Colors Speak Louder Than Words: True Colors Personalities and the Impact on Others

Facilitators: Dana Miller & Mary Perrine
Invest in relationships not because you want something but because you want to build something!

-Jon Gordon
"The strength of the team is each individual member. The strength of each member is the team."

--Phil Jackson

Source: "Showing Our True Colors" Mary Miscisin
Human nature to judge individuals by what “I” would do in that situation. Natural tendency to regard another’s approach as the “wrong way.”

Caution not to stereotype—which is restrictive. Colors helps to identify commonalities and differences which EXPANDS possibilities and INCREASES understanding and appreciation.
Careful not to oversimplify.
People are a blend of colors; to form endless combinations.

True Colors is a way to recognize our GIFTS! Use it to build rapport, open lines of communication, enhance relationships, and bring out the best of everyone.

I see your true colors shining through...
and that’s why I love you!

Cyndi Lauper
“Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.”

-Mattie Stepanek
Read the descriptive words arranged in five rows. In each row, score yourself by entering a 1 for the set of words MOST like you and 4 for those LEAST like you.

When done, add the totals down each column for a total for each lettered section.
<table>
<thead>
<tr>
<th>Rank Across the Rows from 1 (most like you) to 4 (least like you)</th>
<th>A: Total this column:</th>
<th>B: Total this column:</th>
<th>C: Total this column:</th>
<th>D: Total this column:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Agreeable Caring</td>
<td>Loyal Traditional</td>
<td>Flexible Resourceful</td>
<td>Active Daring</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Responsible</td>
<td>Capable</td>
<td>Spontaneous</td>
<td></td>
</tr>
<tr>
<td>Unique Affectionate Open</td>
<td>Practical Sensible</td>
<td>Curious Conceptual</td>
<td>Competitive</td>
<td></td>
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<tr>
<td></td>
<td>Dependable</td>
<td>Knowledgeable</td>
<td>Impatient Practical</td>
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</tr>
<tr>
<td>Devoted Sensitive Poetic</td>
<td>Parental Reasonable</td>
<td>Theoretical Questioning</td>
<td>Realistic</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Organized</td>
<td>Creative</td>
<td>Open-Minded</td>
<td></td>
</tr>
<tr>
<td>Tender Many Ideas Dramatic</td>
<td>Concerned Methodical</td>
<td>Determined Complex</td>
<td>Opportunistic</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cooperative</td>
<td>Calm</td>
<td>Impulsive Fun</td>
<td></td>
</tr>
<tr>
<td>Energetic Warm Sympathetic</td>
<td>Orderly Conventional</td>
<td>Thinking Principled</td>
<td>Exciting Courageous</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Caring</td>
<td>Rational</td>
<td>Skilled</td>
<td></td>
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</tbody>
</table>
You will be viewing a series of 4 pictures.

After viewing the pictures, you will be asked to rank them in order of interest from

1 (*most drawn to) to
4 (*least interested in).
Which picture do you most relate to?

A:

B:

C:

D:
Read About Yourself

Section 3

- Read the set of descriptors in each block
- After reading the squares, you will be asked to rank them in order of interest from
  - 1 (*most drawn to) to
  - 4 (*least interested in).
<table>
<thead>
<tr>
<th>A.</th>
<th>B.</th>
</tr>
</thead>
</table>
| ● I need to feel unique and authentic.  
 ● I look for meaning and significance in life.  
 ● I need to contribute, to encourage, and to care.  
 ● I value integrity and unity in relationships.  
 ● I am a natural romantic, a poet and a nurturer. | ● I follow the rules and respect authority.  
 ● I have a strong sense of what is right and wrong in life.  
 ● I need to be useful and to belong.  
 ● I value home, family and tradition. |

<table>
<thead>
<tr>
<th>C.</th>
<th>D.</th>
</tr>
</thead>
</table>
| ● I seek knowledge and understanding.  
 ● I live life by my own standard.  
 ● I need explanations and answers.  
 ● I value intelligence, insight, fairness and justice.  
 ● I am a natural non-conformist, a visionary and a problem-solver. | ● I act on a moment’s notice.  
 ● I consider life as a game, here and now.  
 ● I need fun, variety, stimulation and excitement.  
 ● I value skill, resourcefulness and courage.  
 ● I am a natural troubleshooter, a performer and a competitor. |
Identify Your True Color

- Add the totals of each letter from the three tasks.
- Each letter represents one of the four personality tendency colors.

A: Blue       B: Gold       C: Green       D: Orange

- Your LOWEST score shows your primary or brightest color; the one MOST like you. The highest score represents the color LEAST like you.
- If you have a tie, pick the one you think is most like you.
Understand Your **SPECTRUM**

**First** = most dominant; the one you use when able to be your most natural self.

**Second** = As meaningful as your first, major influence on your first; especially if your first shines inward.

**Third** = Not as obvious to you but traits that come in handy.

*Sometimes if your first color is rather dominate, they can be almost interchangeable.*

**Fourth** = One you admire most in others, least understood. Careful not to criticize.

**Rainbow** = Everyone has all four, life experiences, have worked to develop non-dominant, transition periods in life. Not yet in touch with real self.
Do you shine INWARD or OUTWARD?

- Outies’ colors are usually easy to see and guess.
- Innies’ use their dominant to process internally so we may see their second color more readily.
- So, often it’s important to refer to people’s first two colors for a better understanding.
Understanding Your Color
What Do You Value?
Blue Core Values = Relationships & Self-Expression

- Caretaker/Sensitive to others' needs - A Feeler
- Optimistic/Encourages others - Values Integrity and Unity
- Passionate - Intoxicated by their interests. Throw their heart and sole into it.
- Enthusiastic
- Likes everyone around them to be happy and comfortable
- Imaginative
- Cause oriented
- True Romantic
- Needs to be Unique and Authentic
- Cooperative rather than Competitive
- Strong sense of spirituality
- Peacemaker
- Enjoy being needed and liked.

Whatever BLUES decide to do with their lives, it MUST involve people.
Gold Core Value = Responsibility

- Strong sense of loyalty to family and the organization
- Detail oriented, needs particulars that others may never think of.
- Strong sense of duty; can be counted on to implement, execute and follow through
- Belief in policies, likes rules and procedures
- Likes an orderly, consistent, structured environment-need to know what to expect
- Value stability, conservative
- Prepared/loves to plan
- Values family traditions
- Punctual
- Strong shoulds and should nots
- Work before play

Derive a great deal of satisfaction from being useful and RESPONSIBLE.
Orange Core Value = Freedom

- Need great deal of FREEDOM and flexibility in relationships and work.

- Straightforward in communication
- Energetic
- Desires Change
- Playful-interested in process of achieving goal as much as achieving it.
- Master negotiator
- Natural entertainer
- Pushes boundaries
- Accepts challenges
- Impulsive/Spontaneous
- Just do it attitude
- Appreciates Immediate Feedback
- Most productive in unstructured settings
- Self-Confident
Driven by **COMPETENCE**, proficient and capable, feels rewarded when job is done well. Strives for expertise in field.

- Problem solvers—diligently work to find ways to accomplish a task
- “Why” mentality—needs to know the logic behind decisions
- Very complex, global, big picture thinker
- Visionary, future idea person
- Cool, calm and collected. Considers expressing feelings as getting in the way.
- Intellectual; decides objectively
- Work is play and play is work
- Need for independence and private time
- Perfectionist
- Analytical
- Approaches interpersonal relationships in a logical manner
Who Are You as a Teacher?
Blue Teachers...

- expect their students to express their views.
- easily assume a "family spirit".
- teachers work to develop the student’s potential.
- are student oriented.
- use a democratic, unstructured approach.
- encourage change via the student’s potential.
- expect students to develop to their full potential.

Video for Learners About Being Blue
Gold Teachers...

- expect punctuality, order and loyalty.
- assume there is a right way to do things.
- seldom question tradition.
- are rules orientated.
- have a detailed and thorough approach.
- are threatened by change.
- need prolonged time to initiate any change.
- expect teachers, parents and students to “play” their role.

Video for Learners About Being Gold
Orange Teachers...

- expect quick action and response.
- assume everyone to be flexible.
- work in the here and now.
- are very performance oriented.
- take a flexible approach.
- welcome change and institute it very quickly.
- expect colleagues and students to “make it fun” and “have fun”.
- use humor as a tool.
- communicate very directly.
Green Teachers...

- expect intelligence and competence.
- assume the relevancy of a task.
- seek ways to improve the system.
- are visionary and analytical.
- encourage change for improvement.
- are constantly “in-process” of change.
- expect students to follow through.
What You Need From Another Color
Turn to a BLUE for...

- Validation-praise, acceptance, understanding
- Understanding the effects on others
- A confidant/friend
- A Mentor
- Cheering-up
- Help
- Creative ideas
- Training/sharing
- Affection
- Teamwork
Turn to a GOLD for...

- Planning & Organization
- Responsibility
- Trust
- Details
- Knowing the rules/policies
- Tradition
- Fairness
- Value orderliness
- Accuracy-check and double check work
- Supervision-easily take on leadership roles and will direct and motivate others to appropriate action
Turn to an ORANGE for...

- Leadership
- Troubleshooting
- Tasks requiring risks and chance
- Fun Ideas/Entertainment
- Action
- Flexibility & Variety
- Competition
- Straight Answers
- Negotiation
- Hands on
Turn to a GREEN for...

- Ideas - Big picture, can create masterpieces from mud!
- Logical explanations/Information. Storehouses of info!
- Firmness - since very objective, will hold their ground without feeling threatened.
- Objective decision makers; weigh pros and cons, keep emotion out of decisions
- Technology - most likely to have the most intense interest
- Critique - like to spot what can be improved, ask for their feedback
- Competence - strive for brilliance
- Tenacity
- Get something fixed; invent or create something
How Colors Might Appear on a Bad Day
On a Bad Day a BLUE May...

- Cry or pout
- Become angry—yell and scream
- Appear depressed
- Withdraw
- Quietly refuse to do work
- Day dream
- Fish for compliments

How do you deal with a BLUE on a bad day?
On a Bad Day a GOLD May...

- Be demanding
- Become obsessive compulsive
- Act picky
- Become bossy
- Act like they are better than others
- Appear anxious or worried
- Appear depressed or tired

How do you deal with a GOLD on a bad day?
On a Bad Day an ORANGE May...

- Act rudely
- Challenge and/or break the rules
- Loudly act-out
- Lie or cheat
- Become verbally abusive
- Become physically aggressive
- Make bad decisions

How do you deal with an ORANGE on a bad day?
On a Bad Day a GREEN May…

- Become critical of others
- Appear skeptical of ideas or others
- Become withdrawn
- Act picky
- Become sarcastic
- Refuse to obey and/or cooperate

How do you deal with a GREEN on a bad day?
in PRACTICE
ELEMENTARY

Not Walking in Line

How does each group handle it?
SECONDARY

Tardies

How does each group handle it?
STAFF

Change in the schedule

How does each group handle it?
“A group becomes a team when each member is sure enough of himself and his contribution to praise the skills of others.”

—Norman Shidle
True Colors is a way to recognize our GIFTS! Use it to build rapport, open lines of communication, enhance relationships, and bring out the best of everyone.
FOLLOW-UP DISCUSSION

- How does your color impact your decision making, your point of view, your reactions, your interactions, etc.?
- How can you feed your color in the workplace?
- How can you feed each other’s colors in the workplace?
- How can you capitalize on each other’s colors to build the climate in your school?
- How does knowing your color and your learner’s colors help you to better understand one another?
RESOURCES

- Learner True Colors Assessment
- More Color Info
- Additional Information