

Finding your **True Colors**

Understanding your personality type &
using it to improve workplace
relationships

Background

Myers-Briggs (MBTI)

→ True Colors

Why True Colors?

- Knowing our own style, we can better understand our tendencies & reactions
- Knowing the styles of others, we can more appreciate differences & enhance relationships

Working with Your True Colors

	Gold	Green	Orange	Blue
Esteemed by:	Being of service	Insights	Recognition	Helping People
Appreciated for:	Accuracy & thoroughness	Their ideas	Creativity	Unique contributions
Validated by:	Appreciation of service	Affirming their wisdom	Visible results	Personal acceptance
At work they're:	Procedural	Pragmatic	Flexible	A Catalyst
Their specialty:	Results	Strategy	Energy	Relationships
Overall mood:	Concerned	Calm, cool, collected	Enthusiastic	Committed
Key Characteristics:	Responsibility	Ingenuity	Skillfulness	Authenticity

Identify Your Colors: Step 1

Read the description in each quadrant.
Rank them from MOST like you (4) to LEAST like you (1).

ORANGE



I'm a performer.
I need fun and excitement.
Life is a game.
I act on a moment's notice.
I live for the here and now.
I learn by DOING.

I need to be useful.
Rules must be followed.
I must get the job done.
I'm practical and punctual.
I respect authority.
I know what's right and wrong.

GOLD



BLUE



I look for significance in life.
I'm a romantic.
I want peace and harmony.
Follow your heart.
I'm caring and empathetic.
I bring out the best in others.

I'm a non-conformist.
I'm an independent thinker.
Work is play; play is work.
I'm a problem solver.
I'm intelligent and insightful.
My head rules my heart.

GREEN



Identify Your Colors: Steps 2 & 3

- Place the rankings from Step 1 across the first row of boxes.
- Move down the worksheet, ranking descriptions across each row, from MOST like you (4) to LEAST like you (1).
- Add each column from the top down. Make sure to ***include*** the top row to determine your TRUE COLORS.

Identify Your Colors: Steps 2 & 3

Place rankings from Step 1 into **FIRST** row of boxes

Move **ACROSS** each row, ranking descriptions -- **MOST** like you (4) to **LEAST** like you (1)

Add each column, including **TOP ROW** for your **TRUE COLORS**

	Orange 3	Gold 2	Blue 4	Green 1
Active Opportunistic Spontaneous	4	Parental Traditional Responsible 1	Authentic Harmonious Compassionate 3	Versatile Inventive Competent 2
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
TOTAL		TOTAL		TOTAL
	Orange	Gold	Blue	Green

Colors at a Glance: ORANGE

Oranges want to do things **now!**

Oranges like variety and to be spontaneous.

Oranges like to solve practical problems.

Oranges enjoy action, sports & sporting events.

Oranges are artisans and craftspeople; painters, sculptors, dancers, singers, actors and sometimes makers of fine furniture. As children, they were always on the move.

Colors at a Glance: GOLD

Golds are the keepers of our traditions.

Golds motivation is to belong.

Golds like look to the past to determine the future.

Golds enjoy family traditions like birthdays.

***Golds** are the record keepers, the inspectors and caregivers. They value membership in groups. As children, they were more willing to follow the rules. Most elementary teachers are Golds.*

Colors at a Glance: BLUE

Blues are searching for meaning in their life.

Blues motivation is to feel authentic.

Blues yearn for self-actualization.

Blues focus on people & relationships.

Blues are the peacemakers, and as children found conflict very stressful. They often work in careers that involve helping people, such as psychology, ministry or nonprofits.

Colors at a Glance: GREEN

Greens are always questioning the status quo.

Greens motivation is a quest for power through knowledge.

Greens strive for competency.

Greens may move on once they master a sport or activity.

***Greens** are inventors. They see the world as a set of systems and are very good at organizing for efficiency. As children, they were always asking “Why?”*

Same Color Groups

- What characteristics do you share with other group members?
- What are the strengths/weaknesses of your color?
- Share an example from the last week of a behavior demonstrating one of *your* color's attributes.

When True Colors are asked...

- Is the glass half empty or half full?

ORANGES at work...



I am bored with routine, structured jobs.

I am satisfied in careers which allow me freedom and independence.

I am a natural performer.

GOLDS at work...



I provide stability to my organization.

I have the ability to handle details which makes me backbone of my organization.

I believe work comes before play.

BLUES at work...



I am adept at motivating others.

I often work in arts, communications,
education or helping fields.

I have strong desire to influence others toward
living significant lives.

GREENS at work...



I am a conceptual and independent thinker.

I am drawn to constant challenges in careers.

Once I have perfected an idea, I prefer to move on & let others maintain the project.

ORANGE: Listening Style

**Is listening to understand the
agenda**

Needs topic to be relevant

GOLD: Listening Style

Is listening for the details

**Need to understand what is
expected of them**

BLUE: Listening Style

Is focusing on meaning not message

Tends to listen with all senses

GREEN: Listening Style

Is listening for information

Mentally is trying to solve problems

Different Color Groups

Move into new groups consisting of different colors.

When possible, all 4 colors should be represented in each group.

Fractured Phrases

- Identify which 'color' would likely say which phrase.
- Think about your 'color'. Discuss how the way *you* look at things effects your interactions with other 'colors'.

Strengths & Weaknesses of ORANGES in organizations

STRENGTHS

- Ability to do variety of tasks with ease
- Sense of urgency when the situation demands it
- Organizational troubleshooters

WEAKNESSES

- Disinterest in routine
- Being too present-oriented at expense of long term thinking

Strengths & Weaknesses of GOLDS in organizations

STRENGTHS

- Strong sense of responsibility & duty to organization
- They are their organization's backbones

WEAKNESSES

- Rigidity
- Narrow focus on meeting rules & regulations

Strengths & Weaknesses of BLUES in organizations

STRENGTHS

- Ability to persuade & cooperate
- Team Builders

WEAKNESSES

- Over-personalization of organizational problems
- Tendency to carry grudges

Strengths & Weaknesses of GREENS in organizations

STRENGTHS

- Ability to think systematically & strategically
- Natural Analysts

WEAKNESSES

- Tendency to make things more complex than necessary
- Impatience with incompetence

Wrap-up

I hope you have learned...

...some things about yourself.

...to work better with persons different than you.

...new information to bring to work settings.

...skills that can help work through differences.



Thank you!