True Colors

Developing Leadership Skills

Presented by:
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What is True Colors?

• Inventory designed to help you better understand yourself and others.

• Awareness Activity used
  • to promote individual differences.
  • become more aware of your personality
  • Understand the preferred style of others
True Colors History

Developed in 1978 by Don Lowry after studying the work of David Keirsey. Adapted Keirsey’s four personality types to colors based on existing research on the effects of colors on people (green=calming, etc.) and common language used to describe people’s personality (i.e.: “true blue”, “good as gold”).
True Colors Basics

- Each color is reflective of your personality.
- MOST identify with a primary and a secondary color. These are your preferred styles.
- The colors you do not choose will have some characteristics that are representative of you; however, it is not your preferred style.
- True colors is valuable for improving your effectiveness in working with others.
What Color Are You?

Row 1
A
- Active
- Variety
- Sports
- Opportunities
- Spontaneous
- Flexible

B
- Organized
- Planned
- Neat
- Parental
- Traditional
- Responsible

C
- Warm
- Helpful
- Friends
- Authentic
- Harmonious
- Compassionate

D
- Learning
- Science
- Quiet
- Versatile
- Inventive
- Competent

Score 4

Score 1

Score 3

Score 2

Row 5
Q
- Rules
- Useful
- Save Money
- Concerned
- Procedural
- Cooperative

R
- Free
- Winning
- Daring
- Impulsive
- Risk Taker

S
- Getting Along
- Feelings
- Tender
- Inspirational
- Dramatic

T
- Solving Problems
- Perfectionistic
- Determined
- Complex
- Composed

Score

Score

Score

Score

Score

Score
Once you have finished ranking the words...

• Add the numbers for each section and write it in the “Total Orange Score” “Total Green Score”, etc. You should have 4 numbers

• The highest number indicates your color spectrum. Read through some general descriptions of your color, as well as other colors.
Divide Into Color Groups

**Green**: Northeast Corner

**Gold**: Northwest Corner

**Blue**: Southeast Corner

**Orange**: Southwest Corner
Think of working or your PERFECT organizational environment:
What do you need?
What do you value?
ALSO...
What are stressors?
I work best when...
“I seek knowledge and understanding. I live life by my own standard. I need explanations and answers. I value intelligence, insight, integrity, and justice. I am a natural non-conformist, a visionary, and a problem solver.”
Green

**See Self**
- Superior intellect
- 98% right
- Tough-minded
- Efficient, powerful
- Original and unique
- Rational
- Great planner
- Calm not emotional
- Precise not repetitive
- Under control
- Able to find flaws objectively
- Holding firm to policy

**Others See**
- Intellectual snob
- Arrogant
- Afraid to open up
- Unappreciative,
- Stingy with praise
- Doesn’t consider people in plans
- Critical, fault-finding
- Cool, aloof, unfeeling
- Eccentric, weird
How to Work with Greens

• Be aware of their curiosity about life

• Give things that challenge their problem-solving abilities

• Respect their need for independence

• Know they are caring even though they may not show it

• Respect their inventions and ideas

• Give them time to process information
“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. I am a natural preserver, a good citizen, and helpful.”
Gold

See Self

• Stable
• Providing security
• Dependable
• Firm
• Always have a view
• Efficient
• Realistic
• Decisive
• Executive type
• Good planner
• Orderly, neat
• Punctual, expect same

Others See

• Rigid
• Controlling, bossy
• Dull, boring
• Stubborn, pigheaded
• Opinionated
• System-bound
• Unimaginative
• Limiting flexibility
• Uptight
• Sets own agenda
• Rigid idea of time
How to Work with Golds

• Remember to be on time
• Try to be extra organized and efficient
• They are generous but like things returned
• Do what you say you will do
• Be dependable, loyal
• Respect their need for security
“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.”
Blue

See Self

- Warm, caring, compassionate
- Likes to please people
- Trusting
- Romantic
- Spiritual
- Creative
- Idealistic
- People person
- Willing to work tirelessly for a cause
- Unselfish
- Empathetic
- Wanting harmony

Others See

- Overemotional
- Groveling, fawning, soft
- Too trusting
- Mushy
- Hopelessly naïve
- Too nice
- Aloof
- Smothering
- Manipulative
- Ignores policy, create chaos
- Talks too much
- Illogical, incomprehensive
How to Work with Blues

• Spend quality time one-on-one with them
• Be aware they wear their heart on their sleeve
• Listen to them as they listen to you
• Be supportive
• Share your thoughts and feelings
• Praise their imagination and creativity
“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 freedom. I am a natural trouble-shooter, a performer, and a competitor.”
Orange

See Self

- Fun loving, enjoys life
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Hands on person
- Practical
- Problem solver
- Good negotiator
- Here and now person
- Does many things at once
- Eclectic

Others See

- Irresponsible
- Flaky
- Wish-washy
- Not serious
- Spends time on things they enjoy
- Not interested in ideas
- Disobey rules
- Manipulative, not to be trusted
- Not able to stay on task
- Cluttered
- Indecisive
How to Work with Oranges

• Be active with them, don’t slow them down
• Be spontaneous and fun, not a heavy
• Compete in fun when appropriate
• Be adventuresome and optimistic
• Be energetic and ready to go
• https://www.youtube.com/watch?v=26FpVXL8Apk
In a nutshell...

Green – “Why?”
Gold – “Be Prepared”
Blue – “How does that make you feel?”
Orange – “Just do it”
Percentages of Population by Leadership Style

Gold: 33 - 50%

Blue: 12 – 25%

Green: 10 – 13%

Orange: 12 - 33%
How is this applicable to you?

• How we work with each other
• How we communicate with each other
• What you bring to the team
• What others bring to the team
Have you ever…

• Encountered that one person with whom you just couldn’t communicate?

• Had days when you felt like you were speaking a foreign language and no one else could understand what you were saying?

• Tried to communicate with a person, with whom you normally communicate well, but couldn’t get them to see your side?
Consider this...

• Each person approaches projects and conversations differently.

• Most people approach professional life differently than personal life.

• Sometimes, understanding how you may be perceived can help you understand how to better communicate.
## Introvert vs. Extrovert

Do your colors shine inward or outward?

<table>
<thead>
<tr>
<th>Extroverts</th>
<th>Introverts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Think and process out loud</td>
<td>Process internally before sharing</td>
</tr>
<tr>
<td>Prefer to bounce ideas off others</td>
<td>Explore options independently</td>
</tr>
<tr>
<td>Enjoy attention</td>
<td>Avoid attention</td>
</tr>
<tr>
<td>Speak readily</td>
<td>Pause and think before speaking</td>
</tr>
<tr>
<td>Outwardly focus on surroundings</td>
<td>Inwardly focus and ponder</td>
</tr>
<tr>
<td>Seek activities involving many people</td>
<td>Seek solo, intimate experiences with select individuals</td>
</tr>
<tr>
<td>Pursue breadth of experiences</td>
<td>Pursue depth of experiences</td>
</tr>
</tbody>
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Conclusion

• Everyone has some of each color.
• We each have our strengths and our areas of improvements.
• Try to play to each others strengths and consider how others approach ideas, projects, and communication.
• Use this information to become a better communicator and team player.