

TRUE COLOURS HANDOUTS

Personality Bingo

How well can you recognize the personality of others?

How quickly can you move from person to person, asking questions and getting results?

Find people who can honestly answer 'yes' for each of the descriptions below. You can only use a person's name once so you will have to write the names of at least 16 different people.

I am predictable	I love to compete	I am compassionate	I am curious and need to know 'why?'
I am definitely a risk-taker	I am organized	I am a deep thinker	I am a good listener and a good communicator
I am a true romantic	I love to solve complicated problems	I need to be on time	I am calm, cool, and collected
I act on a moment's notice (spontaneous)	I am very sensitive to the feelings of others	I am a natural performer	It is difficult for me to relax until my work is done

True Colours Word Cluster Experience

Words are grouped in clusters to match specific personality traits. In each row, select the grouping of words that best describes you. Score (4) for the most like you, (3) for second, (2) for third, and (1) for the least like you.

Remember to score each row across.

Active Opportunistic Spontaneous		Parental Traditional Responsible		Authentic Harmonious Compassionate		Versatile Inventive Competent	
Competitive Impetuous Impactful		Practical Sensible Dependable		Unique Empathetic Communicative		Curious Conceptual Knowledgeable	
Realistic Open-minded Adventuresome		Loyal Conservative Organized		Devoted Warm Poetic		Theoretical Seeking Ingenious	
Daring Impulsive Fun		Concerned Procedural Cooperative		Tender Inspirational Dramatic		Determined Complex Composed	
Exciting Courageous Skillful		Orderly Conventional Caring		Vivacious Affectionate Sympathetic		Philosophical Principled Rational	

Card Sort Ranking		Card Sort Ranking		Card Sort Ranking		Card Sort Ranking	
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TOTAL ORANGE		TOTAL GOLD		TOTAL BLUE		TOTAL GREEN	
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Identify your True Colours. Now total the columns, including the card points. Your highest score indicates your primary or brightest colour. The lowest score represents the colour that is least like you.

TRUE COLOURS

ORANGE

What's great about me?

I value freedom and excitement. I think that being skillful is more important than structure, logic, and feelings. I like being spontaneous and I want to enjoy what I am doing. Planning things sometimes takes the fun out of it. I like games and competition. I also like to learn things that I can go out right away and put to use.

GOLD

What's great about me?

I value the traditional things in life. I am practical and I like structure. Being responsible and following the rules is more important than excitement and feelings. I like family life, saving money, and I plan to really make something of myself. I like to belong to groups and want to help make them run smoothly. I enjoy learning about things that are useful to me.

GREEN

What's great about me?

I value knowledge and new ideas. Discovering solutions and using my brains are more important than feelings, rules and non-stop excitement. I like to know how and why things work in a certain way. I prefer to work on my own and also need room to think so I can come up with new ideas and the right answers.

BLUE

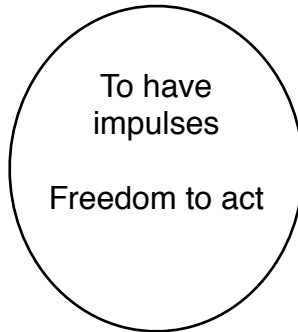
What's great about me?

I value people. Being liked and having everyone around me getting along is more important than are facts, rules, adventure or logic. I am sensitive to others and become uncomfortable when there is conflict or competition. I like to socialize and to work with people. I learn best when people care about me and they give me support and feedback.

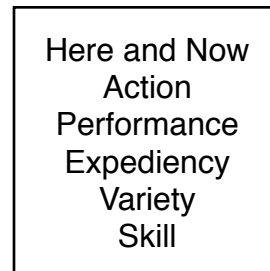
ORANGE

ACTION

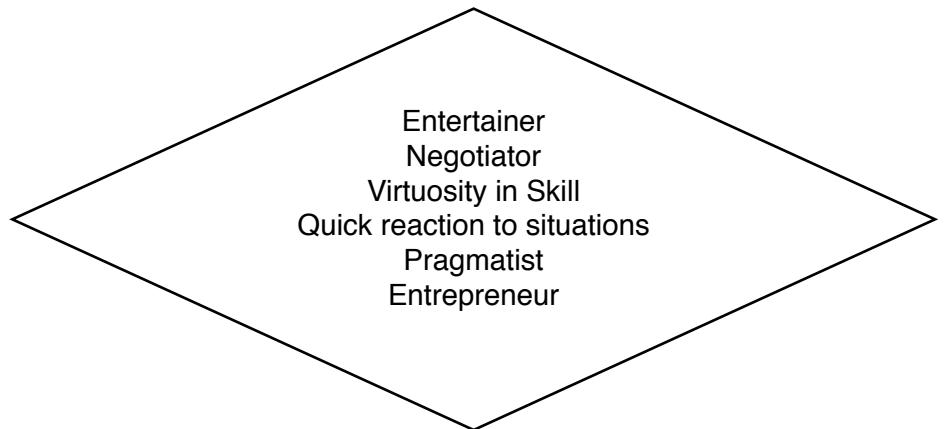
ESTEEM



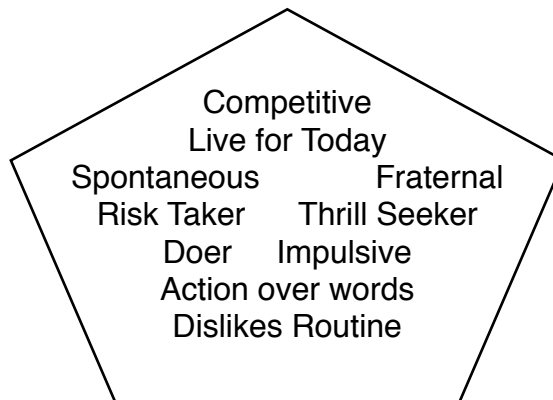
VALUES



ABILITIES



BEHAVIOUR



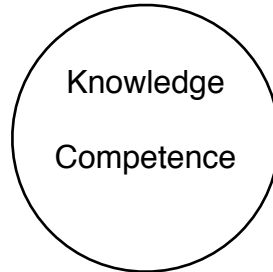
ORANGE

QUEST	VARIATION & IMPACT
MOTTO - "DOING"	EAT, DRINK & BE MERRY
VALUES	FREEDOM, RISK-TAKING, SPONTANEITY, ACTION, PRAGMATISM
STRENGTHS	NEGOTIATION, TROUBLESHOOTING, ADVENTUROUS, PERFORMING, CREATING
STRESSORS	RESTRICTIONS, BEING ALONE, BOREDOM, ROUTINE, TOO MANY RULES

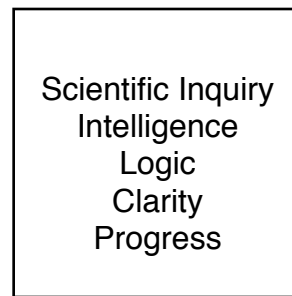
GREEN

POWER

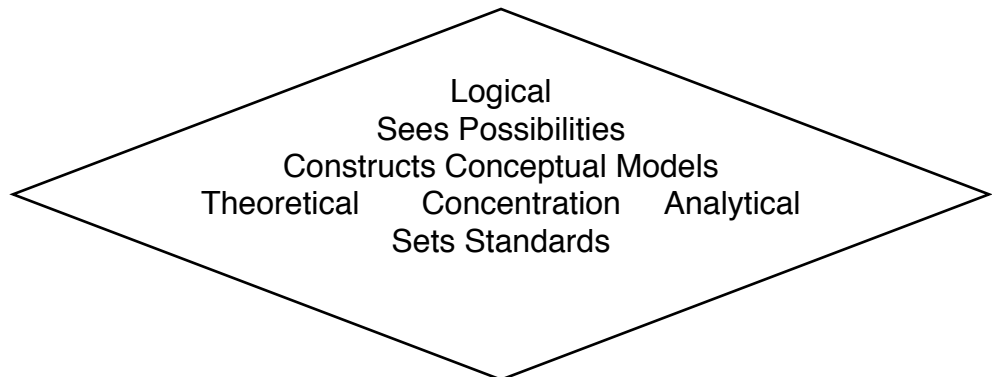
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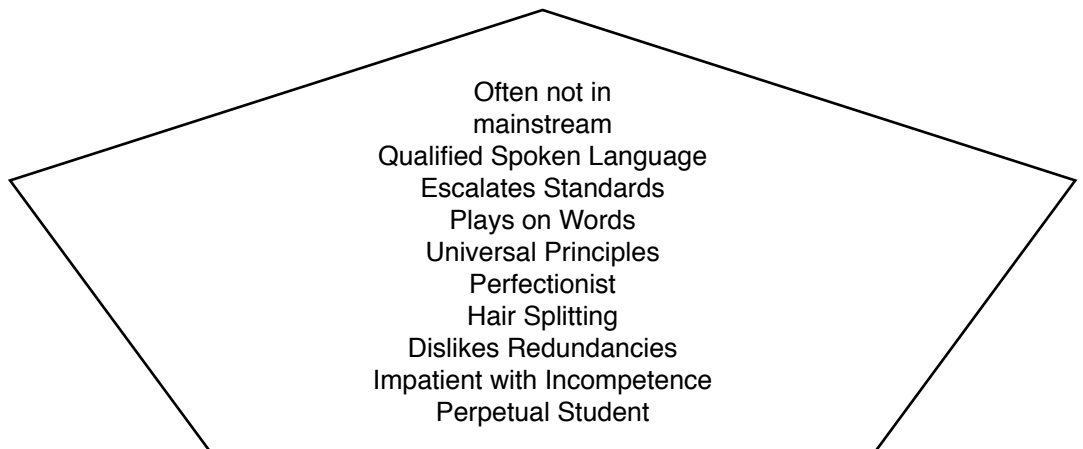
VALUES



ABILITIES



BEHAVIOUR



GREEN

QUEST	KNOWLEDGE & COMPETENCE
MOTTO - “KNOWING”	BE EXCELLENT IN ALL THINGS
VALUES	CURIOSITY, LOGIC, PLANNING, INNOVATIVE IDEAS, CONTROL, INFORMATION
STRENGTHS	RESEARCHING, CONCEPTUALIZING, STRATEGIZING, PROBLEM- SOLVING, INDIVIDUALISM
STRESSORS	INCOMPETENCE, POWERLESSNESS, ROUTINE, WAITING FOR OTHERS

BLUE

SELF

Wholeness

ESTEEM

Uniqueness

VALUES

Personal Relationships
Harmony
Ethics
Authenticity
Interaction
Unity
Cooperation

ABILITIES

Catalyst
Perceptive of Feelings
Good social skills
Natural Stroke Global Perspective
Verbal Expression
Persuasive

BEHAVIOUR

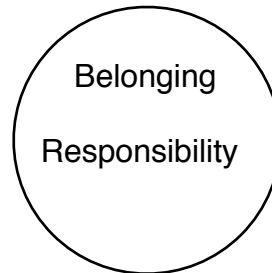
Romantic-Idealistic
Self-Improvement Vivacious Emotional
Dramatic Charismatic
"Cause" Oriented
Openness
Metamorphic
Persuasive
Self-Actualization

BLUE

QUEST	SELF-REALIZATION & INTEGRITY
MOTTO - "BECOMING"	TO THINE OWN SELF BE TRUE
VALUES	AUTHENTICITY, INTIMATE HUMAN RELATIONSHIPS, HARMONY, NURTURING CONTROL, INFORMATION
STRENGTHS	CATALYST, GOOD COMMUNICATOR, EMPOWERS OTHERS, INTUITION, OPTIMISM
STRESSORS	INSINCERITY, BETRAYAL, CONFLICTS, RULES MORE IMPORTANT THAN PEOPLE

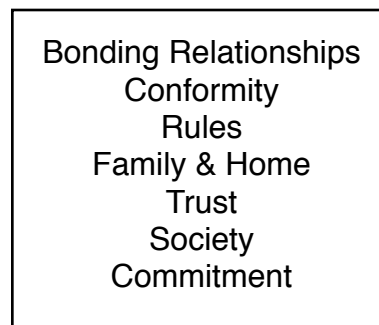
GOLD

DUTY

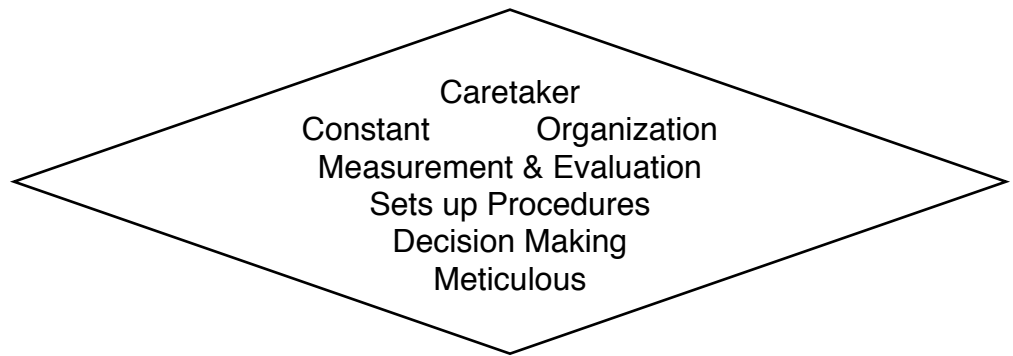


ESTEEM

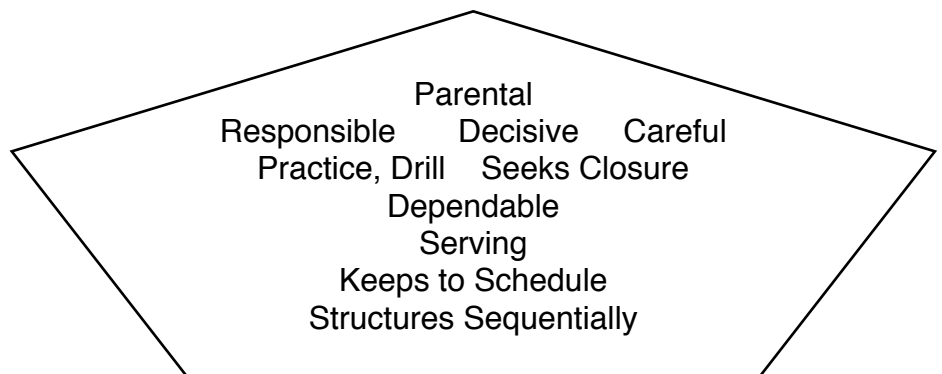
VALUES



ABILITIES



BEHAVIOUR



GOLD

QUEST	RESPONSIBILITY & STABILITY
MOTTO - "SERVING"	EARLY TO BED, EARLY TO RISE
VALUES	ORDER, TRADITION, RITUALS, BELONGING, SECURITY, DUTY
STRENGTHS	TAKING ON RESPONSIBILITY, TEAM PLAYER, GIVING, TANGIBLE APPRECIATIONS, STRONG SENSE OF FAIR PLAY
STRESSORS	DISORGANIZATION, DISOBEDIENCE, UNCLEAR DIRECTIONS, ABANDONMENT

IMPROVING PERSONAL RELATIONSHIPS

With a Bright Green By

- Recognizing their need for independence
- Valuing their abstract thinking
- Allowing them their privacy to think and to read
- Accepting their lack of romantic gestures
- Realizing their stress comes from fear of appearing foolish
- Allowing them to be self-critical
- Understanding that they esteem themselves by being competent
- Praising their ingenuity

With a Bright Blue By

- Making romantic gestures
- Having intimate talks
- Recognizing their need to contribute
- Providing the warm touch and embrace
- Reassuring your loving commitment
- Expressing your feelings
- Being open and responsive

With a Bright Orange By

- Recognizing their need for freedom
- Valuing their playfulness
- Helping them to think before they act
- Spontaneously playing with them
- Realizing their stress comes from lack of excitement
- Reinforcing their optimism
- Praising their skills
- Responding to their generosity

With a Bright Gold By

- Caring about their need for security
- Doing some reasonable planning
- Praising their responsible actions
- Remembering sentimental moments
- Acknowledging their stability
- Responding to important dates

IMPROVING JOB PERFORMANCES

Of a Bright Green By

- Assigning projects which require analytical thinking and problem-solving
- Discussing your 'big picture' with them and eliciting their universal outlook
- Inspiring them with your futuristic ideas and potentialities
- Respecting their inclination to go beyond the established rules of the system
- Taking their ideas to the next step and encouraging them to think independently
- Praising their inventiveness and their ingenuity
- Understanding their need to avoid redundancy and repetitive tasks
- Recognizing and appreciating their competence in the job

Of a Bright Blue By

- Creating a warm and personal working atmosphere
- Interacting as much as possible with openness and honesty
- Establishing a harmonious working environment and avoiding conflict and hostility
- Showing your support, caring and appreciation by offering a touch, a hug, or a handshake
- Allowing them the freedom to express feelings and the time to heal emotional wounds
- Making use of their natural gifts for communication, nurturing and people-oriented ideas
- Praising their imaginative and creative approach to the job
- Providing them with one-on-one feedback

Of a Bright Orange By

- Assigning projects which are action-packed and which require a hands-on approach
- Providing opportunities to be skillful and adventurous
- Using their natural abilities as a negotiator
- Allowing them the freedom to do the job in their own style and in non-traditional ways
- Keeping a good sense of humour and avoiding boredom while on the job
- Encouraging them to use their gifts and originality of flair
- Providing opportunities for job competition
- Allowing freedom of movement and understanding their preference for action over words
- Praising their performance and skillfulness while on the job

Of a Bright Gold by

- Assigning work which requires detailed planning and careful follow-through
- Defining tasks in clear and concrete terms
- Being punctual and reliable
- Providing a well-structured, stable work environment by avoiding abrupt changes
- Giving standard rules and regulations and setting a good example
- Sharing the responsibilities and duties of the work place and by taking the work ethic seriously
- Praising their neatness, organizational capabilities and efficiency
- Giving feedback every step of the way on any project to reassure them that they are on the right track
- Recognizing their need to be straightforward, dependable, responsible, and business-minded
- Giving tangible recognition for their work

WHAT TO LOOK FOR WHEN YOU ARE OUT OF ESTEEM

There are certain symptoms you can look for when you are having a bad day - chances are you are either out (or running out) of esteem. You can learn to recognize these characteristics, which are generally related to your particular colour grouping.

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 towards yourself and others

BLUE:

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

ORANGE:

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

GOLD:

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