What is True Colors?

- A model for understanding yourself and others based on your personality temperament
- 4 Colors are used to differentiate the four central personality styles
  - Gold, Green, Blue, and Orange
Use the “True Colors Quiz” on Canvas

Directions on how to calculate your scores on following slides
Finding Your Color

- Compare each “Box” and get a sense of the words in each lettered grouping
- Rank the groupings in each box using 1-4: 4 being the most like you and 1 being least like you
- Within each box, use the the numbers 1-4 one time each

<table>
<thead>
<tr>
<th>Box One</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
</tr>
<tr>
<td>active</td>
</tr>
<tr>
<td>opportunistic</td>
</tr>
<tr>
<td>spontaneous</td>
</tr>
<tr>
<td>B</td>
</tr>
<tr>
<td>parental</td>
</tr>
<tr>
<td>traditional</td>
</tr>
<tr>
<td>responsible</td>
</tr>
<tr>
<td>C</td>
</tr>
<tr>
<td>authentic</td>
</tr>
<tr>
<td>harmonious</td>
</tr>
<tr>
<td>compassionate</td>
</tr>
<tr>
<td>D</td>
</tr>
<tr>
<td>versatile</td>
</tr>
<tr>
<td>inventive</td>
</tr>
<tr>
<td>competent</td>
</tr>
</tbody>
</table>
Finding Your Color (cont.)

Once you have completed the rankings on each Box, the scores rankings will be added up in the following way:

Orange = A + H + K + N + S

Gold = B + G + I + M + T

Blue = C + F + J + O + R

Green = D + E + L + P + Q
The Colors at a Glance

Oranges - Artisan
- Their strengths include their ability to do a variety of tasks with ease and their sense of urgency when the situation demands it. These are the organizational troubleshooters. Their weaknesses include their disinterest in routine and being too present-oriented, at the expense of long-term thinking.

Gold - Guardian
- Their strengths include their strong sense of responsibility and duty to the organization. These are the organization’s backbone. Their weaknesses include their rigidity and narrow focus on meeting rules and regulations.

Blues - Idealist
- Their strengths include their ability to persuade and cooperate. These are the team builders. Their weaknesses include an over-personalization of organizational problems and their tendency to carry grudges.

Green - Rational
- Their strengths include their ability to think systematically and strategically. These are the natural analysts. Their weaknesses include their tendency to make things more complex than necessary and their impatience with incompetence.
ORANGE

- Self-Confident
- Accepts Challenges
- Makes Quick Decisions
- Immediate Results
- Enjoys Solving Problems
- Desires Change
- Competitive
- Independent
- Takes Initiative
- Seeks High Visibility

- Practical
- Able to Act in Crisis
- Great Negotiator
- Creative/Inventive
- Quick-witted/Humorous
- Likes Tangible Rewards
- Questions Status Quo
- High Need for Mobility/Variety
- Direct/Clear Communication
GOLD

- Well Organized/Orderly
- Performs Consistently/Predictably
- Develops Specialized Skills
- Creates a Stable Work Environment
- Dependable & Reliable
- Supportive of Work Requirements
- Perfectionistic about Procedures
- Important to “Be Prepared”

- Respects Authority & Rules
- Prefers a Structured Environment
- Conservative & Stable
- Will Implement, Execute, & Follow Through
- Strives for a Sense of Security & Values Order
- Shows Loyalty
- Detail & Service Oriented
- Belief in Policies
BLUE

- Contacts & Relates Well to Others
- Makes a Favorable Impression
- Creates a Motivational Environment
- Good Group/Team Participant
- Enthusiastic & Persuasive
- Stimulating & People Oriented
- Optimistic/Mediator
- Sensitive to the Needs of Others
- Appreciates Harmony
- Encourages Others
- Empathic & Growth Oriented
- Inspirational & Imaginative
- Animated & Expressive
- Empathic & Engaging
GREEN

- Standard Setter
- Visionary/Futurist
- Perfectionistic/Quality Conscious
- Explores All Facets before Making Decisions
- Uses a Systematic Approach to Situations/Activities
- Persistent/Conscientious
- Competent/Knowledgeable
- Thinks Analytically

- Seeks Information
- Intellectual/Insightful
- Theoretical/Conceptual
- Seeks the “Big Picture”
- Very Complex
- Can Never Know Enough
- Appears Cool, Calm, & Collected
- Needs Independence/Private Time
- Inquisitive/Philosophical/Serious
Reflection Questions

- Which characteristics do you think accurately describe you?
- Are there any traits you disagree with?
- How has your color been present in your transition to college?
- What are your color’s strengths? What makes you feel successful or satisfied?
- What are its weaknesses? What makes you feel challenged or stressed?
- What is one thing that is misunderstood about your color?
Working with Different Colors

- What might the different colors value in a supervisor? a co-worker? a mentor?
- What roles would different colors take in a group assignment?
- How might conflict arise between people of different colors?