



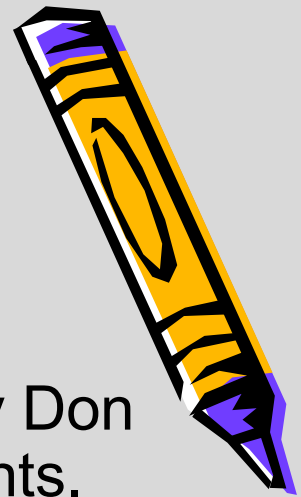
# What are your True Colors?

An Examination of Self and Others  
to Achieve Effective Working Relationships

References:

Miscisin, M. (2005). *Showing our True Colors*. Sacramento: True Colors, Inc.

# What Is True Colors?



- True Colors is a personality assessment first created by Don Lowry in 1978 identifying four basic human temperaments.
- Mary Miscisin based her book “Showing Our True Colors: A Fun, Easy Guide for Understanding and Appreciating Yourself and Others” from Lowry’s theory.



# Your True Colors Test



- Look at each row of horizontal categories of words. Rank the 4 categories from 1 to 4 (4 being most like you and 1 least like you).
- Go on to the next horizontal line of categories and do the same.
- Be cautious and make sure you rank these according to who you truly feel you are rather than who you would like to be.
- Using the letter formula at the bottom, add up the specified letters.
- Remember the purpose: this is not to stereotype people; this is to identify commonalities and differences, which will then help us collaborate and expand possibilities.



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.

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

<b>Total Orange Score</b> Add the boxes: A, H, K, N, S <b>5</b>	<b>Total Green Score</b> Add the boxes: D, E, L, P, Q <b>16</b>	<b>Total Blue Score</b> Add the boxes: C, F, J, O, R <b>11</b>	<b>Total Gold Score</b> Add the boxes: B, G, I, M, T <b>18</b>
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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.

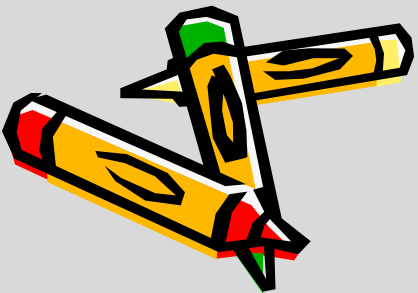
# The Results

A, H, K, N, S = ORANGE

B, G, I, M, T = GOLD

C, F, J, O, R = BLUE

D, E, L, P, Q = GREEN



# The Analysis



1. Your primary and most dominant: the characteristics listed for this number one spot indicate the ones you feel most comfortable operating with. These are the attributes you use when you are truly being yourself.
2. Your second color has a major influence on the first. In some cases, it shines as brightly as your dominant color (internal introvert vs. external extrovert).
3. This one does not make as much of an impact. Sorry, “third”!
4. Because these characteristics are least natural to you, you may admire them in others. Or, on the contrary, because they are the least natural, chances are that they are also the least understood, and therefore they are the characteristics that cause the most conflict with others. People often condemn what they themselves lack.



# What are you thinking?



Why are we here? (Green)

Cool! This sounds fun! (Blue)

What is this about? Where's  
the agenda, again? (Gold)

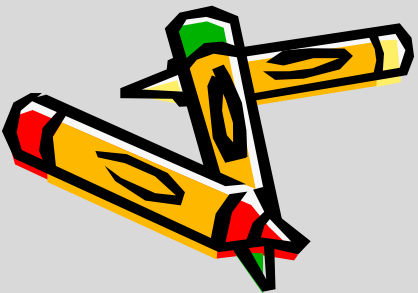
When does the entertainment  
portion of the day start?  
(Orange)



# BLUE

Whatever Blues decide to do with their lives, it must involve people!

- Caretaker
- Optimistic
- Passionate
- Enthusiastic
- Imaginative
- Cause oriented
- Peacemaker
- True romantic
- Needs harmony
- Cooperative rather than competitive
- Strong sense of spirituality
- People oriented



# Blue Strengths

Accepting  
Acting as a catalyst  
Communicating  
Cooperating  
Counseling  
Creating  
Guiding  
Imagination  
Intuition



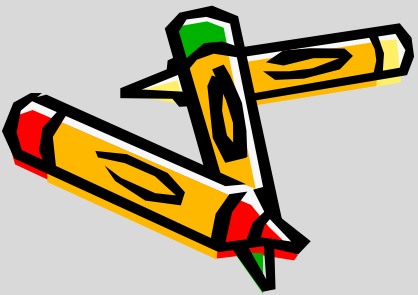
Leading  
Listening  
Mentoring  
Motivating  
Optimism  
Recruiting  
Speaking  
Supportiveness  
Teaching  
Tolerance  
Training



# Communicating with the Blue



- When Blues listen, they focus on more than words.
- Your message will not get through fully to a Blue if a relationship is not first established.
- Blues don't want to let anyone down, so we should be wary of overwhelming them.
- Blues may portray the opposite of what they are feeling.
- Blues get frustrated at the insincerity of the, "Hey, how are you?" ritual.
- Blues are saying right now, "This is so cool! I love how this will help me relate to other people!"



# The World vs. Blue



## Creating STRESS for Blues...

- Broken promises
- Too much negative criticism
- Deception
- Not discussing what is occurring
- Completing paperwork as a priority
- Clock-watching
- Conflict
- Placing the "system" as a priority above people
- Being constantly compared to others and not evaluated as an individual
- Too much conformity without outlets for individual expression

## Succeeding with the Blues...

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



# Good as Gold



- Prepared
- Loves to plan
- Detail-oriented
- Punctual
- Strong sense of duty
- Most comfortable with a structured environment

- Belief in policies
- Values traditions
- Conscientious
- Conservative and stable
- Well-organized
- Strong “shoulds” and “should nots”



# Gold Strengths

Accounting  
Belonging  
Caretaking  
Collecting data  
Contributing  
Coordinating  
Dispatching  
Family



Following directions  
Guarding  
Handling detail  
Organizing  
Planning ahead  
Securing  
Supervising



# Communicating with Golds

- Golds can come across as businesslike.
- In conversation, they want structure.
- Will rely on consistency.
- Golds listen for details.
- Golds are thinking right now, “Slow down! I am still writing notes on Blues!”



# The World vs. Gold

## Creating stress for Golds...

- Incomplete answers or ambiguous tasks
- Disorganization
- Too many things going on at one time
- Waste
- Non-conformity
- Changing details
- Haphazard attitude
- Lack of structure/direction

## Succeeding with Golds...

- Remember to be on time
- Try to be extra efficient and organized
- Follow the rules
- Do what you say you will do
- Be dependable and loyal
- Respect their need for security



# OUTRAGEOUS ORANGE



- Energetic
- Desires change
- Playful
- Master navigator
- Natural entertainer
- Pushes boundaries
- Accepts challenges
- Impulsive
- Spontaneous
- “Just do it!”
- Appreciates immediate feedback
- Most productive in non-structure environments



# Orange Strengths



Able to take charge  
Drawn to action jobs  
Carefree

Dealing with chaos  
Determination

Direct communicator  
Doing many things at  
once

Eclectic, diverse, changing

Going with the situation  
Hands-on

Keeping options open  
Negotiating

Proficient, capable

Receptive to opportunities  
Risk-taking

Trouble-shooting

Welcomes new ideas



# Communicating with Oranges



- Oranges are confident, loud, and casual
- “Now” oriented
- Oranges listen for entertainment, usefulness, and relevance
- They are constantly looking for opportunities
- They want forthright communication
- They are trying to accomplish a goal with all communication
- When talking to an Orange, encapsulate your information into bite-size pieces
- Give Oranges choices and ask for their suggestions



# The World vs. Orange

## Creating Stress for Oranges...

- Too much responsibility
- Redundancy
- Deadlines
- Rules and regulations
- Being stuck at a desk
- “How to” directions
- Too much attention to product and not enough to performance/results
- Abstract concepts



## Succeeding with the Orange...

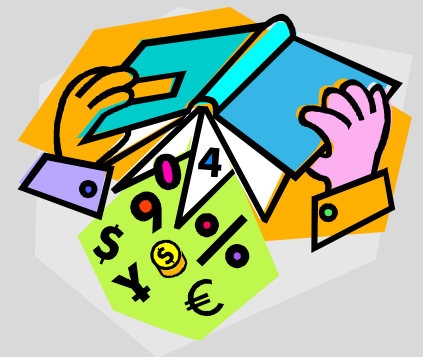
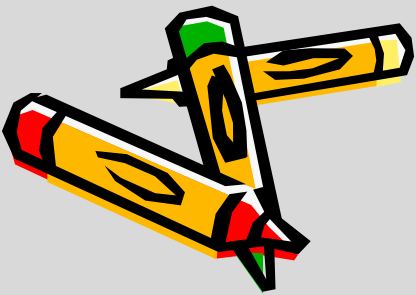
- Be active and don't slow them down!
- Be spontaneous and fun
- Compete in fun when appropriate
- Be adventuresome and optimistic
- Be energetic and ready to go!



# Feelin' Green

- Problem-solver
- "Why" mentality
- Very complex
- Standard-setter
- Cool, calm, collected
- Approaches interpersonal relationships in a logical manner

- Intellectual
- Work is play and play is work
- Need for independence and private time
- Driven by competence
- Perfectionist
- Analytical

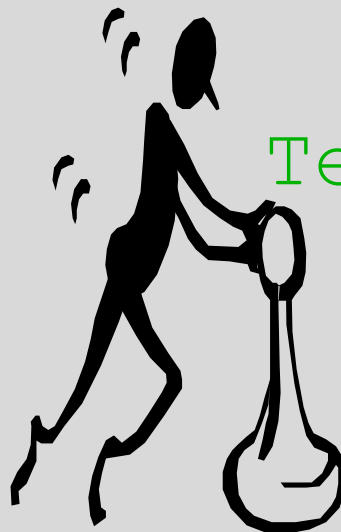


# Green Strengths



Analyzing  
Conceptualizing  
Confidence  
Designing  
Determination  
Developing  
Diagnosing

Intellectualization  
Inventing  
Mapping out  
Problem solving  
Reasoning  
Researching  
Technical know-how  
Thinking



# Communicating with Greens

- Greens communicate for the purpose of gaining or sharing information.
- Their favorite line is, “And your point is?”
- Greens listen for information and want to know the purpose for that particular communication.



- Greens usually don't show emotion.
- When talking to a Green, be prepared to defend your position!
- Greens are thinking now, “How will this help me with people, again? I don't need help with people. Why would I?”



# The World vs. Greens



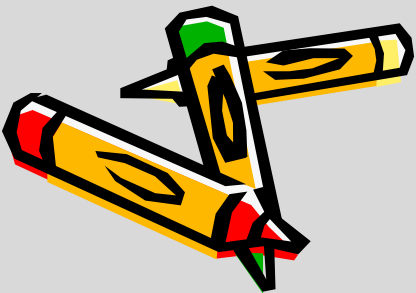
Creating stress for Greens...

- Not being in charge
- Lack of independence
- Elaborate use of adjectives
- Incompetence
- Emotional displays
- Lack of options
- Inability to use or display knowledge
- Small talk
- Routine
- Social functions



Succeeding with Greens...

- Be aware of their curiosity about life
- Give things that challenge their problem-solving abilities
- Respect their need for independence
- Know that they are caring even though they may not show their feelings much
- Respect their ideas



# Group Activity



You are the manager of your department and have noticed some difficulties of employee's communication and work styles within the department. You have the direct reports below. What suggestions do you have to help them work together as a team?

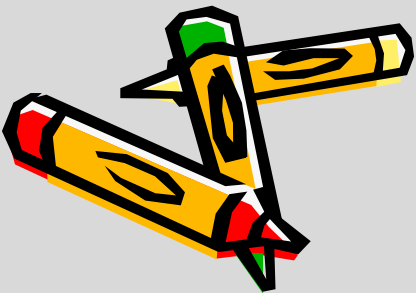
**Betty Blue:** Betty loves chatting about personal lives and wants everyone to talk about their feelings. Her co-workers think Betty is a little too sensitive.

**Greg Green:** Greg gets right to work and gets the job done. He often hurts Betty's feelings when he says, "get to the point, Betty..." Otto "burns his biscuits" because he rolls into work late every day without apology.

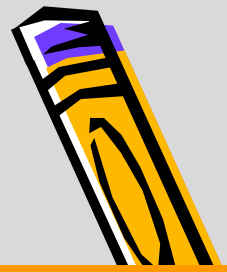
**Georgia Gold:** Georgia likes things orderly and according to policy. Her desk is always organized and she will not leave the office until her task list is complete. She is very annoyed by Otto's lackadaisical attitude toward the "rules."

**Otto Orange:** Otto feels he is the "next great thing." He is a go getter but doesn't like rules or schedules or people monitoring his work. He thinks Greg is a clock watcher.

More...Otto is most productive at night. He puts in a few extra hours at home. None of them know this information and Otto doesn't really care what they think...



# Friends on a Vacation



## Gold

- Organizes the trip weeks in advance.
- They packed based on researching the weather forecast.
- They cleaned their house and vehicle prior to leaving.
- They printed an itinerary for everyone.

## Green

- They take in everything like a sponge.
- They have a full history of every destination.
- They need time to decompress on their own at the end of the day.
- They have an alternative plan “just in case.”

## Blue

- Takes everyone’s feelings into account.
- Will defer to others for the good of the group.
- Will try to defuse any arguments.
- Will find more fulfillment in making happy memories.

## Orange

- Ready to go at a moments notice.
- Pack light and jump in with no preconceptions.
- Will spontaneously skip the plan.
- They are the first to try a new restaurant or experience.
- They will make any situation entertaining.

# Questions?

