

# TRUE COLORS WORD SORT

Describe Yourself: In the boxes below are groups of word clusters printed horizontally in rows. Look at all the sets of words in the first box (A, B, C, D). Read the words and decide which of the four sets is most like you. Give that set a "4" (most like you). Then rank order the next three sets of words from 3-1 in descending preference. Continue this process with the remaining four boxes. Each box should have a 1, 2, 3, and 4.

Row 1

A _____ Active Opportunistic Spontaneous	B _____ Parental Traditional Responsible	C _____ Authentic Harmonious Compassionate	D _____ Versatile Inventive Competent
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Row 2

E _____ Curious Conceptual Knowledgeable	F _____ Unique Empathetic Communicative	G _____ Practical Sensible Dependable	H _____ Competitive Impetuous Impactful
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Row 3

I _____ Loyal Conservative Organized	J _____ Devoted Warm Poetic	K _____ Realistic Open-minded Adventuresome	L _____ Theoretical Seeking Ingenious
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Row 4

M _____ Concerned Procedural Cooperative	N _____ Daring Impulsive Fun	O _____ Tender Inspirational Dramatic	P _____ Determined Complex Composed
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Row 5

Q _____ Philosophical Principled Rational	R _____ Vivacious Affectionate Sympathetic	S _____ Exciting Courageous Skillful	T _____ Orderly Conventional Caring
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# SCORING SHEET

Add the numbers associated with the following letters:

$$A + H + K + N + S = \underline{\hspace{2cm}}$$

Color: Orange

$$C + F + J + O + R = \underline{\hspace{2cm}}$$

Color: Blue

$$B + G + I + M + T = \underline{\hspace{2cm}}$$

Color: Gold

$$D + E + L + P + Q = \underline{\hspace{2cm}}$$

Color: Green

# BLUE

Value HARMONY above all else  
Good at reading people, understanding human dynamics  
Sensitive to others  
Appreciate and know how others feel  
Emotionally based decision making  
Time is circular  
Perceptive, "people pleaser", a real team player  
Use poetry, music, quotations to express affection in romance and friendships  
Sympathetic, empathetic, compassionate  
Think about the possibilities in people  
Centered on people, relationships, interaction

I need to feel unique and authentic

Enthusiastic...Sympathetic...Personal

I look for meaning and significance in life

Warm...Communicative...Compassionate

I need to contribute, to encourage, and to care

Idealistic...Spiritual...Sincere

I value integrity and unity in relationships

Peaceful...Flexible...Imaginative

I am a natural romantic, a poet, a nurturer

## At work/school...

I have a strong desire to influence others so they may have more significant lives.

I often work in the arts, communications, education, and the helping professions.

I am adept at motivating and interacting with others.

## In love...

I seek harmonious relationships.

I am a true romantic and believe in perfect love that lasts forever.

I bring drama, warmth, and empathy to relationships.

I enjoy the symbols of romance such as flowers, candlelight, and music, and I cherish the small gestures of love.

## In childhood...

I was extremely imaginative and found it difficult to fit into the structure of school life.

I reacted with great sensitivity to discordance or rejection and sought recognition.

I responded to encouragement rather than competition.

# GOLD

Value responsibility and sense of DUTY above all else  
 Will follow through at all costs, dependable, true  
 Good at organizing vague, random thoughts and putting things into action  
 Detail oriented, predictable  
 Focus on the "here and now"  
 Serious, duty-oriented, aware of what one is "supposed to do"  
 Gather information from their senses  
 Steadfast, stable, "salt of the earth"  
 Practical and realistic  
 Like the Boy Scouts' motto: Be prepared!  
 A deep commitment to the standards of our society  
 Heritage, history, family are important values  
 A high priority to belong to social units

I need to follow the rule and respect authority	Loyal... Dependable... Prepared
I have a strong sense of what is right and wrong in life	Thorough... Sensible... Punctual
I need to be useful and to belong	Faithful... Stable... Organized
I value home, family, and tradition	Caring... Concerned... Concrete
I am a natural preserver, a parent, a helper	

## **At work/school...**

I provide stability and can maintain organization.

My ability to handle details and to work hard make me the backbone of many organizations.

I believe that work comes before play, even if I must work overtime to complete the job.

## **In love...**

I am serious and tend to have traditional, conservative views of both love and marriage.

I want a mate who can work along with me, building a secure, predictable life together.

I demonstrate love and affection through the practical things I do for my loved ones.

## **In childhood...**

I wanted to follow the rules and regulations of the school.

I understood and respected authority and was comfortable with academic routine.

I was the easiest of all types of children to adapt to the educational system.

# GREEN

Strong urge to be COMPETENT  
Good at solving problems, figuring things out, wondering all the time "What if...?"  
Ask frequently "Why?"  
Theoretical, puzzlers, need to know the reasons behind something  
Objective, quantitative  
Value cause and effect (if A then B)  
Help us figure out a dozen possibilities  
Most self-critical of the types  
Badgers others about mistakes with resolve to improve  
Respects abilities, skills, and ingenuity  
Is hooked on storing up wisdom  
Individualistic, can do work well independently  
Can be vulnerable to "all work and no play"

I seek knowledge and understanding

Analytical...Global...Conceptual

I live life by my own standards

Cool...Calm...Collected

I need explanations and answers

Inventive...Logical...Perfectionistic

I value intelligence. Insight, fairness, and justice

Abstract...Hypothetical...Investigative

I am a natural nonconformist, a visionary, a problem solver

## At work/school...

I am conceptual and am an independent thinker.

For me, work is play.

I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with the innovative.

Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

## In love...

I prefer to let my head rule my heart.

I dislike repetition, so it is difficult for me to continually express feelings. I believe that once feelings are stated, they are obvious to a partner.

I am uneasy when my emotions control me.

I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

## In childhood...

I appear to be older than my years and focused on my greatest interests, achieving in subjects that were mentally stimulating.

I was impatient with drill routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

# ORANGE

Good at adding spice to any situation  
 The best of all of us at living in the moment and using their physical senses to  
 Understand what is going on in any given situation  
 Future oriented  
 Gather information from their intuition  
 Exuberant and generous in gift-giving  
 May have short attention span  
 Especially interested in ACTION  
 Respond to tactile, tangible activities  
 Optimistic, bold, eager  
 At time, can be a bit of a "show off"  
 Our best performers, athletes, and actors

I act in a moments notice

Witty...Charming...Spontaneous

I consider life as a game, here and now

Impulsive...Generous...Impactful

I need fun, variety, stimulation, and excitement

Optimistic...Eager...Bold

I value integrity and unity in relationships

Physical...Immediate...Fraternal

I am a troubleshooter, a performer, a competitor

## At work/school...

I am bored and restless with jobs that are routine and structured.

I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools.

I view any kind of tool and an extension of self.

I am a natural performer.

## In love...

I seek a relationship with shared activities and interests.

With my mate, I like to explore new ways to energize the relationship.

As a lover, I need to be bold and I thrive on physical contact.

I enjoy giving extravagant gifts that bring pleasure to my loved one.

## In childhood...

Of all types of children, I had the most difficult time fitting into academic routine.

I learned by doing and experiencing, rather than by listening and reading.

I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.

# Discovering Our Personality Style Through TRUE COLORS

**Outcomes** In this module participants will :

- Discover the qualities and characteristics of their own particular personality style or type;
- Gain an understanding of other personality styles.

## Key Concepts

- True Colors is a metaphor.
- Each person is a unique blend of the four colors or styles—a spectrum.
- There are no bad or good colors.
- There are wide individual variations within each color spectrum.

Each of us has a different and unique personality; however, there are commonalities that we share. True Colors is an attempt to identify various personality styles and label them with colors. This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of Isabel Briggs-Myers, Katherine Briggs, and David Keirsey. Don Lowry, a student of Keirsey, developed the system called True Colors which uses four primary colors to designate personality types and behavioral styles.

Lowry's objective was the application of temperament or personality style to facilitate deeper communications and understanding. He hoped it would result in positive self-worth and self-esteem. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities. The ease of understanding and use in all human relationships and interactions make this model very functional.

The belief is that with increased understanding of ourselves and others that conflict will decrease. Once you learn your color and that of your co-workers, you will have a better understanding of why they behave the way they do!

Each color is associated with certain personality traits or behaviors. Everyone has some degree of each color, but one color is predominant. The following quiz will identify your color spectrum. Print out the following two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.





Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. **Score each of the four boxes in each row from most to least as it describes you:** 4 = most, 3 = a lot, 2 = somewhat, 1 = least.

Row 1	<b>A</b> Active Variety Sports Opportunities Spontaneous Flexible	<b>B</b> Organized Planned Neat Parental Traditional Responsible	<b>C</b> Warm Helpful Friends Authentic Harmonious Compassionate	<b>D</b> Learning Science Quiet Versatile Inventive Competent
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 2	<b>E</b> Curious Ideas Questions Conceptual Knowledge Problem Solver	<b>F</b> Caring People Oriented Feelings Unique Empathetic Communicative	<b>G</b> Orderly On-time Honest Stable Sensible Dependable	<b>H</b> Action Challenges Competitive Impetuous Impactful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 3	<b>I</b> Helpful Trustworthy Dependable Loyal Conservative Organized	<b>J</b> Kind Understanding Giving Devoted Warm Poetic	<b>K</b> Playful Quick Adventurous Confrontive Open Minded Independent	<b>L</b> Independent Exploring Competent Theoretical Why Questions Ingenious
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 4	<b>M</b> Follow Rules Useful Save Money Concerned Procedural Cooperative	<b>N</b> Active Free Winning Daring Impulsive Risk Taker	<b>O</b> Sharing Getting Along Feelings Tender Inspirational Dramatic	<b>P</b> Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 5	<b>Q</b> Puzzles Seeking Info Making Sense Philosophical Principled Rational	<b>R</b> Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	<b>S</b> Exciting Lively Hands On Courageous Skillful On Stage	<b>T</b> Pride Tradition Do Things Right Orderly Conventional Careful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

<b>Total Orange Score</b> A, H, K, N, S <input type="text"/>	<b>Total Green Score</b> D, E, L, P, Q <input type="text"/>	<b>Total Blue Score</b> C, F, J, O, R <input type="text"/>	<b>Total Gold Score</b> B, G, I, M, T <input type="text"/>
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If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.



Congratulations! You now know your color spectrum. Here are some general descriptions of each color:

Greens	Oranges
<ul style="list-style-type: none"> <li>■ Are innovative and logical</li> <li>■ Seek to understand the world</li> <li>■ Need to be competent</li> <li>■ Require intellectual freedom</li> <li>■ Are curious</li> <li>■ Question authority</li> <li>■ Push themselves to improve</li> <li>■ Seek perfection in play</li> <li>■ May become intellectually isolated</li> <li>■ Are slow to make decisions</li> <li>■ Value concise communication</li> <li>■ Look for intellectual stimulation</li> <li>■ Enjoy intriguing discussions</li> <li>■ Are sometimes oblivious to emotions</li> <li>■ Are detached</li> <li>■ Believe work is play</li> <li>■ Are drawn to technical occupations</li> <li>■ Analyze and rearrange systems</li> <li>■ Focus on the future</li> <li>■ Bring innovation to society</li> </ul>	<ul style="list-style-type: none"> <li>■ Are free and spontaneous</li> <li>■ Are impulsive risk-takers</li> <li>■ Are active</li> <li>■ Are optimistic</li> <li>■ Resist commitment</li> <li>■ Can become virtuosos</li> <li>■ Thrive on crises</li> <li>■ Are drawn to tools</li> <li>■ Like to be the center of attention</li> <li>■ Have great endurance</li> <li>■ Are drawn to action jobs</li> <li>■ Need variety</li> <li>■ Are dynamic, animated communicators</li> <li>■ Are competitive</li> <li>■ Deal with the here and now</li> <li>■ Are bold in relationships</li> <li>■ Are generous</li> <li>■ Have difficulty finding acceptance</li> <li>■ Like to live in a casual atmosphere</li> <li>■ Bring excitement to society</li> </ul>
Golds	Blues
<ul style="list-style-type: none"> <li>■ Are dutiful and stable</li> <li>■ Need to be useful</li> <li>■ Want to be self-sufficient</li> <li>■ Value organization</li> <li>■ Desire punctuality</li> <li>■ Schedule their lives</li> <li>■ Make and keep commitments</li> <li>■ Measure worth by completion</li> <li>■ Are goal-oriented</li> <li>■ Value rules</li> <li>■ Prepare for the future</li> <li>■ Are inclined to join groups</li> <li>■ Believe work comes before play</li> <li>■ Safeguard tradition</li> <li>■ Prefer order and cleanliness</li> <li>■ Are responsible and dedicated</li> <li>■ Are drawn to respected occupations</li> <li>■ Enjoy positions of authority</li> <li>■ Desire structure</li> <li>■ Bring stability to society</li> </ul>	<ul style="list-style-type: none"> <li>■ Are in search of themselves</li> <li>■ Need to feel unique</li> <li>■ Must be true to themselves</li> <li>■ Look for symbolism</li> <li>■ Value close relationships</li> <li>■ Encourage expression</li> <li>■ Desire quality time with loved ones</li> <li>■ Need opportunities to be creative</li> <li>■ Compromise and cooperate</li> <li>■ Nurture people, plants and animals</li> <li>■ Look beyond the surface</li> <li>■ Share emotions</li> <li>■ Make decisions based on feelings</li> <li>■ Need harmony</li> <li>■ Are adaptable</li> <li>■ Are drawn to literature</li> <li>■ Are drawn to nurturing careers</li> <li>■ Get involved in causes</li> <li>■ Are committed to ideals</li> <li>■ Bring unity to society</li> </ul>

