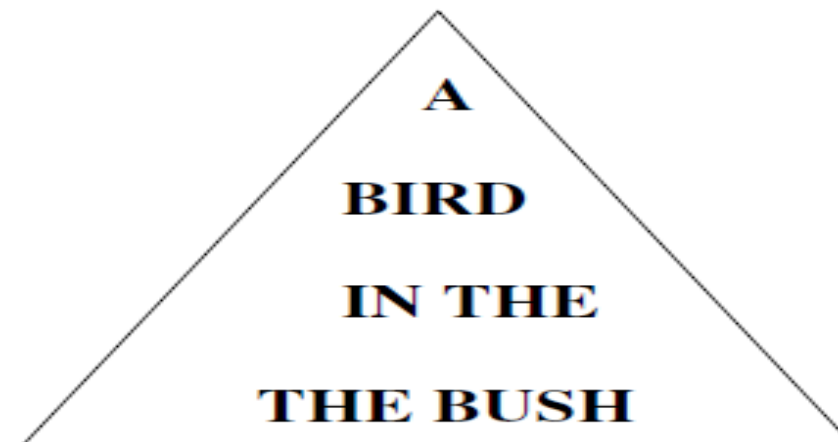
One IF by Land, Two IF by sea

MOMANON
Man in the Moon

TMC What goes
AUO up must come
HSM down
WTE

SENSCOMEE
Come in sense
(Common sense)
What is wrong with this saying?

Cof fee
Coffee break



FAREDCE
Red in the face

Most people do not notice that the word "the" is listed twice



What do you see?





What do you see?



Look at the picture
Can you see the deliberate mistake?

Some people see it immediately.
Others stare at the image, and don't
notice it at first.

Some people don't see it at all.



True Colors Evolution

1956 Isabel Myers & Katharine Briggs Myers Briggs Type Indicator (MBTI)



16 Types

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type.
For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer

E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer

I
Introversi

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer

S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer

N
Intuition

ISTJ
Responsible, thorough, analytical, reserved, realistic, systematic. Handworking and trustworthy with sound practical judgment.

ISFJ
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ
Efficient, outgoing, analytical, systematic, dependable, practical. Like to run the show and get things done in an orderly fashion.

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer

T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer

F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer

J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer

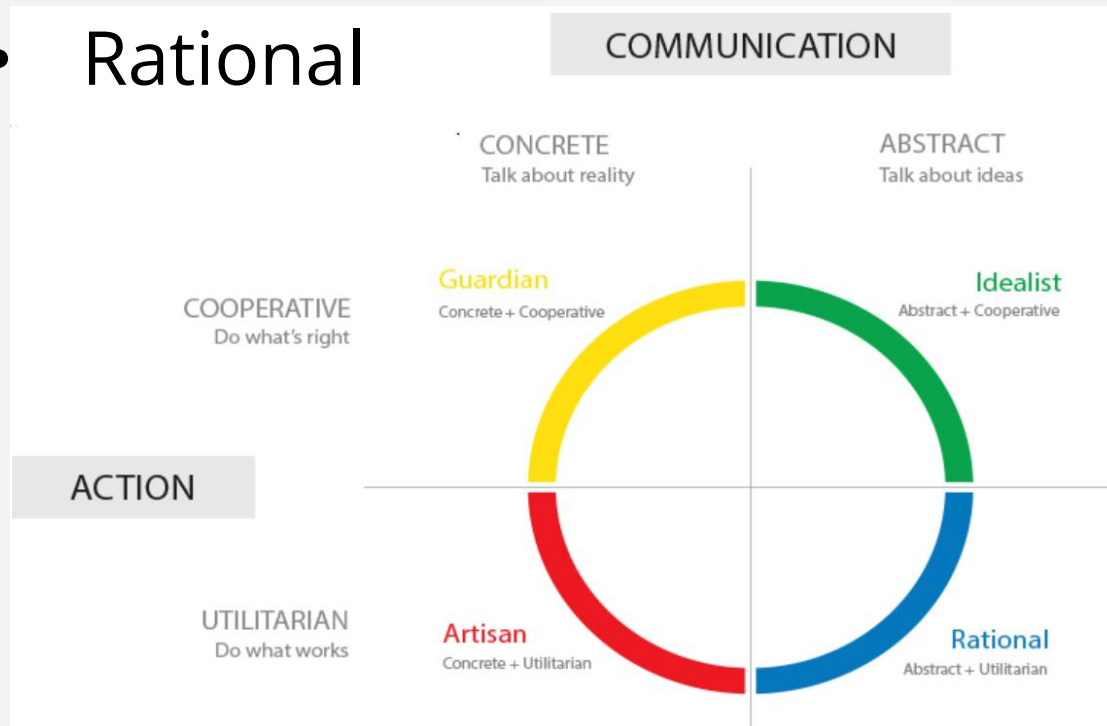
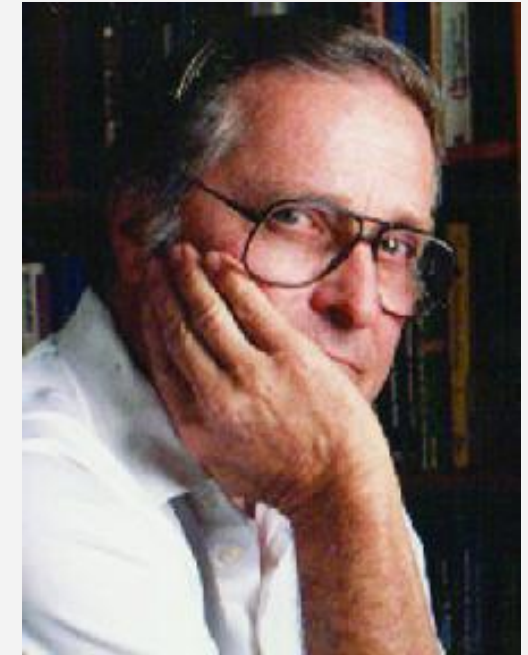
P
Perceiving



True Colors Evolution

1967 David Keirsey & Marilyn Bates 4 Temperament Types

- Artisan
- Guardian
- Idealist
- Rational





True Colors History

1978 Don Lowry

True Colors

4 Colors

Green - Orange - Blue - Gold



Engaging, Experiential, Edutaining

*Valuing Differences, Creating
Unity*





MBTI/Keirsey/True Colors

Correlation

SP/Artisan/ Orange

SJ/Guardian/ Gold

NT/ Rational/Green

NF/Idealist/Blue



What Makes True Colors Unique?

User Friendly

Memorable

Interactive Group Work

Experiential Activities

Emphasizes Positive Contributions

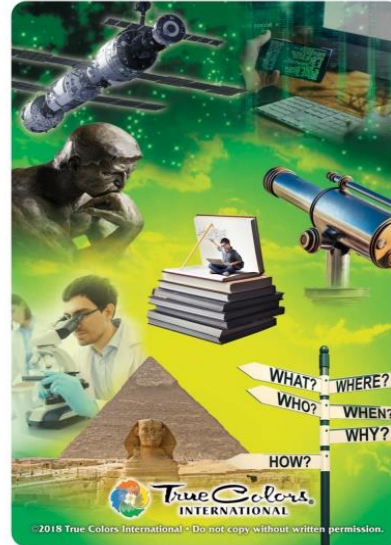
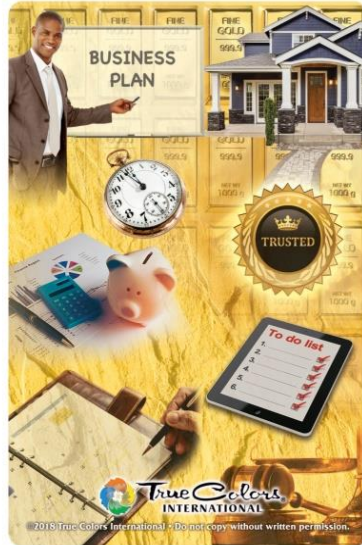
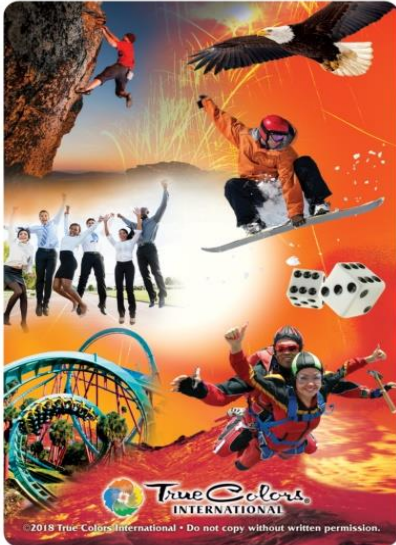
A Self Report, Not a Test

“Edutainment” Concept

True Colors Full Spectrum



Card Sort (Front then Back)



Context –My True Colors Today





Color Sort (Front and Back of Cards)

What is your
True Colors
Spectrum?

4 is most like you

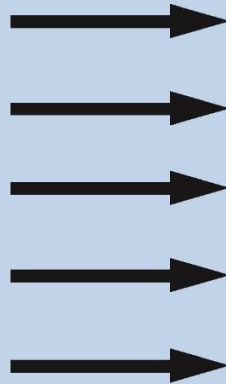
Card
Sort
Results

			
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ACTIVE OPPORTUNISTIC SPONTANEOUS <input type="checkbox"/>	PARENTAL TRADITIONAL RESPONSIBLE <input type="checkbox"/>	VERSATILE INVENTIVE COMPETENT <input type="checkbox"/>	AUTHENTIC HARMONIOUS COMPASSIONATE <input type="checkbox"/>
COMPETITIVE IMPETUOUS IMPACTFUL <input type="checkbox"/>	PRACTICAL SENSIBLE DEPENDABLE <input type="checkbox"/>	CURIOS CONCEPTUAL KNOWLEDGEABLE <input type="checkbox"/>	UNIQUE EMPATHETIC COMMUNICATIVE <input type="checkbox"/>
REALISTIC OPEN-MINDED ADVENTURESOME <input type="checkbox"/>	LOYAL CONSERVATIVE ORGANIZED <input type="checkbox"/>	THEORETICAL SEEKING INGENIOUS <input type="checkbox"/>	DEVOTED WARM POETIC <input type="checkbox"/>
DARING IMPULSIVE FUN <input type="checkbox"/>	CONCERNED PROCEDURAL COOPERATIVE <input type="checkbox"/>	DETERMINED COMPLEX COMPOSED <input type="checkbox"/>	TENDER INSPIRATIONAL DRAMATIC <input type="checkbox"/>
EXCITING COURAGEOUS SKILLFUL <input type="checkbox"/>	ORDERLY CONVENTIONAL CARING <input type="checkbox"/>	PHILOSOPHICAL PRINCIPLED RATIONAL <input type="checkbox"/>	VIVACIOUS AFFECTIONATE SYMPATHETIC <input type="checkbox"/>
TOTAL ORANGE <input type="checkbox"/>	TOTAL GOLD <input type="checkbox"/>	TOTAL GREEN <input type="checkbox"/>	TOTAL BLUE <input type="checkbox"/>
THIS IS YOUR TRUE COLORS SPECTRUM!			



Word Clusters Sort

Word Cluster Sort



ACTIVE OPPORTUNISTIC SPONTANEOUS	<input checked="" type="checkbox"/>	PARENTAL TRADITIONAL RESPONSIBLE	<input checked="" type="checkbox"/>	VERSATILE INVENTIVE COMPETENT	<input checked="" type="checkbox"/>	AUTHENTIC HARMONIOUS COMPASSIONATE	<input checked="" type="checkbox"/>
COMPETITIVE IMPETUOUS IMPACTFUL	<input checked="" type="checkbox"/>	PRACTICAL SENSIBLE DEPENDABLE	<input checked="" type="checkbox"/>	CURIOUS CONCEPTUAL KNOWLEDGEABLE	<input checked="" type="checkbox"/>	UNIQUE EMPATHETIC COMMUNICATIVE	<input checked="" type="checkbox"/>
REALISTIC OPEN-MINDED ADVENTURESOME	<input checked="" type="checkbox"/>	LOYAL CONSERVATIVE ORGANIZED	<input checked="" type="checkbox"/>	THEORETICAL SEEKING INGENIOUS	<input checked="" type="checkbox"/>	DEVOTED WARM POETIC	<input checked="" type="checkbox"/>
DARING IMPULSIVE FUN	<input checked="" type="checkbox"/>	CONCERNED PROCEDURAL COOPERATIVE	<input checked="" type="checkbox"/>	DETERMINED COMPLEX COMPOSED	<input checked="" type="checkbox"/>	TENDER INSPIRATIONAL DRAMATIC	<input checked="" type="checkbox"/>
EXCITING COURAGEOUS SKILLFUL	<input checked="" type="checkbox"/>	ORDERLY CONVENTIONAL CARING	<input checked="" type="checkbox"/>	PHILOSOPHICAL PRINCIPLED RATIONAL	<input checked="" type="checkbox"/>	VIVACIOUS AFFECTIONATE SYMPATHETIC	<input checked="" type="checkbox"/>

TOTAL ORANGE TOTAL GOLD TOTAL GREEN TOTAL BLUE

THIS IS YOUR TRUE COLORS SPECTRUM!



Final Tally

**60 Points Total
24 Points Max.
6 Points Min.**

Add Each Column Down

Your True Colors →

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ACTIVE OPPORTUNISTIC SPONTANEOUS	PARENTAL TRADITIONAL RESPONSIBLE	VERSATILE INVENTIVE COMPETENT	AUTHENTIC HARMONIOUS COMPASSIONATE
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
COMPETITIVE IMPETUOUS IMPACTFUL	PRACTICAL SENSIBLE DEPENDABLE	CURIOUS CONCEPTUAL KNOWLEDGEABLE	UNIQUE EMPATHETIC COMMUNICATIVE
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
REALISTIC OPEN-MINDED ADVENTURESOME	LOYAL CONSERVATIVE ORGANIZED	THEORETICAL SEEKING INGENIOUS	DEVOTED WARM POETIC
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
DARING IMPULSIVE FUN	CONCERNED PROCEDURAL COOPERATIVE	DETERMINED COMPLEX COMPOSED	TENDER INSPIRATIONAL DRAMATIC
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
EXCITING COURAGEOUS SKILLFUL	ORDERLY CONVENTIONAL CARING	PHILOSOPHICAL PRINCIPLED RATIONAL	VIVACIOUS AFFECTIONATE SYMPATHETIC
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
TOTAL ORANGE <input type="checkbox"/>	TOTAL GOLD <input type="checkbox"/>	TOTAL GREEN <input type="checkbox"/>	TOTAL BLUE <input type="checkbox"/>
THIS IS YOUR TRUE COLORS SPECTRUM!			



GOLD

I follow the 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 to belong.

Faithful • Stable • Organized

I value home, family and tradition.

Caring • Concerned • Concrete

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

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 job.

In relationships, I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through the practical things I do for my loved ones.

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 educational system.



1.800.422.4686 • www.truecolorsintl.com

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 and a nurturer.

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

In relationships, I seek harmonious relationships and believe in true love. I am romantic and cherish the small gestures of love. I am affectionate, supportive and a good listener. I enjoy doing thoughtful things for others. I bring drama, warmth and empathy to relationships.

In childhood, I was imaginative and creative. I flourished with encouragement rather than competition and wanted others to like me. I reacted with great sensitivity to discordance or rejection. I responded best to my teachers who were warm and friendly.



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GREEN

I seek knowledge and understanding.

Analytical • Global • Conceptual

I live life by my own standard.

Cool • Calm • Collected

I need explanations and answers.

Inventive • Logical • Perfectionistic

I value intelligence, insight, fairness and justice.

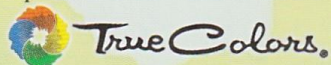
Abstract • Hypothetical • Investigative

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

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 the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

In relationships, I prefer to let my head rule my heart. I dislike repetition so it is difficult for me to continuously express feelings. I believe that once feelings are stated, they should be obvious to a partner. I am uneasy when my emotions control me. I want to establish a relationship, leave it to maintain itself and turn my energies back to my career.

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



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ORANGE

I act on a moment's notice.

Witty • Charming • Spontaneous

I consider life as 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 and a competitor.**

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 using my physical coordination and my love of tools. I view any kind of tool as an extension of self. I am a natural performer.

In relationships, I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover I need to be bold; I thrive on physical contact. I believe in leaving plans flexible so I can choose what to do when the moment arrives.

In childhood, I had the most difficult time fitting into an 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.



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Brightening Your True Colors

Goal: Validate yourself with those just like you

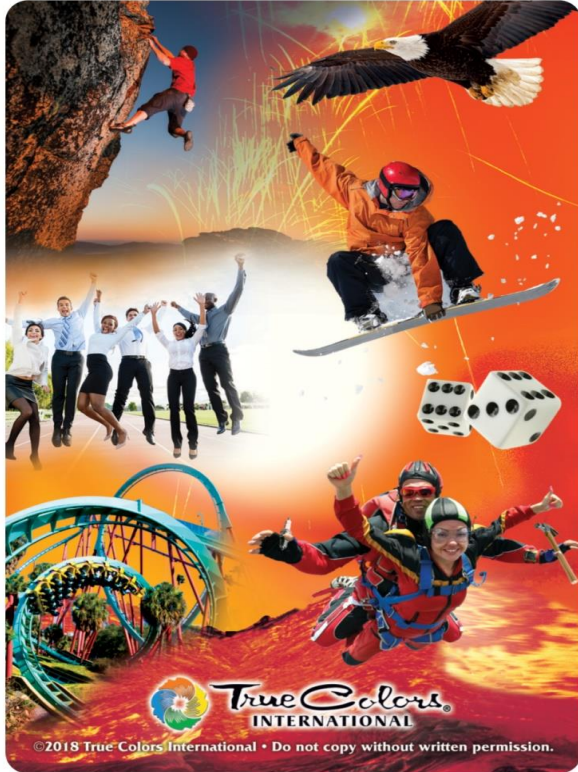
In your Brightest color group discuss:

- 1. What are your values, joys, strengths and needs?**
- 2. What are your stressors and frustrations?**

Be ready to report out.



ORANGE



- Playful
- Energetic
- Adventurous
- Resourceful
- Spontaneous
- Action



ORANGE Attributes

- Charming
- Risk-taker
- Test limits
- Quick witted
- Master negotiator
- Creative, inventive
- A natural entertainer
- High need for mobility
- Just do it!
- Pushes the boundaries
- Natural nonconformist
- Thrives on competition
- Likes tangible rewards
- Impulsive and spontaneous
- Appreciates immediate feedback
- Prefers informal environments
- Natural trouble shooter
- Play, then work



GOLD



- **Responsible**
- **Dependable**
- **Organized**
- **Dutiful**
- **Detailed**
- **Scheduled**

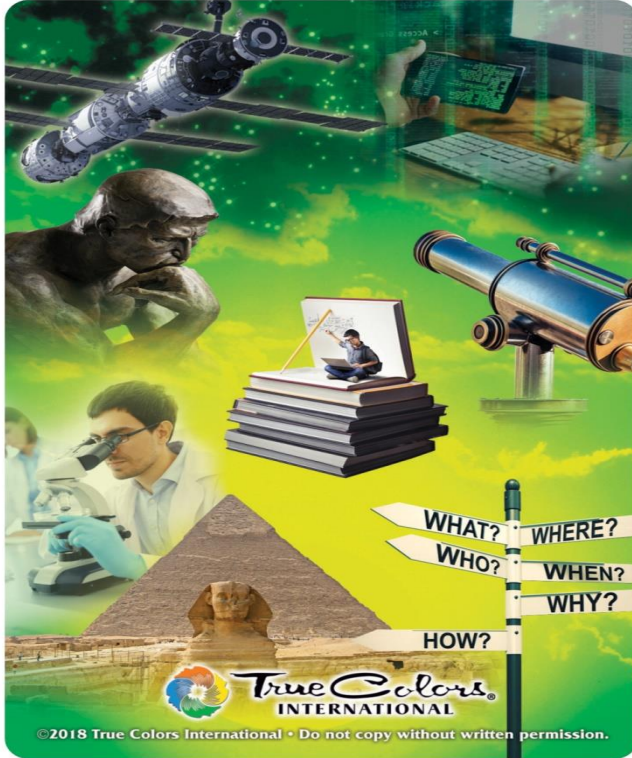


GOLD Attributes

- “Be prepared”
- Loves to plan
- Detail-oriented
- Service-oriented
- Values family traditions
- Helpful and trustworthy
- Traditional and stable
- Organized
- Strong work ethic
- Prefers security
- Punctual, predictable, precise
- Value order and the status quo
- Dutiful, loyal
- Right way to do everything
- Tends to be sensible
- Follows policies, procedures, rules
- At ease with formal environments
- Work first, then play



GREEN



- Analytical
- Intelligent
- Visionary
- Knowledgeable
- Competence
- Why?



GREEN Attributes

- "I'll Think About It"
- "Knowledge is Key"
- Why??
- Theoretical
- Idea people
- Philosophical
- Very complex
- Perfectionists
- Standard setters
- Visionaries, futurists
- Can never know enough
- Cool, calm and collected
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence & private time
- Explores all assets in decision-making
- Logical approach in relationships
- Work is play – play is work



- **Authentic**
- **Empathetic**
- **Passionate**
- **Communicative**
- **Harmonious**
- **Relationship oriented**



BLUE Attributes

- Mediators
- Optimistic
- Caretakers
- Imaginative
- Peacemakers
- True romantics
- Cause-oriented
- Need to feel “special”
- Always has a kind word
- Strong sense of spirituality
- Sensitive to needs of others
- Nurturers/Other Centered
- Harmonious/Conflict Averse
- Relationship-centered
- Motivates/Encourages Others
- Looks for meaning & significance
- Cooperative; not competitive
- Work and play together (in harmony)



STRESSORS FOR EACH COLOR

Orange

Too much responsibility
Imposed structure or deadlines
Repetition, routine, being stuck at a desk
Lack of variety, options
Too many rules, regulations, details

BLUE

Broken promises
Talking behind one's back
Conflict, insincerity, rejection, lying
Lack of social contacts
Placing "the system" before people

Gold

Incomplete directions, tasks, answers
Disorganization, lack of structure
Lack of follow through
Irresponsibility of others
Changing details

Green

Lack of independence and control
Incompetence
Inability to use or display knowledge and intellect
Small talk/social functions
Subjective judgment/emotional displays



What irritates the colors at work?

ORANGE:

- Being told HOW to work
- Having to follow SOP* rules and regulations
- Theories, routine work, concepts, goal statements and philosophy make them crazy
(Hints: Make the project feel like a crisis, have fun, tight project dates)

GOLD:

- NOT having SOP rules, procedures, or a model to work from
- Someone not meeting a deadline
- Being surprised
(Hints: Involve Gold by getting them involved in the details of a project, documenting procedures)

GREEN:

- Being asked to do something illogical
- Going by the rules, tradition, or biases that seem silly
- Submitting to an authority when the Green doubts his/her competence
(Hints: Engage Green by having them design the process, demonstrate the value of the goal)

BLUE:

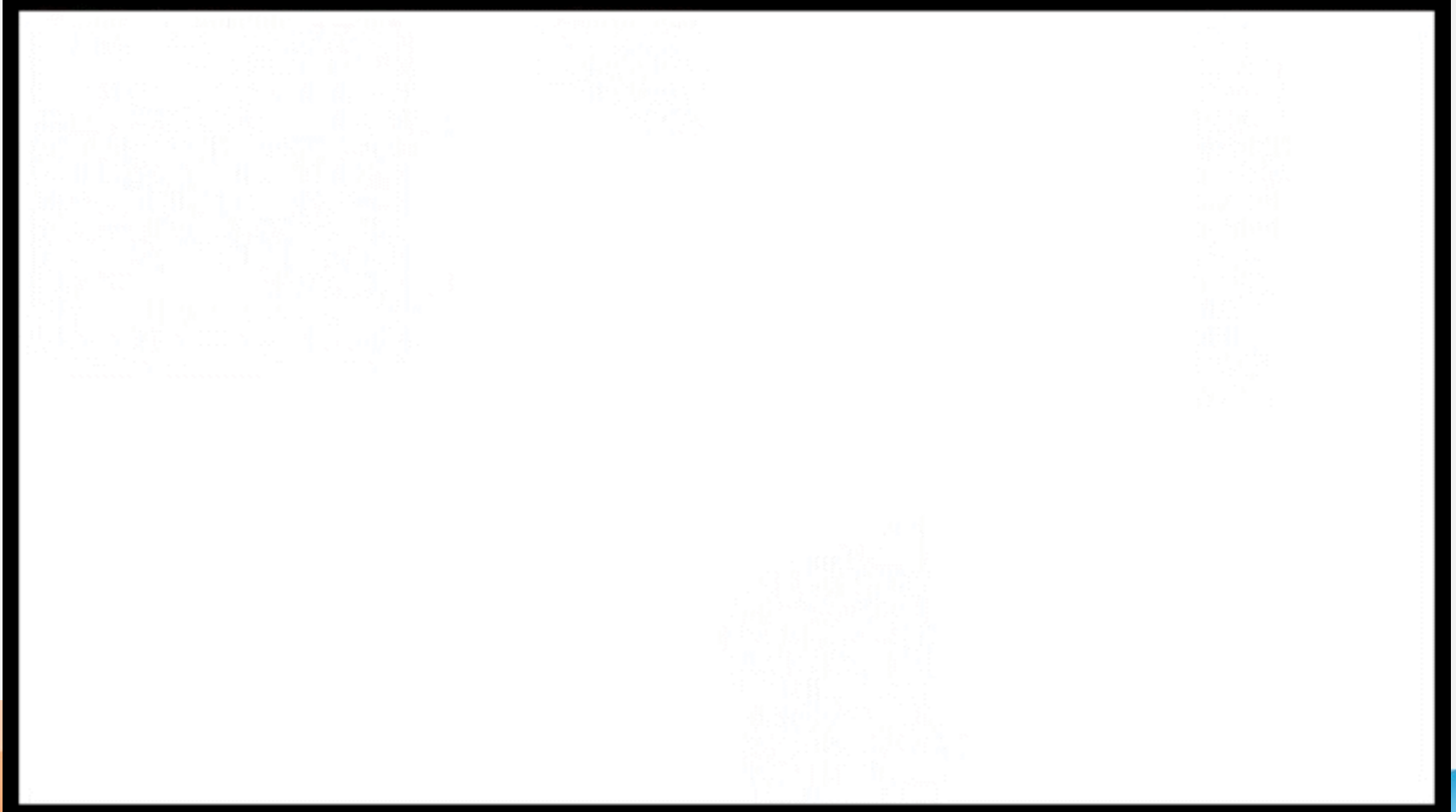
- Being treated as a role, rather than a unique individual
- Having a role that separates them from people as individuals
- Not having their feelings and other's feelings honored
(Hints: Encourage Blue to express their feelings & to lead teams during training or meetings at which participants need to share)

*SOP – Standard Operating Procedures





Edutainment





Edutainment





Reframing Definition

Reframing means correcting misperceptions and moving from negative, judgmental statements to positive, esteeming statements.

Result: Improved communication and appreciation of differences which emphasizes strength in diversity.



Reframing **ORANGE**

OTHERS PERCEIVE ORANGE AS:

- Goofs off too much
- Manipulative
- Scattered
- Unable to stay on task
- Takes unnecessary risks
- Resists closure or decisions
- Obnoxious
- Immature
- Self-centered
- Irresponsible
- Flakey
- Impulsive

ORANGES SEE THEMSELVES AS:

- Flexible, easy-going
- Clever, good negotiator
- Explores all practical options
- Welcomes new ideas
- Pushes the boundaries
- Maintains open ended options
- Bold, assertive
- Values freedom
- Adventuresome, courageous
- Fun loving; enjoys life
- Spontaneous
- Carefree



Reframing GOLD

OTHERS PERCEIVE GOLD AS:

- Rigid, inflexible
- Controlling, bossy
- Too serious
- Resistant to Change
- Opinionated
- System-bound
- Lacking imagination
- Judgmental
- Boring
- Uptight
- Predictable
- Autocratic

GOLD SEE THEMSELVES AS:

- Consistent
- Provides structure
- Goal-oriented
- Firm or traditional
- Knows right from wrong
- Loyal to organization
- Realistic
- Decisive, seeking closure
- Dependable
- Concerned about security
- Follows a routine
- Possesses leadership ability



Reframing GREEN

OTHERS PERCEIVE GREEN AS:

- Arrogant, a know it all
- Cold, hard
- Insensitive
- Head in the clouds
- Cool, aloof, unfeeling
- Afraid to open up
- Critical, fault-finding
- Lacking compassion
- Unappreciative of others
- Intellectually demanding
- Argumentative
- Absent minded

GREEN SEE THEMSELVES AS:

- Confident 100%
- Mentally tough, strong
- Logical, rational
- Visionary, inventive
- Self-controlled
- Enjoying one's own company
- Good at analysis
- Objective
- Able to reprimand
- Perfectionists
- Knowledgeable
- Thinking deeply



Reframing BLUE

OTHERS PERCEIVE BLUE AS:

- Very emotional
- Overly sensitive
- Mushy
- Too tender-hearted
- Easily persuaded
- Too nice
- Too trusting
- Smothering
- Too soft, too giving
- Weak
- Talking too much
- Illogical

BLUE SEE THEMSELVES AS:

- Feeling-oriented
- Compassionate
- Romantic
- Idealistic
- Empathetic
- Caring
- Seeing best in others
- Nurturing
- Liking to please people
- Wanting harmony
- Great communicator
- Valuing feelings



Closing Activity

*Valuing Differences, Creating
Unity*





True Colors®

Thank you

Darla Gundler
gundler@uchc.edu

