






Instructions: Compare all 4 boxes in each row. Do **NOT** analyze each word; just get a sense of each box. **Score each of the four boxes in each row from most to least as it describes you:**

4 = most, 3 = a lot, 2 = somewhat, 1 = least.

Row 1  4 = most, 3 = a lot, 2 = somewhat 1 = least	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 2  4 = most 3 = a lot 2 = somewhat 1 = least	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 3  4 = most 3 = a lot 2 = somewhat 1 = least	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions Ingenious
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 4  4 = most 3 = a lot 2 = somewhat 1 = least	M Follow Rules Useful Save Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 5  4 = most 3 = a lot 2 = somewhat 1 = least	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

Total Orange Score Add the boxes: A,H,K,N,S <input type="text"/>	Total Green Score Add the boxes: D,E,L,P,Q <input type="text"/>	Total Blue Score Add the boxes: C,F,J,O,R <input type="text"/>	Total Gold Score Add the boxes: B,G,I,M,T <input type="text"/>
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If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

Name: _____

Congratulations! You now know your color spectrum. Here are some general descriptions of each color:

Greens

- Are innovative and logical
- Seek to understand the world
- Need to be competent
- Require intellectual freedom
- Are curious
- Question authority
- Push themselves to improve
- Seek perfection in play
- May become intellectually isolated
- Are slow to make decisions
- Value concise communication
- Look for intellectual stimulation
- Enjoy intriguing discussions
- Are sometimes oblivious to emotions
- Are detached
- Believe work is play
- Are drawn to technical occupations
- Analyze and rearrange systems
- Focus on the future
- Bring innovation to society

Oranges

- Are free and spontaneous
- Are impulsive risk-takers
- Are active
- Are optimistic
- Resist commitment
- Can become virtuosos
- Thrive on crises
- Are drawn to tools
- Like to be the center of attention
- Have great endurance
- Are drawn to action jobs
- Need variety
- Are dynamic, animated communicators
- Are competitive
- Deal with the here and now
- Are bold in relationships
- Are generous
- Have difficulty finding acceptance
- Like to live in a casual atmosphere
- Bring excitement to society

Golds

- Are dutiful and stable
- Need to be useful
- Want to be self-sufficient
- Value organization
- Desire punctuality
- Schedule their lives
- Make and keep commitments
- Measure worth by completion
- Are goal-oriented
- Value rules
- Prepare for the future
- Are inclined to join groups
- Believe work comes before play
- Safeguard tradition
- Prefer order and cleanliness
- Are responsible and dedicated
- Are drawn to respected occupations
- Enjoy positions of authority
- Desire structure
- Bring stability to society

Blues

- Are in search of themselves
- Need to feel unique
- Must be true to themselves
- Look for symbolism
- Value close relationships
- Encourage expression
- Desire quality time with loved ones
- Need opportunities to be creative
- Compromise and cooperate
- Nurture people, plants and animals
- Look beyond the surface
- Share emotions
- Make decisions based on feelings
- Need harmony
- Are adaptable
- Are drawn to literature
- Are drawn to nurturing careers
- Get involved in causes
- Are committed to ideals
- Bring unity to society

Why It Matters in Our Workplace

- Helps us **understand differences** instead of being frustrated by them.
- Improves communication by helping you tailor your message to others' styles.
- Builds stronger, more respectful teams by recognizing everyone's strengths.
- Encourages empathy and patience—especially when navigating group projects or challenges.

What is the True Colors Personality Test?

- A simplified personality assessment that groups people into four color categories: **Blue, Gold, Green, and Orange.**
 - Based on temperament theory, it helps us understand our own style and how we interact with others.
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Blue – The Harmonizer

- Compassionate, empathetic, and relationship-oriented.
 - Strong communicators who value honesty, emotional connection, and team unity.
 - May avoid conflict and need affirmation in a supportive environment.
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Gold – The Organizer

- Responsible, dependable, and detail-oriented.
 - Values structure, rules, and consistency—thrives with clear expectations and timelines.
 - Often takes the lead on planning, follow-through, and keeping teams on track.
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Green – The Thinker

- Analytical, logical, and independent.
 - Motivated by problem-solving, innovation, and competence.
 - Prefers facts over feelings and likes autonomy in their work.
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Orange – The Doer

- Energetic, spontaneous, and action-driven.
 - Values freedom, fun, and variety—often the risk-takers and hands-on leaders.
 - Struggles with too much structure but brings creativity and excitement to the team.
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