



True Colors

A metaphor for understanding others



Hello

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True Colors

- Inventory designed to help you better understand yourself and others.
- You will identify a primary and a secondary color. These are your preferred styles.
- True colors is valuable for improving your effectiveness in working with others.



What Color Are You?

1. Rank each set of word clusters in each row from 1 to 4. (4=most, 1=least)
2. Once you have them ranked, total your answers at the bottom.
3. The color with the highest score is your primary color.
4. The color with the second highest score is your secondary color.
5. If you have a tie for either, choose the one with which you most identify.

In Your Groups

- Discuss your color group's best traits
- Discuss your color group's challenge areas.
- Choose a spokesperson to share the top 3 of each.

Green

See Self

- Superior intellect
- Tough-minded
- Efficient, powerful
- Original and unique
- Rational
- Great planner
- Calm not emotional
- Precise not repetitive
- Under control
- Able to find flaws objectively
- Holding firm to policy

Others See

- Intellectual snob
- Arrogant
- Afraid to open up
- Unappreciative,
- Stingy with praise
- Doesn't consider people in plans
- Critical, fault-finding
- Cool, aloof, unfeeling
- Eccentric, weird

How to Work with Greens

- Be aware of their curiosity about life
- Give things that challenge their problem-solving abilities
- Respect their need for independence
- Know they are caring even though they may not show it
- Respect their inventions & ideas
- Give them time to process information



Gold

See Self

- Stable
- Providing security
- Dependable
- Always have a view
- Efficient
- Realistic
- Decisive
- Executive type
- Good planner
- Orderly, neat
- Punctual, expect same

Others See

- Rigid
- Controlling, bossy
- Dull, boring
- Stubborn, pigheaded
- Opinionated
- System-bound
- Unimaginative
- Limiting flexibility
- Uptight
- Sets own agenda
- Rigid idea of time

How to Work with Golds

- Remember to be on time
- Try to be extra organized & efficient
- They are generous but like things returned
- Do what you say you will do
- Be dependable, loyal
- Respect their need for security



Blue

See Self

- Warm, caring, compassionate
- Likes to please people
- Trusting
- Romantic
- Spiritual
- Creative
- Idealistic
- People person
- Unselfish
- Empathetic
- Wanting harmony

Others See

- Overemotional
- Too trusting
- Mushy
- Hopelessly naïve
- Too nice
- Aloof
- Smothering
- Manipulative
- Ignores policy, create chaos
- Talks too much

How to Work with Blues

- Spend quality time one-on-one with them
- Be aware they wear their heart on their sleeve
- Listen to them as they listen to you
- Be supportive
- Share your thoughts & feelings
- Praise their imagination & creativity



Orange

See Self

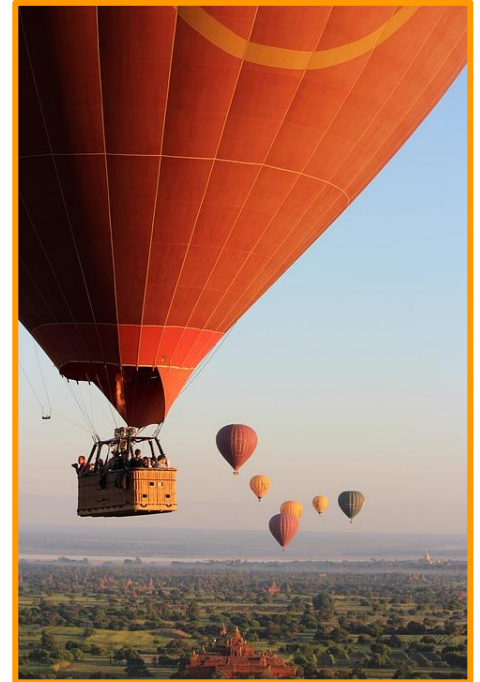
- Fun loving, enjoys life
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Hands on person
- Practical
- Problem solver
- Good negotiator
- Here and now person
- Eclectic

Others See

- Irresponsible
- Flaky
- Wishy-washy
- Not serious
- Spends time on things they enjoy
- Not interested in ideas
- Disobey rules
- Manipulative, not to be trusted
- Not able to stay on task
- Cluttered
- Indecisive

How to Work with Oranges

- Be active with them, don't slow them down
- Be spontaneous & fun
- Compete in fun when appropriate
- Be adventuresome & optimistic
- Be energetic and ready to go



In a nutshell...

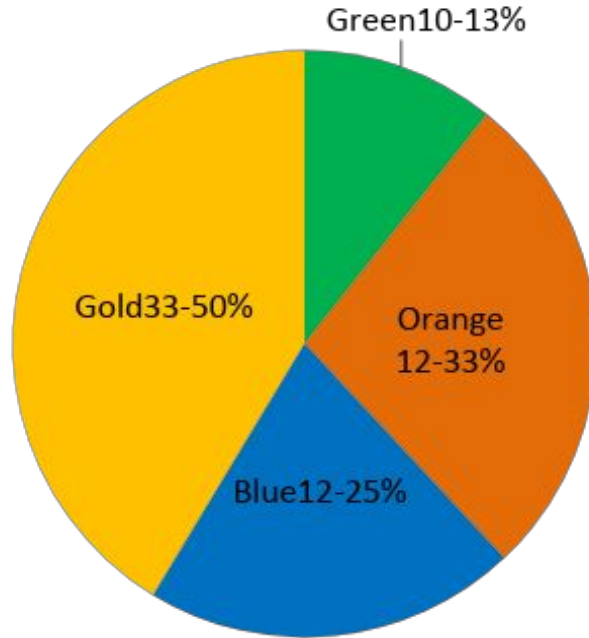
Green – “Why?”

Gold – “Be Prepared”

Blue – “How does that
make you feel?”

Orange – “Just do it”

Percentages of Population by Leadership Style



Have you ever...

- Encountered that one person with whom you just couldn't communicate?
- Had days when you felt like you were speaking a foreign language and no one else could understand what you were saying?
- Tried to communicate with a person, with whom you normally communicate well, but couldn't get them to see your side?



Don Lowry, creator of

True Colors

“Successful people know who they are & what their True Colors are... when you know what your core values & needs are & feel good about them, you can perform at your highest potential in every area of life. And when you share a working, mutual understanding of others’ core values and needs, you have the basis to communicate, motivate, & achieve common goals with utmost dignity, efficacy, & mutual respect.”

- Everyone has some of each color.
- We each have our strengths & our weaknesses.
- Try to play to each others ***strengths*** and consider how others approach ideas, projects, & communication.
- Use this information to become a better communicator & team player.

“Assume Positive Intentions”

