

True Colors: 'Working' Your Colors

Utilizing your knowledge of color type
in the work setting

By Mary Miscisin

Why True Colors?

- Difference in styles can trigger conflicts
- Knowing our own style, we can better understand our tendencies & reactions
- Knowing the styles of others, we can more fully appreciate differences & enhance working relationships

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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 in the first row of boxes.
- Move across each row, ranking the descriptions from MOST like you (4) to LEAST like you (1).
- Add each column up & 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

Same Color Groups

- What characteristics do you share with other group members?
- 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?

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.*

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?”*

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.

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.

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.

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.

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.

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.

Communication

"I know you think you understand what you thought I said, but I'm not sure you realize that what you heard is not what I meant."

GOLDS are generally respectful & responsible. They listen for details so they know what their part is. They size up a situation for what would be most appropriate before responding.

GOLD COMMUNICATION

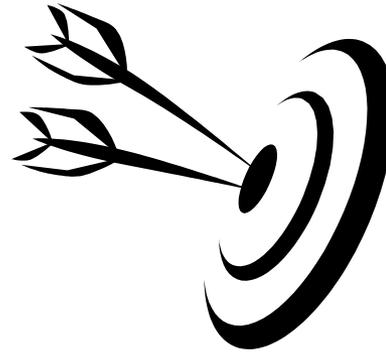
- Purposeful
- Plans ahead
- Respectful
- Appropriate
- Supportive of policies & rules
- Detail-oriented
- Chronological
- Loyal & Devoted



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TIPS FOR TALKING TO A GOLD

- Be prepared
- Give details
- Be consistent
- Show respect
- Don't interrupt
- Recognize their contributions
- Stay on target



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GREENS for the most part, communicate for the purpose of gaining or sharing information. During a conversation, their attention is usually focused on the matter at hand, not on the relationship.

GREEN COMMUNICATION

- Logical and Objective
- Includes Facts & Information
- Wry Sense of Humor
- Big Picture
- Conceptual
- Questioning
- Critiquing



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TIPS FOR TALKING TO A GREEN

- Allow them time to ponder
- Skip the "small talk"
- Avoid redundancy
- Give big picture then fill in details (if asked)
- Don't misinterpret their need for info as interrogation



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ORANGES generally want to share their opinion the minute it hits their mind. Interested in taking action and being expedient, they may skip the softeners and go straight for the "punch-line".

ORANGE COMMUNICATION

- Casual & playful
- Spontaneous
- Now-oriented
- Fast-paced
- Changes subjects quickly
- Straightforward
- Active & involved
- Mobile



TIPS FOR TALKING TO A ORANGE

- Use “sound bites“
- Move with them while they multitask
- Appreciate their flair
- Allow options and flexibility
- Lighten up

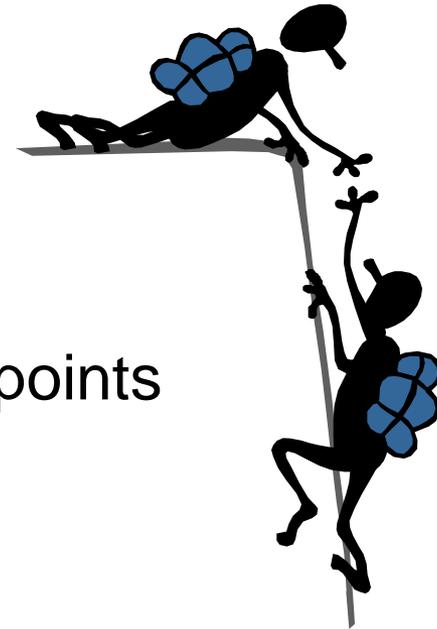


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A BLUE'S world revolves around people, relationships, & fostering growth in themselves & others. They first focus their attention on establishing a relationship or reconnecting with the person. The information they wish to convey is woven into this relationship-building endeavor.

BLUE COMMUNICATION

- Friendly
- Helpful
- Empathetic
- May use metaphors to embellish points
- Optimistic
- Expressive with emotion
- Fosters or maintains harmony



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TIPS FOR TALKING TO A BLUE

- Acknowledge them
- Show appreciation
- Include them
- Have patience
- Don't "bark" orders



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Time Management

**“The bad news is time flies.
The good news is you're the pilot.”**

-Michael Altshuler

Time Management - GOLDS

- Pay attention to details
- Plan ahead and are prepared
- Punctual and predictable

Biggest Stressors - GOLDS

- Unexpected changes & sudden last minute situations
- Not having time to plan
- When others don't follow the rules

Time Management - GREENS

- Make decisions based on facts
- Need time to review all information
- Good at creating strategies to prioritize & complete tasks

Biggest Stressors - GREENS

- Wasting time with idle chit-chat
- Deciding without enough information
- Having to rush to produce something to meet another's timeline

Time Management - ORANGES

- Underestimate how long it takes to do something
- Like working on several things at the same time
- Thrive on change/hate routine

Biggest Stressors - ORANGES

- Distractions
- Boredom with dull or routine tasks
- Missed deadlines or lack of follow-through

Time Management - BLUES

- Consider relationships top priority
- Are frequently over-committed
- Make decisions based on how it affects others

Biggest Stressors - BLUES

- Being overextended
- Saying "no"
- Allowing personal situations to supersede work schedules

Shopping Quiz

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Well HI THERE!
These look DELICIOUS!



HORRIBLE!...
But I don't want
to hurt her FEELINGS!



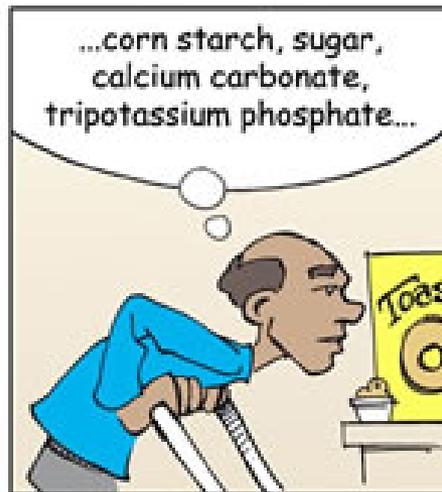
I'll take a box!
Thank you SO much!



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I'm STARVING...
HELLO! FREE COOKIES!!



Uuuugggghh!!!
DISGUSTING!!!



Worst cookie EVER!...
HELLO! FREE CHEESE!!



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Winning at Work: Additional Tips for your Color Type

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GOLDS

- Know when enough is enough**
- Focus on what you really can control**
- Be prepared for change**

BLUES

- o Resist urge to be everything to everyone**
- o Foster growth in others**
- o Take a stand**

ORANGES

- ✓ **Stay focused**
- ✓ **Follow the rules**
- ✓ **Get organized**

GREENS

- **Smile**
- **Put off procrastination**
- **Find diplomatic ways to prevent others from infringing on your time**

Different Color Groups

- How might an office environment improve it's functioning by understanding and utilizing the staff's color traits?
- How might you speak differently with a '*different color*' colleague in light of the communication tips we learned?

Wrap-up

I hope you have learned...

...new traits about your color.

...to communicate better with people at work.

**...helpful time management skills AND
ways to embrace other colors so you can be
more collaborative & effective at work (and
shopping...)**

Thanks!

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