



# What are your True Colors?

An Examination of Self and Others  
to Achieve Effective Collaboration





Why are we here? (Green)

Cool! This sounds fun! (Blue)

**What is this about? Where's  
the agenda, again? (Gold)**

Where's the action? This is  
taking too long. (Orange)



# A Brief History behind Personality Typing and this Particular Method



- The theory behind True Colors can be traced back to when Hippocrates (460BC) identified four different temperaments of humans: Sanguine, Choleric, Phlegmatic, and the Melancholic... and in Plato's (428BC) ideas about character and personality.
- Many great thinkers around the world have expounded upon this theory throughout the ages from the ancient Egyptian and Mesopotamian civilizations to modern psychologists with relative consistency of these various interpretations (Adickes, Jung, Spranger, Kreschmar, Fromm, Keirsey).
- In 1978 founder Don Lowry, further developed the personality concepts he had studied and was the first to apply the color metaphors of Orange, Gold, Green and Blue to the four temperaments, coining this methodology: True Colors



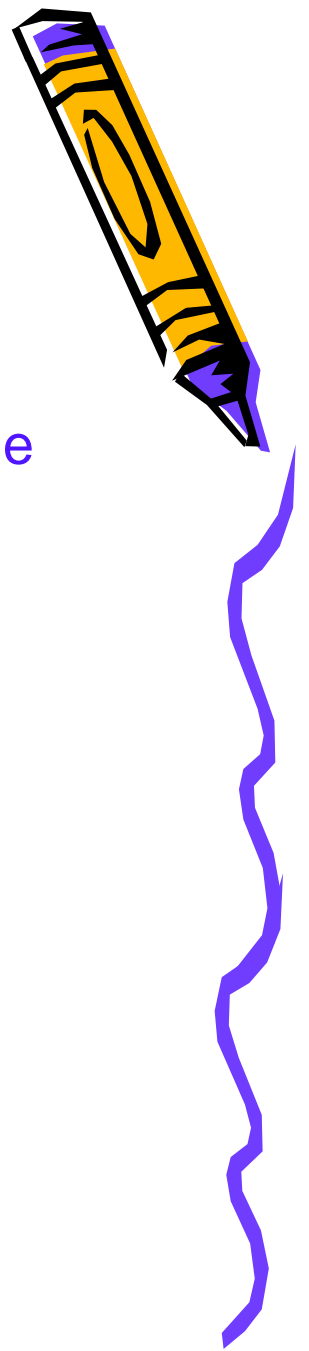
# The Analysis



1. Your primary and most dominant: the characteristics listed for this number one spot indicate the ones you feel most comfortable operating with. These are the attributes you use when you are truly being yourself.
2. Your second color has a major influence on the first. In some cases, it shines as brightly as your dominant color (internal introvert vs. external extrovert).
3. This one does not make as much of an impact. Sorry, “third”!
4. Because these characteristics are least natural to you, you may admire them in others. Or, on the contrary, because they are the least natural, chances are that they are also the least understood, and therefore they are the characteristics that cause the most conflict with others. People often condemn what they themselves lack.



# Why True Colors?



- “Color” watching is only one filter through which to view human behavior.
- True colors should alter your interactions as you become more aware.
- It helps you understand values, needs, and actions of others.
- Learning the True Color language helps you build relationships and collaborate with others



# BLUE

Whatever Blues decide to do with their lives, it must involve people!



- Caretaker
- Optimistic
- Passionate
- Enthusiastic
- Imaginative
- Cause oriented
- True romantic
- Need to be unique
- Cooperative rather than competitive
- Strong sense of spirituality
- People oriented
- Peacemaker

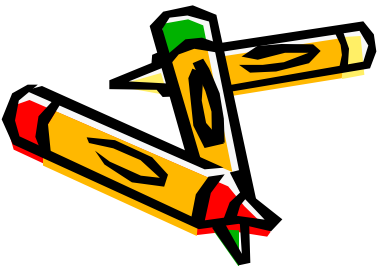
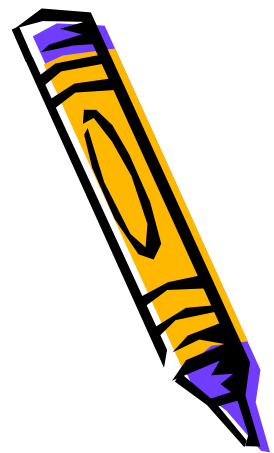


# Blue Strengths

Accepting  
Acting as a catalyst  
Communicating  
Cooperating  
Counseling  
Creating  
Guiding  
Imagination  
Intuition



Leading  
Listening  
Mentoring  
Motivating  
Optimism  
Recruiting  
Speaking  
Supportiveness  
Teaching  
Tolerance  
Training



# Communicating with the Blue

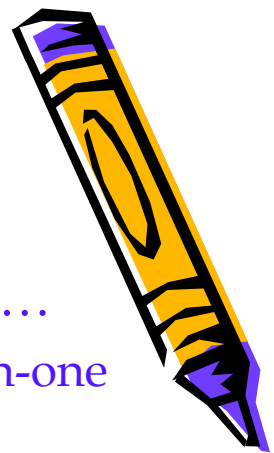


- When Blues listen, they focus on more than words.
- Your message will not get through fully to a Blue if a relationship is not first established.
- Blues don't want to let anyone down, so we should be wary of overwhelming them.
- Blues may portray the opposite of what they are feeling.
- Blues get frustrated at the insincerity of the, "Hey, how are you?" ritual.
- Blues are saying right now, "This is so cool! I love how this will help me relate to other people!"





# The World vs. Blue



## Creating STRESS for Blues...

- Broken promises
- Too much negative criticism
- Deception
- Not discussing what is occurring
- Completing paperwork as a priority
- Clock-watching
- Conflict
- Placing the “system” as a priority above people
- Being constantly compared to others and not evaluated as an individual
- Too much conformity without outlets for individual expression

## Succeeding with the Blues...

- Spend quality time one-on-one with them
- Be aware that they wear their heart on their sleeve
- Listen to them as they listen to you
- Be supportive
- Share your thoughts and feelings
- Praise their creativity

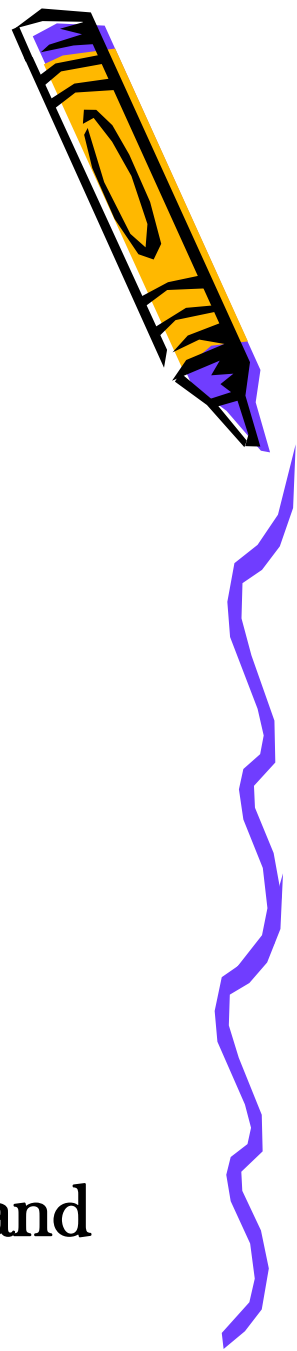


# Good as Gold

- Prepared
- Loves to plan
- Detail-oriented
- Punctual
- Strong sense of duty
- Most comfortable with a structured environment



- Belief in policies
- Values traditions
- Conscientious
- Conservative and stable
- Well-organized
- Strong “shoulds” and “should nots”

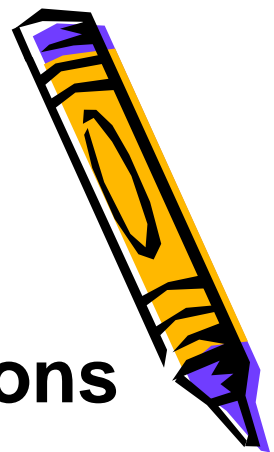


# Gold Strengths

Accounting  
Belonging  
Caretaking  
Collecting data  
Contributing  
Coordinating  
Dispatching  
Family



Following directions  
Guarding  
Handling detail  
Organizing  
Planning ahead  
Securing  
Supervising



# Communicating with Golds

- Golds can come across as businesslike.
- In conversation, they want structure.
- “Can we do it the way we have always done it?”
- Golds listen for details.
- Golds are thinking right now, “Slow down! I am still writing notes on Blues!”



# The World vs. Gold

## Creating stress for Golds...

- Incomplete/ambiguous tasks/answers
- Disorganization
- Too many things going on at one time
- Waste
- Non-conformity
- Changing details
- Haphazard attitude
- Lack of structure/direction

## Succeeding with Golds...

- remember to be on time
- Try to be extra efficient and organized
- They are generous but like things to be returned
- Do what you say you will do
- Be dependable and loyal
- Respect their need for security



# Just do it! **ORANGE**

- *Extroverted Orange:*

*Tigger (everyone knows when he is around and very little stresses him out)*

- *Introverted Orange:*

*Winnie the Pooh (goes with the flow and only major concern is HONEY!)*



# OUTRAGEDOUS ORANGE



- Energetic
- Desires change
- Playful
- Master navigator
- Natural entertainer
- Pushes boundaries



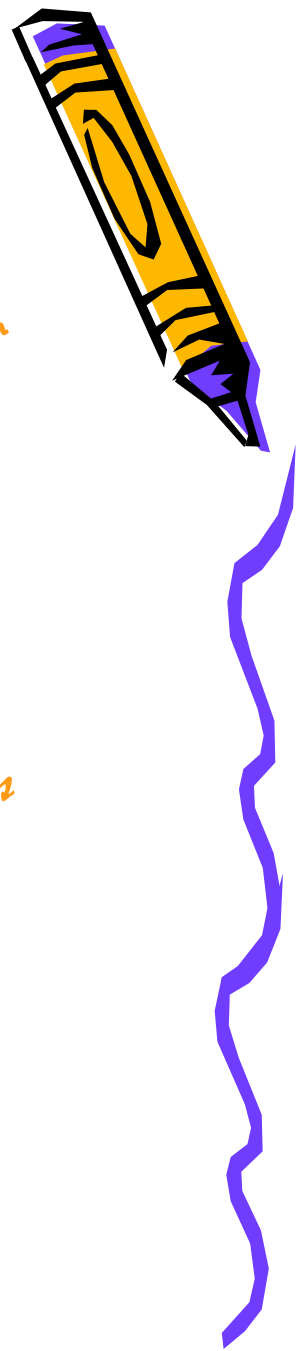
- Accepts challenges
- Impulsive
- Spontaneous
- "Just do it!"
- Appreciates immediate feedback
- Most productive in non-structure environments



# Orange Strengths

Able to take charge  
Being the master of tools  
Carefree  
Dealing with chaos  
Determination  
Direct communicator  
Doing many things at once  
Eclectic, diverse, changing

Going with the situation  
Hands-on  
Keeping options open  
Negotiating  
Proficient, capable  
Receptive to opportunities  
Risk-taking  
Trouble-shooting  
Welcomes new ideas





# Communicating with Oranges



- Oranges are confident, loud, and casual
- “Now” oriented
- Oranges listen for entertainment, usefulness, and relevance
- They are constantly looking for opportunities
- They want forthright communication
- They are trying to accomplish a goal with all communication
- When talking to an Orange, encapsulate your information into bite-size pieces
- Give Oranges choices and ask for their suggestions



# The World vs. Orange



## Creating Stress for Oranges...

- Too much responsibility
- Redundancy
- Deadlines
- Rules and regulations
- Being stuck at a desk
- "how to" directions
- Too much attention to product and not enough to performance/results
- Abstract concepts



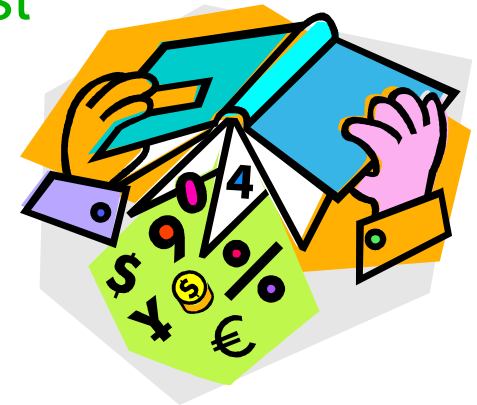
## Succeeding with the Orange...

- Be active and don't slow them down!
- Be spontaneous and fun
- Compete in fun when appropriate
- Be adventuresome and optimistic
- Be energetic and ready to go!



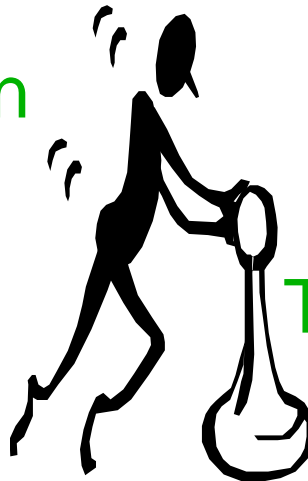
# Feelin' Green

- Problem-solver
- “Why” mentality
- Very complex
- Standard-setter
- Cool, calm, collected
- Approaches interpersonal relationships in a logical manner
- Intellectual
- Work is play and play is work
- Need for independence and private time
- Driven by competence
- Perfectionist
- Analytical



# Green Strengths

Analyzing  
Conceptualizing  
Confidence  
Designing  
Determination  
Developing  
Diagnosing



Intellectualization  
Inventing  
Mapping out  
Problem solving  
Reasoning  
Researching  
Technical know-how  
Thinking



# Communicating with Greens



- Greens communicate for the purpose of gaining or sharing information.
- Their favorite line is, “And your point is?”
- Greens listen for information and want to know the purpose for that particular communication.



- Greens usually don't show emotion.
- When talking to a Green, be prepared to defend your position!
- Greens are thinking now, “How will this help me with people, again? I don't need help with people. Why would I?”



# The World vs. Greens



## Creating stress for Greens...

- Not being in charge
- Lack of independence
- Elaborate use of adjectives
- Incompetence
- Emotional displays
- Lack of options
- Inability to use or display knowledge
- Small talk
- Routine
- Social functions

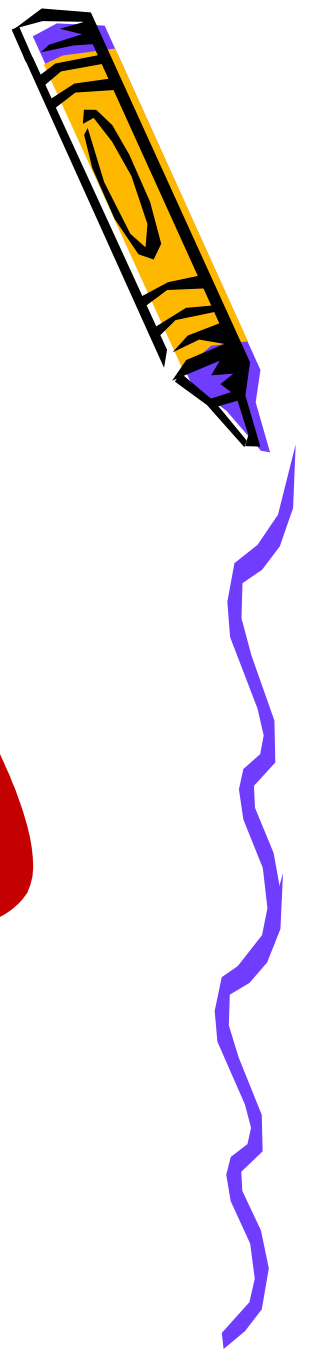


## Succeeding with Greens...

- Be aware of their curiosity about life
- Give things that challenge their problem-solving abilities
- Respect their need for independence
- Know that they are caring even though they may not show their feelings much
- Respect their ideas



# WHY IS THIS IMPORTANT?



- Collaboration is about communication and relationships.
- We must understand in order to be understood (Stephen Covey).



# References

Miscisin, M. (2005). *Showing our True Colors*. Sacramento: True Colors, Inc.

[www.true-colors.com](http://www.true-colors.com)

