

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 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.

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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	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	Score	Score	Score
Row 2	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	Score	Score	Score	Score
Row 3	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions Ingenuous
	Score	Score	Score	Score
Row 4	M Follow Rules Useful Save Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score	Score	Score	Score
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score	Score	Score	Score

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

Greens	Oranges
<ul style="list-style-type: none"> ■ 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 	<ul style="list-style-type: none"> ■ 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	Blues
<ul style="list-style-type: none"> ■ 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 	<ul style="list-style-type: none"> ■ 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