## **Best Buddies Leadership Academy**



## Discovering Our Leadership Style Through TRUE COLORS

In this module participants will:

### **Outcomes**

- 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 selfworth 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.





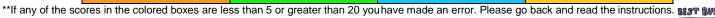
# **Best Buddies Leadership Academy**



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

Row 1	A	В	С	D
	Active Variety Sports	Organized	Warm	Learning
	Opportunities	Planned Neat	Helpful Friends	Science
	Spontaneous	Parental	Authentic	Quiet
	Flexible	Traditional	Harmonious	Versatile
		Responsible	Compassionate	Inventive
				Competent
	Score	Score	Score	Score
Row 2	E	F	G	H
	Curious	Caring	Orderly	Action Challenges
	Ideas	People Oriented	On-time Honest	Competitive
	Questions Conceptual	Feelings	Stable	Impetuous
	Knowledge	Unique	Sensible	Impactful
	Problem Solver	Empathetic Communicative	Dependable	
	Score		Score	Cooro
Row 3	Score I	Score I	K K	Score
Kow 3	Helpful	Kind	Playful Quick	Independent
	Trustworthy	Understanding	Adventurous	Exploring
	Dependable	Giving Devoted	Confrontive	Competent
	Loyal	Warm Poetic	Open Minded Independent	Theoretical Why Questions
	Conservative	1 Octio	Паоропасті	Ingenious
	Organized			Ŭ
	Score	Score	Score	Score
Row 4	M	N	0	P
	Follow	Active Free	Sharing	Thinking
	Rules	Winning	Getting Along	Solving Problems Perfectionistic
	Useful Save Money	Daring Impulsive	Feelings Tender	Perfectionistic Determined
	Concerned	Risk Taker	Inspirational	Complex
	Procedural		Dramatic	Composed
	Cooperative			·
	Score	Score	Score	Score
Row 5	Q	R	S	T
	Puzzles	Social Causes	Exciting	Pride
	Seeking Info Making Sense	Easy Going Happy Endings	Lively Hands On	Tradition Do Things Right
	Philosophical	Approachable	Courageous	Orderly
	Principled	Affectionate	Skillful	Conventional
	Rational	Sympathetic	On Stage	Careful
	Score	Score	Score	Score

<b>Total Orange Score</b>	Total Green Score	Total Blue Score	Total Gold Score
A,H,K,N,S	D, E, L, P, Q	C, F, J, O, R	B, G, I, M, T







# **Best Buddies Leadership Academy**



## Greens Oranges

- Are innovative and logical
- Seek to understand the world
- Need to be competent
- Require intellectual freedom
- Are curious
- Question authority
- Push themselves to improve
- Seek perfection in play
- May become intellectually isolated
- Are slow to make decisions
- Value concise communication
- Look for intellectual stimulation
- Enjoy intriguing discussions
- Are sometimes oblivious to emotions
- Are detached
- Believe work is play
- Are drawn to technical occupations
- Analyze and rearrange systems
- Focus on the future
- Bring innovation to society

- Are free and spontaneous
- Are impulsive risk-takers
- Are active
- Are optimistic
- Resist commitment
- Can become virtuosos
- Thrive on crises
- Are drawn to tools
- Like to be the center of attention
- Have great endurance
- Are drawn to action jobs
- Need variety
- Are dynamic, animated communicators
- Are competitive
- Deal with the here and now
- Are bold in relationships
- Are generous
- Have difficulty finding acceptance
- Like to live in a casual atmosphere
- Bring excitement to society

#### Golds

- Are dutiful and stable
- Need to be useful
- Want to be self-sufficient
- Value organization
- Desire punctuality
- Schedule their lives
- Make and keep commitments
- Measure worth by completion
- Are goal-oriented
- Value rules
- Prepare for the future
- Are inclined to join groups
- Believe work comes before play
- Safeguard tradition
- Prefer order and cleanliness
- Are responsible and dedicated
- Are drawn to respected occupations
- Enjoy positions of authority
- Desire structure
- Bring stability to society

### **Blues**

- Are in search of themselves
- Need to feel unique
- Must be true to themselves
- Look for symbolism
- Value close relationships
- Encourage expression
- Desire quality time with loved ones
- Need opportunities to be creative
- Compromise and cooperate
- Nurture people, plants and animals
- Look beyond the surface
- Share emotions
- Make decisions based on feelings
- Need harmony
- Are adaptable
- Are drawn to literature
- Are drawn to nurturing careers
- Get involved in causes Are committed to ideals
- Bring unity to society



