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Objectives



IDENTIFY YOUR PERSONALITY
STYLE (YOUR COLOR
SPECTRUM)



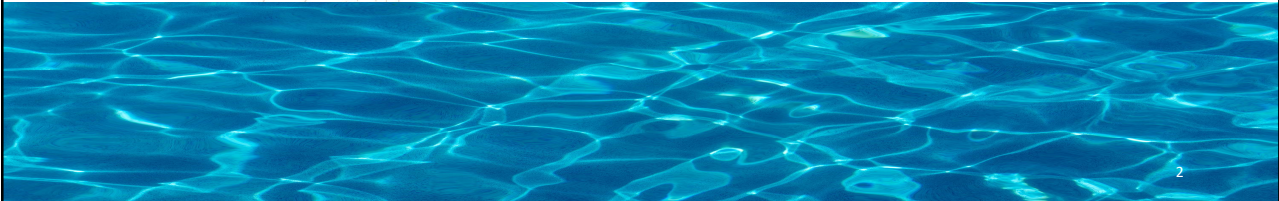
UNDERSTAND HOW YOUR
COLOR SPECTRUM SHOWS
UP DAY TO DAY



UNDERSTAND YOUR PALE
COLOR, WHAT IS IT AND HOW
TO AMPLIFY IT



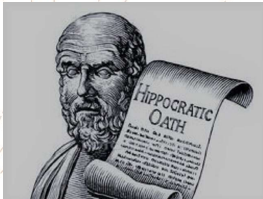
DISCUSS HOW TO USE YOUR
COLOR SPECTRUM ON YOUR
TEAM.



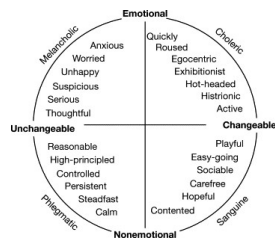
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Personality Theory Timeline

Hippocrates through the Middle Ages



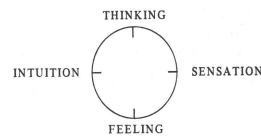
German philosophers Immanuel **Kant** and Wilhelm **Wundt** distinction between human body and personality



Carl **Jung** four fundamental ways we deal with the world



JUNGIAN TYPES



Katharine **Briggs** and her daughter Isabel **Briggs Myers** supporting women in the workplace



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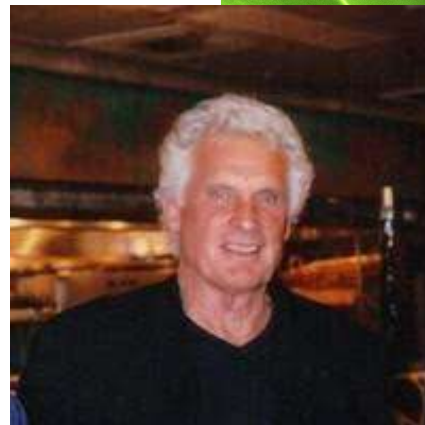
Why true colors?

There are many personality inventories and ways to discover more about ourselves (Myers-Briggs Type Indicator, Strengths Finder, etc.)



True Colors© is what we chose to use:

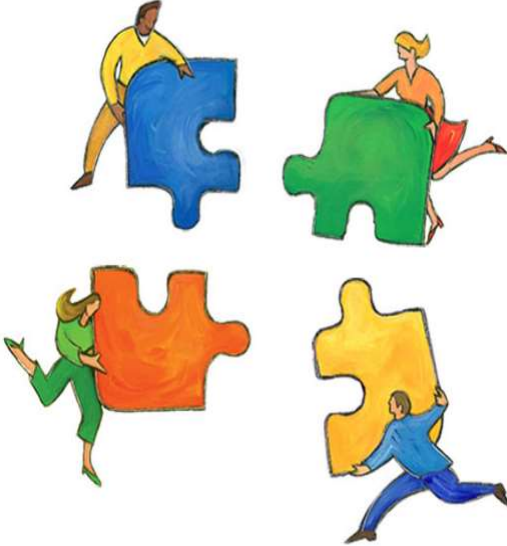
- It shows your spectrum.
- It is easy to understand and remember.
- It has been validated and studied.



Don Lowry 1979

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Why True Colors®?

Learning yours and other people's colors will support:

- Understanding people better
- Process information differently
- Communicate more effectively
- Improve teamwork
- Identify commonalities
- Acknowledge individuality
- Appreciate the gifts of others
- Value methods of others

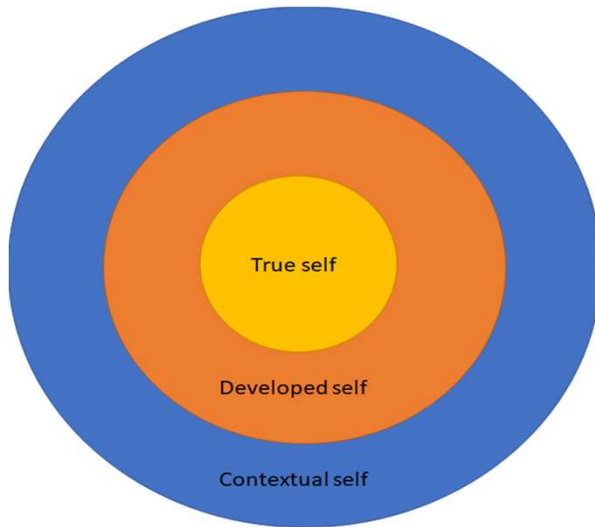
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When we have a better understanding of ourselves and others, we can work better together.

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Showing up as your True Self withing True Colors©



True Self: Core predisposition with which we are born. Hard-wired natural self.

Developed Self: Reflects skills, education, influence and training acquired. Nurture self.

Contextual Self: Based on the other two-selves, the situation and reflection.

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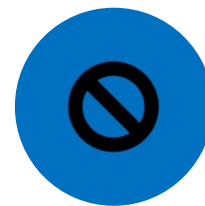
What is your True Color© spectrum?



THINK ABOUT YOUR TRUE SELF (CORE) WHEN ANSWERING.



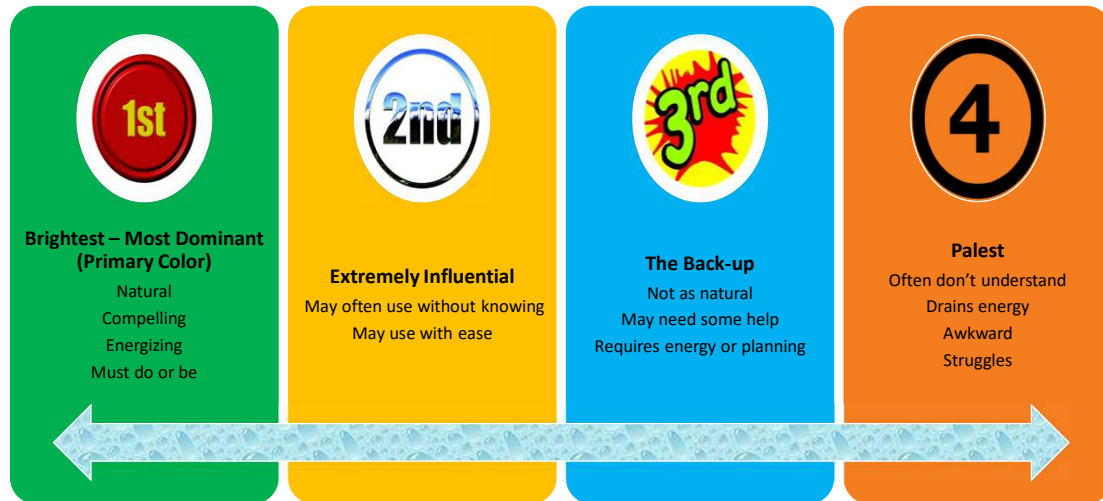
NOT YOUR DESIRED SELF (DEVELOPED), OR SELF IN CERTAIN SITUATIONS (CONTEXTUAL).



DON'T OVERTHINK IT.

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Your color spectrum



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		Brightest Color Activity
• Group Consensus • What brings you joy? • What do you value? • What are your strengths? • Greatest frustrations/stressors? • What's your behavior when you are stressed? • What do you need from other colors?		

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GREEN



Greens are Abstract Sequential

Greens 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, **Greens** were always asking "Why?"

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Communication Style of a Green



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.

Logical and Objective

Includes Facts & Information

Dry Sense of Humor

Big Picture

Conceptual

Questioning

Critiquing

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Tips for communicating with 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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Green at work



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

I am a conceptual and independent thinker.

I am drawn to constant challenges in careers.

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Green's time management approach



- They make decisions based on facts
- They need time to review all information
- They are good at creating strategies to prioritize and complete tasks

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Green's biggest stressors



- Too little time to deal with a subject thoroughly
- Repeating the same tasks over and over
- Lots of specific rules and regulations
- "Sentimental" thinking
- Being diplomatic when convincing others

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How others may see **Greens**



Arrogant
Heartless
Anti-social
Critical
Eccentric, weird
Intellectual snobs

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If you are a **Green**



- ☐ Ease up on the questions
- ☐ Allow space for “small talk”
- ☐ Put off procrastination
- ☐ Find diplomatic ways to prevent others from infringing on your time

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BLUE



Blues are Abstract Random

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 find conflict very stressful. They often work in careers that involve helping people, such as psychology, teaching or nonprofits.

As children, **Blues** were playground peacemakers.

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Communication Style of a Blue



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.

Friendly

Helpful

Empathetic

May use metaphors to embellish points

Optimistic

Expressive with emotion

Fosters or maintains harmony

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Tips for communicating with a **Blue**



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

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Blues at work



I am adept at motivating others.

I provide a warm, supportive, harmonious environments.

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

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Blue's time management approach



- They consider relationships as top priority
- They are frequently over-committed
- They make decisions based on how it affects others

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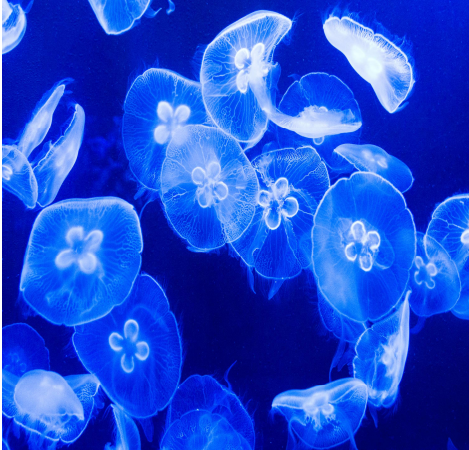
Blue's biggest stressors



- Having to explain or justify feelings
- Competition
- Working with dictatorial/authoritarian personalities
- Working in a restrictive environment
- Working with people who don't seem friendly
- Accepting even positive criticism

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How others may see **Blues**



Too emotional
Smothering
Nosey
Talkative
Over-committed

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If you are a **Blue**



- ☐ Resist urge to be everything to everyone
- ☐ Be okay with saying “no”
- ☐ Foster growth in others
- ☐ Be direct about your need

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ORANGE



Oranges are Concrete Random.

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, **Oranges** were always on the move.

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Communication Style for an Orange



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".

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

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Tips for communicating with an **Orange**



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

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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.

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Orange's time management approach



- They underestimate how long it takes to do something
- They like working on several things at the same time
- They thrive on change and hate routine

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Orange's biggest stressors



- Restrictions and limitations
- Formalities and routines
- Re-doing anything once it's done
- Keeping detailed records
- Waiting for others to give an answer
- Having no options

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How others may see **Orange**



Rude, blunt, “no filter”
 Irresponsible
 Flaky, not serious
 Ignores rules
 Selfish

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If you are an **Oranges**



- ☐ Stay focused
- ☐ Follow the rules
- ☐ Allow others time to process
- ☐ Get organized

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GOLD



Golds are Concrete Sequential

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, **Golds** were more willing to follow the rules.

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Communication Style - GOLD



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

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

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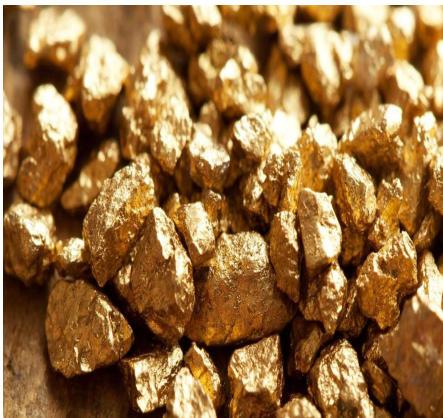
Tips for communicating with a Gold



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

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Golds at work



I provide stability to my organization and my team.

I can handle details which makes me backbone of my organization.

I believe work comes before play.

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Gold's Time Management approach



- They pay attention to details
- They plan ahead
- They are prepared
- They are punctual and predictable

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Gold's biggest stressors



- Discussions that seem to have no specific point
- Working in an unorganized environment
- Following incomplete or unclear directions
- Working with unpredictable people
- Dealing with abstract ideas
- Demands to "use your imagination"
- Questions with no right or wrong answers

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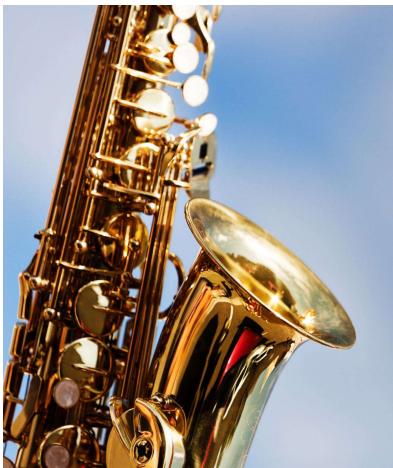
How others may see **Golds**



Rigid, stubborn
Boring
Workaholic
Self Righteous
Bossy, controlling
Rigid about time
Uptight

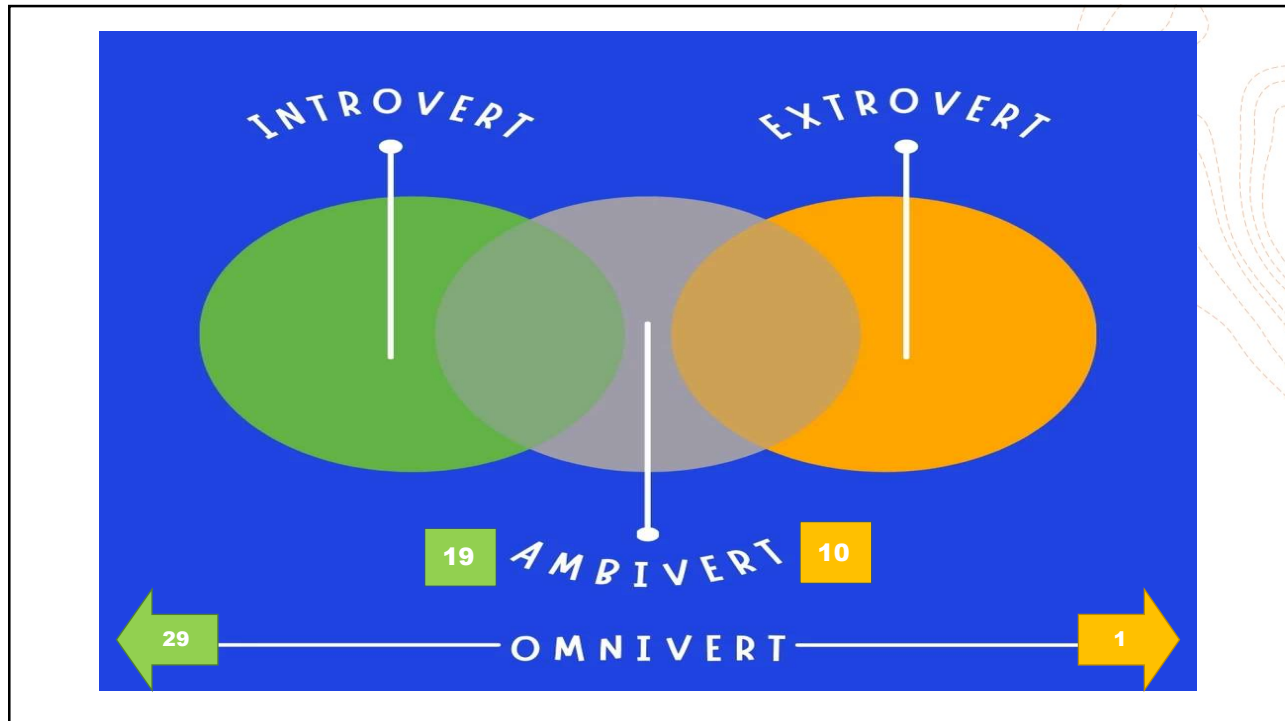
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If you are a **Gold**



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

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Recognizing Extroverts, Introverts, and Ambiverts by Color Style

Do your colors shine outward or inward?

	Extroverts	Introverts
GREEN	• Thinks out loud so everyone hears • Very vocal about thoughts, ideas and opinions	• Thinks quietly so no one hears • Seldom expresses thoughts, ideas and opinions openly
ORANGE	• Prefers to be the center of attention • Enjoys brainstorming with other people	• Prefers to run the show from behind the scenes • Enjoys brainstorming freely and independently
BLUE	• Tends to be openly passionate about interests • Shows support by leading the way	• Tends to be privately passionate about interests • Shows support by working behind the scenes
GOLD	• Verbal about adhering to rules and standards • Prefers to delegate and share responsibilities	• Establish written rules and standards to follow • Prefers to take ownership of individual responsibility

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Shopping Quiz

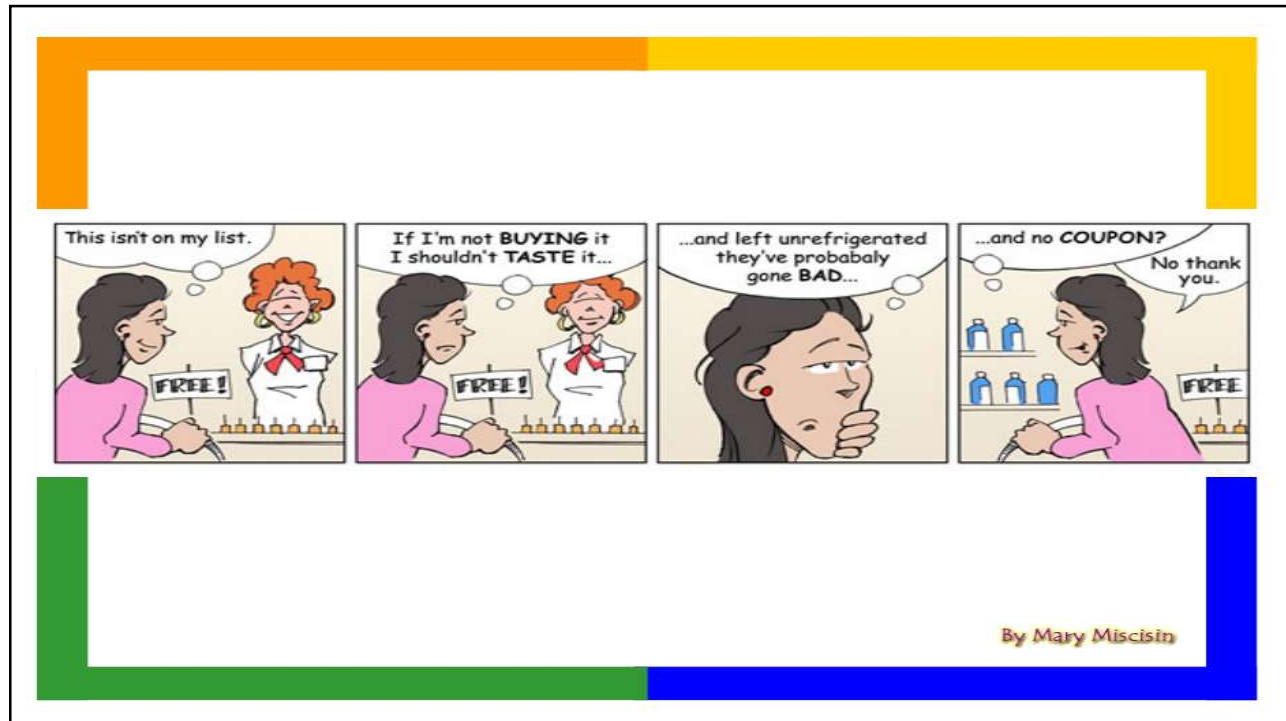
By Mary Miscisin

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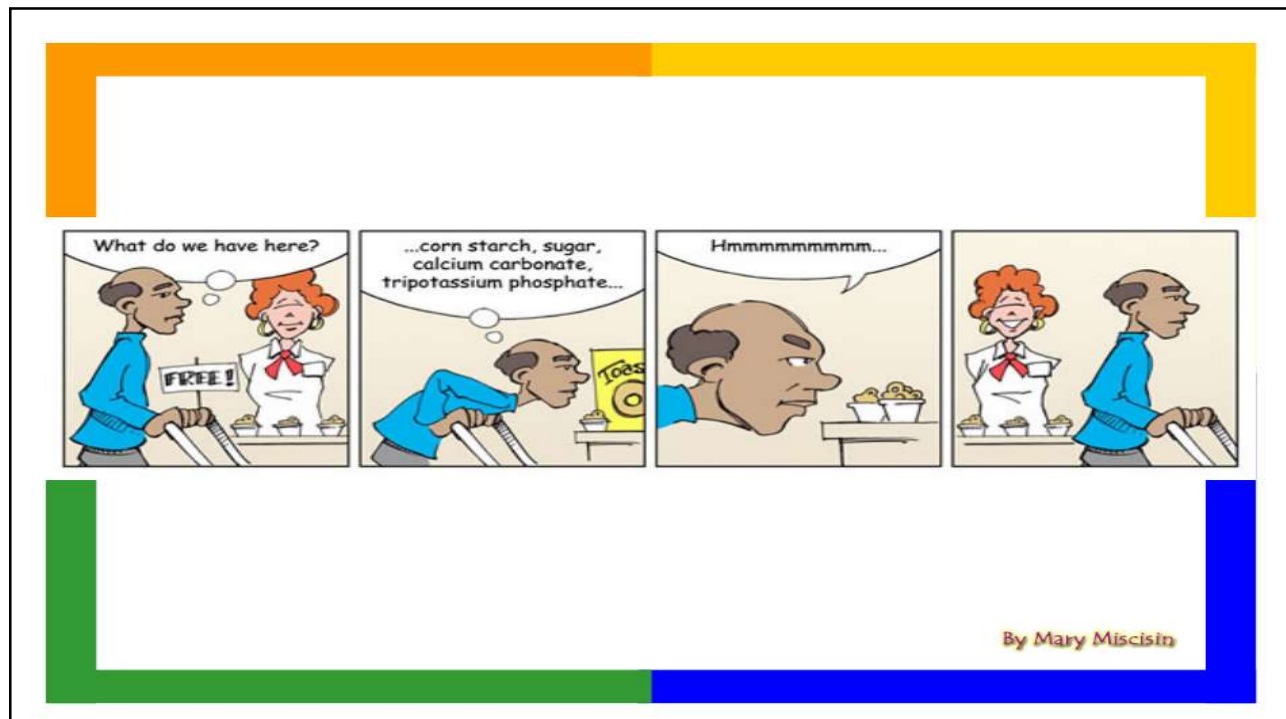


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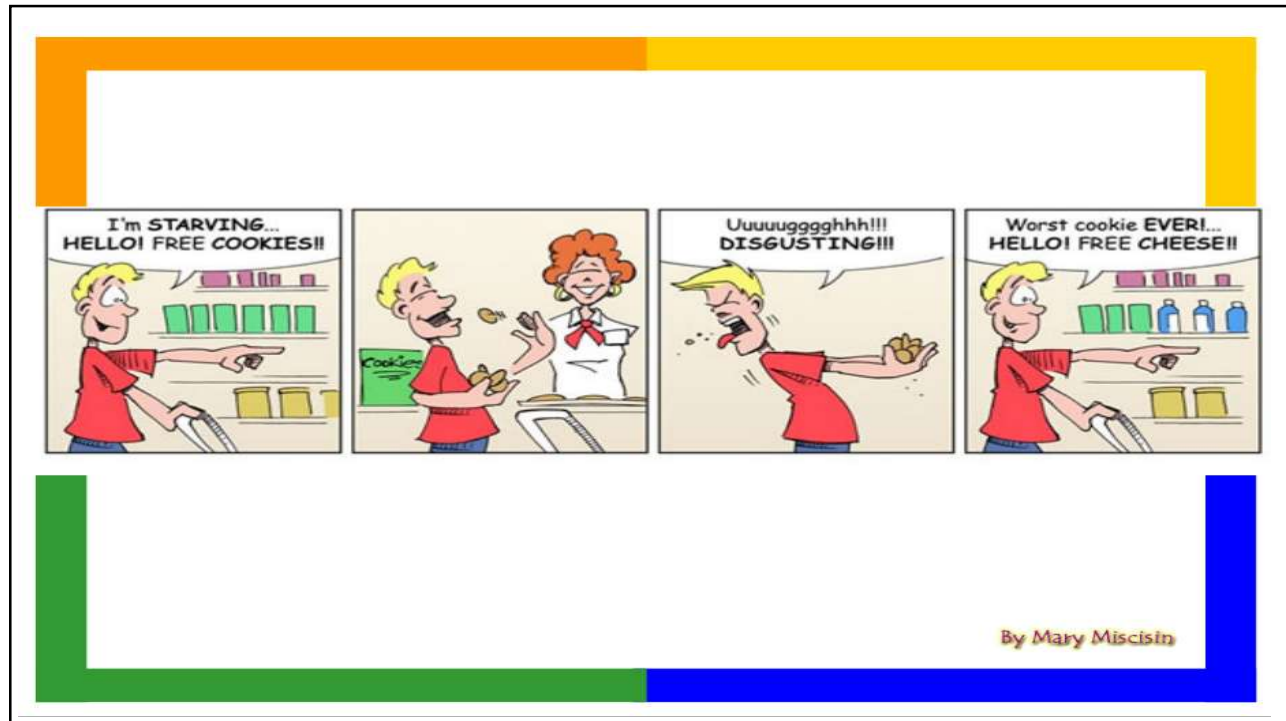
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