TRUE COLORS:
A Personality Perspective

Facilitated by:
Division Chair/Dean Health and Wellness
Delta College
Univeristy Center, Michigan
djtraver@delta.edu
Objectives

• After completing this exercise, you will be able to:
  – Understand differences in self and others
  – Recognize unique skills and values in self and others
  – Understand how to communicate with others
  – Recognize the importance of having differences within an organization
Describe Yourself

For each horizontal row, identify which set of 3 words describes you **best**. Place a “4” in that box; place a “3” in the box by the words that next describe you; a “2” in the next; and a “1” in the box by the words that **least** describe you. Total your score for each column at the bottom.

<table>
<thead>
<tr>
<th>Active</th>
<th>Parental</th>
<th>Authentic</th>
<th>Versatile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunistic</td>
<td>Traditional</td>
<td>Harmonious</td>
<td>Competent</td>
</tr>
<tr>
<td>Spontaneous</td>
<td>Responsible</td>
<td>Compassionate</td>
<td></td>
</tr>
<tr>
<td>Competitive</td>
<td>Practical</td>
<td>Unique</td>
<td>Curious</td>
</tr>
<tr>
<td>Impetuous</td>
<td>Sensible</td>
<td>Empathetic</td>
<td>Conceptual</td>
</tr>
<tr>
<td>Impactful</td>
<td>Dependable</td>
<td>Communicative</td>
<td>Knowledgeable</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Loyal</th>
<th>Devoted</th>
<th>Theoretical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open-Minded</td>
<td>Conservative</td>
<td>Warmed</td>
<td>Seeking</td>
</tr>
<tr>
<td>Adventurous</td>
<td>Organized</td>
<td>Poetic</td>
<td>Ingenious</td>
</tr>
<tr>
<td>Daring</td>
<td>Concerned</td>
<td>Inspirational</td>
<td></td>
</tr>
<tr>
<td>Impulsive</td>
<td>Procedural</td>
<td>Determined</td>
<td></td>
</tr>
<tr>
<td>Fun</td>
<td>Cooperative</td>
<td>Complex</td>
<td></td>
</tr>
<tr>
<td>Exciting</td>
<td>Concerned</td>
<td>Philosophical</td>
<td></td>
</tr>
<tr>
<td>Courageous</td>
<td>Conventional</td>
<td>Principled</td>
<td></td>
</tr>
<tr>
<td>Skillful</td>
<td>Caring</td>
<td>Rational</td>
<td></td>
</tr>
</tbody>
</table>

**Total Score** 10  17  11  12
What’s Your COLOR?

If Column 1 Highest #
You’re Orange

If Column 2 Highest #
You’re Gold

If Column 3 Highest #
You’re Blue

If Column 4 Highest #
You’re Green
The Search to Explain...

<table>
<thead>
<tr>
<th>Theorist</th>
<th>Approx Date</th>
<th>Categories of Human Personality Group Names</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hippocrates</td>
<td>460 BC</td>
<td>Phlegmatic, Choleric, Melancholic, Sanguine</td>
</tr>
<tr>
<td>Carl Jung</td>
<td>1920</td>
<td>Feeling, Thinking, Sensation, Intuition</td>
</tr>
<tr>
<td>Myers/Briggs</td>
<td>1950s</td>
<td>ENFJ, INFJ, ENFP, INTJ, ENTP, INTP</td>
</tr>
<tr>
<td>Keirsey</td>
<td>1967</td>
<td>Apollonian (NF), Promethean (NT), Epimethean (SJ), Dionysian (SP)</td>
</tr>
<tr>
<td>Lowry</td>
<td>1978</td>
<td>Blue, Green, Gold, Orange</td>
</tr>
</tbody>
</table>
Why Use Colors?

- Color is a component of our learning process
- Certain colors influence our lives and guide us in varied directions
True Colors Philosophy

• Self-discovery and positive self-esteem
• We are driven by our human differences
• Expressing our true nature helps build self-esteem
Group Activity

• Directions:
  – Get together with others of the same color.
  – Identify at least 5 of your strengths and 5 of your stressors (things that the other colors do that causes your personality (color) stress).
Oranges’ Core Value

• Freedom
Oranges Characteristics

- Energetic
- Desires change
- Playful
- Master negotiator
- Natural entertainer
- Pushes boundaries
- Accepts challenges
- Self-confident

- Impulsive and spontaneous
- Just do it
- Appreciates immediate feedback
- Most productive in non-structured environments
Oranges' Strengths

- Able to take charge
- Negotiating
- Independence
- Trouble-shooter
- Direct
- Generous
- Carefree
Oranges’ Stressors

- Boredom
- Being on time
- Lack of humor
- Slow people
- Lack of money
- Car problems
- Predictability
- Unnecessary routine
- Sameness
Oranges' Stressors

- Paperwork
- Bureaucracy
- Criticism
- Negativity
- Nagging
- Inflexibility
- Unbending
- Waiting
- Traffic
Golds’ Core Value

• Responsibility
Golds' Characteristics

- Prepared
- Detailed oriented
- Punctual
- Strong sense of duty
- Conservative and stable
- Values family traditions
- Conscientious
- Belief in policies
- Well organized
- Strong “shoulds” and “should nots”
- Comfortable in structured environments
Golds’ Strengths

- Responsible
- Practical
- Belonging
- Loyal
- Concrete
- Dependable
- Organized
- Caring
- Punctual
Golds’ Stressors

- People who are always late
- Flaky people
- Slobs
- Lack of order
- Inefficiency
- Lack of leadership
- Non-cooperation
- Unreliable people
- Not knowing what is expected
Golds’ Stressors

- Being told what to do by others
- Procrastinators
- Waiting
- Loud people
- Disorganized people
- Change
- Inconsistency
- Not belonging
- Lack of control
Blues’ Core Values

- Relationships
- Self-expression
Blues’ Characteristics

• Caretakers
• Optimistic
• Passionate
• Enthusiastic
• Imaginative
• Cause oriented
• True romantics

• Cooperative rather than competitive
• Strong sense of spirituality
• People oriented
• Needs to be unique
• Peacemaker
Blues’ Strengths

• Communicating
• Imagining
• Mentoring
• Tolerance
• Creativity
• Listening
• Speaking
• Supportiveness
Blues' Stressors

- No hugs
- Judgmental people
- Lack of communication
- Disharmony
- Injustice
- Isolation
- Narrow-mindedness
- Paperwork and too many details
- Overly aggressive people
Blues’ Stressors

- Cruelty to children and animals
- Being lied to
- Conflict
- Tunnel vision
- Procedures/red tape
- Politics
- Bossy, negative people
- Arrogance
- Lack of support & integrity
Greens' Core Value

• Competency
Greens' Characteristics

• Complexity
• Standard-setter
• Cool, calm, collected
• Intellectual
• Analytical
• Work is play and play is work

• Need to have independence & private time
• Driven by competence
• Perfectionist
• Problem solving
• Cumbersome in social situations
Greens’ Strengths

• New ideas
• New technology
• Analytical
• Diagnosing
• Calm
• Abstract
• Investigative
• Logical
• Confidence
Greens’ Stressors

- Too many rules
- People who get in the way of executing strategy
- Incompetence in self or others
- Control
- Disorganization of system
- Rigidity
Greens’ Stressors

- People who don’t value knowledge and learning
- Lack of freedom
- Not knowing
- Off-task distraction
- Unfairness
- Committee meetings that have no point
Greens’ Stressors

- Unreasonable emotional outbursts
- Schedules that make no sense
- Welfare mindset
- No new horizons
- Policies and procedures
- Labels
- Stupid people
True Colors

• Questions????
Colors and Communication Styles
How Oranges Communicate

• Confident
• Loud
• Friendly (jargon)
• Quick to speak, esp. their opinion
• Interrupts others
• Switches subjects
• Straight to the point

• Blunt
• Fidgety
• Changes mind
• Switches gears
• Uses large motions
Communicating W/Oranges

- Be prepared to listen for straight content
- Give them an audience
- Recognize/reward their contributions
- Match their speaking speed
- Make it a challenge
- Be direct
- Lighten up
- Offer options
- Move with them
- Appreciate their flair
If You Are Orange

- Be aware of how you are coming across
- Remember, a pause does not equal a "YES"
- Identify others requirements
- Notice when you are exaggerating
If You Are Orange

- When listening to others, keep your mind focused
- Pause before making a commitment
- Praise others, too
- Use please & thank you when making requests or giving directions
- Find other oranges
Communicating W/Golds

- Give details
- Outline priorities
- Plan ahead
- Don’t jump topics
- Save surprises and novelty
- Treat everyone fairly
- Recognize their contributions
Communicating W/Golds

- Don’t interrupt!
- Take responsibility for your actions
- Ensure plans support the policies and procedures
- Acknowledge their hard work
- Avoid being loud & using exaggerated gestures
If You Are Gold

• Be aware of how hard you are driving yourself and others
• Have patience
• Investigate various choices
• Practice empathic listening
• Accept others
How Blues Communicate

- Friendly
- Helpful
- With feelings
- Optimistic
- Fosters harmony
- Empathetic

- Takes the time to relate to others
- Creative
- Indirect
- Reads between the lines
- Personal
Communicating W/Blues

• Acknowledge them
• Let them know you care
• Recognize their contributions
• Include them
• Have patience
• Make sure your body language matches the discussion
Communicating W/Blues

- Listen for feelings
- Let them share what they know
- Hear them out
- Use gestures of friendship
- Be tactful when offering feedback
If You Are Blue

• Recognize when you are reading too much into situations
• Speak up
• Recognize the difference between politeness and interest
• Seek out others like you
• Add “No” to your vocabulary
How Greens Communicate

- Purposeful
- Private
- No emotions
- Irritated by “stupid questions”
- Dislikes redundancy
- Seeks novelty

- Likes the big picture
- Establishes credibility before investing time
- Seeks info & facts
- Uses big words
- Ponders before answering
Communicating W/Greens

- Give them time to think
- Notice their humor
- Give the big picture
- Stick to logic
- Debate with them for fun
- Watch your vocabulary
- Don’t misinterpret their need for information as anything else
Communicating W/Greens

- Avoid small talk
- Understand & heed
- Recognize their contributions
If You Are Green

- Pay attention to other people’s needs
- Notice others’ requirements
- Allow emotions
- Learn to listen without fixing
- Save debate

- Notice when questions are misperceived
- Inform of your understanding
- Make time for your relationships
- Inform others when you need to process
Question...

- What would your team look like without the:
  - Oranges?
  - Blues?
  - Greens?
  - Golds?
Departmental Success

- All personalities (colors) are important for the success of an organization!
The Greatest Benefit

• One of the greatest benefits of knowing True Colors is the validation you get for your own style
Understanding

• True Colors is not an excuse for bad behavior

• Recognize what you can gain by brightening your other colors

• Just a little insight can help you understand the actions of others
Respect—Not Manipulation

• Pay attention to the needs of others, through the eyes of others, not only your own needs
• Respect vs. manipulation
Questions and Answers

• What questions may I answer for you?
References

• Showing Our True Colors
  Offset Solutions

• Following Your True Colors To The Work You Love
  Carolyn Kalil – ISBN 1-885221-94-0
  Book Partners, Inc.