



TRUE COLORS ASSESSMENT
Youth Leadership Symposium
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CHAPMAN
UNIVERSITY

Church Relations

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 the other personality styles.

Key Concepts

- True Colors is a self-reporting technique.
- 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. Each offers unique qualities and strengths.
- There are wide individual variations within each color spectrum.
- We can elevate our least preferred color style to meet situational needs.

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.

Lawry's objective was the application of temperament or personality style to facilitate deeper communication 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.

Follow the directions carefully and transfer your scores to the score sheet at the bottom. If you have two colors with the same score, you pick which one you think more accurately describes you.

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 <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
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 <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
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 Ingenious
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
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 <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
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 <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

Total Orange Score A, H, K, N, S <input type="text"/>	Total Green Score D, E, L, P, Q <input type="text"/>	Total Blue Score C, F, J, O, R <input type="text"/>	Total Gold Score B, G, I, M, T <input type="text"/>
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Congratulations! You now know your color spectrum. Here are some general descriptions of each color:

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

BLUE

emotionally driven
seeks harmony in groups
enthusiastic
creative
sympathetic

GOLD

loyalty driven
respects rules and authority
responsible
organized
appreciative

ORANGE

short-term driven
welcomes change and variety
adventerous
competetive
impulsive

GREEN

logically driven
independent thinker
focused
efficient
analytical

PRIMARY	Greatest need Natural Compelling Energizing Must do or be
SECOND	May often need May do with ease
THIRD	Not natural May need some help Requires energy
LAST	Don't understand Drains energy Feels awkward Requires a struggle

FAMILIAR COMBINATIONS

- **Orange – Blue**
- **Blue – Gold**
- **Gold – Green**
- **Green – Orange**

OPPOSITES CLASH??

- Blue – Green**
- Green – Blue**
- Orange – Gold**
- Gold – Orange**

***INDIVIDUALS WITH SIMILAR COLOR
COMBINATIONS CAN STILL EXHIBIT
DIFFERENT PERSONALITIES.***

Color	I Usually Am...	I Usually Do...
BLUE	Authentic, Intimate, Enthusiastic, Sympathetic, Compassionate, Unique, Peaceful, Spiritual, Fulfilled, Sincere, Personal, Warm, Mystical, Imaginative, Ethical, Empathetic, Altruistic, Communicative	Teaching, Predicting, Peacemaking, Metaphorizing, Conciliating, Idealizing, Revealing, Guessing, Integrating, Implying, Looking for Meaning, Encouraging, Writing Poetry, Journaling, Nurturing, Caring
GOLD	Loyal, Stable, Respectable, Dependable, Serious, Concerned, Responsible, Thorough, Prepared, Patient, Official, Punctual, Secure, Civilized, Belonging, Concrete, Organized, Unselfish, Legitimate	Fact Finding, Recording, Insuring, Itemizing, Measuring, Supervising, Providing, Standardizing, Inspecting, Preparing, Doing, Preserving, Following Rules or Guidelines, Helping, Finishing, Right-and-Wronging
GREEN	Conceptual, Enlightened, Focused, Analytical, Col, Global, Scientific, Inventive, Resolute, Collected, Independent, Objective, Logical, Insightful, Perfectionist, Investigative	Theorizing, Philosophizing, Inventing, Calming, Marshaling, Explaining, Differentiating, Defining, Categorizing, Controlling, Designing, Analyzing, Investigating, Thinking, Reasoning, Using Imagination
ORANGE	Fun loving, Impressive, Generous, Witty, Spontaneous, Impulsive, Adventurous, Bold, Optimistic, Charming, Mobile, Fraternal, Immediate, Impactful	Rehearsing, Making, Playing, Acting, Competing, Performing, Stimulating, Moving, Troubleshooting, Having Fun, Composing, Promoting, Seeking Variety, Seeking the New

Working with Your True Colors

	GOLD	GREEN	ORANGE	BLUE
Esteemed by:	Being of service	Insights	Recognition	Helping people
Appreciated for:	Accuracy and thoroughness	Their ideas	Creativity	Unique contributions
Validated by:	Appreciation of service	Affirming their wisdom	Visible results	Personal acceptance
At work they are:	Procedural	Pragmatic	Flexible	A catalyst
Their specialty is:	Results	Strategy	Energy	Relationships
Their overall mood:	Concerned	Calm, cool and collected	Enthusiastic	Committed
Key characteristic:	Responsibility	Ingenuity	Skillfulness	Authenticity



FACTORS CREATING STRESS

BLUE	GOLD	GREEN	ORANGE
<ul style="list-style-type: none"> • Broken promises • Too much negative criticism • People talking about them behind their backs • Not discussing what is occurring • Completing paperwork as a priority • Clock-watching • Conflict • Insincerity • Lying • Rejection • Lack of social contacts • Placing "the system" before the people in it • Being constantly compared to others & not evaluated as an individual • Too much conformity without outlets for individual expression 	<ul style="list-style-type: none"> • Incomplete tasks • Ambiguous tasks • Ambiguous answers • Disorganization • Too many things going on at the same time • People who do not follow through • Too many questions directed at them • Irresponsibility of others • Waste • Non-conformity • Changing details • A haphazard attitude • Lack of structure • Lack of direction 	<ul style="list-style-type: none"> • Not being in charge • Lack of control • Lack of independence • Elaborate use of adjectives • Incompetence • Emotional displays • Lack of options • Inability to use or to display knowledge • Small-talk • Routine • Social functions • Subjective judgment • Lack of recognition of high ability 	<ul style="list-style-type: none"> • Too much responsibility • Redundancy • Deadlines • Rules & regulations • Beings stuck at a desk • Non-negotiable and imposed structure • Requirements to read manuals & follow "how to" directions • Too much attention to product & not enough to performance/results • Criticism • Abstract concepts • Lack of fun at work or in school



In Esteem versus At Risk

	GOLD	GREEN	ORANGE	BLUE
In Esteem	<ul style="list-style-type: none"> • Task & structure-focused • Serious attitude • Likes to do things to help • Cares for own body & health • Direct but cautious • Cooperative & obedient to rules • Respects authority • Dependable & reliable 	<ul style="list-style-type: none"> • Questions & explores ideas • Considers other's ideas • Works independently • Pleasant but not very involved socially • Thrives on own work & ingenuity • Strives for improvement • Has high expectations 	<ul style="list-style-type: none"> • Acts boldly & is direct • Risk-taking behavior • Acts impulsively & spontaneously • Seeks adventure without drugs • Wands "hands-on" activities • Is assertive and to the point • Is extremely physical 	<ul style="list-style-type: none"> • Appreciates everything & everyone • Behaves with honesty & integrity • Likes team work & communicates easily • Creates things to make like better • Contagiously enthusiastic; expresses feelings • Is cooperative & encourages others • Is calm; strives for peace & harmony
At Risk	<ul style="list-style-type: none"> • Complains & behaves with self-pity • Exhibits anxiety & worry • Is depressed; acts fatigued • Expresses psychosomatic problems • Malicious in judgment of self & others • Exhibits "blind herd" mentality • Authoritarian in manner • Exhibits phobic reactions 	<ul style="list-style-type: none"> • Behaves indecisively • Refuses to comply or cooperate • Extreme aloofness & withdrawal • "Snobbish" put-downs & sarcastic remarks • Refusal to communicate; exhibits the "silent treatment" • Perfection tied to performance anxiety • Highly critical attitudes toward self & others 	<ul style="list-style-type: none"> • Acts rude & with defiance • Breaks the rules on purpose • Runs away, drops out • Involved with drugs • Acts out boisterously • Lying & cheating behavior • Violent behavior 	<ul style="list-style-type: none"> • Attention-getting behavior • Lying to "save face" • Withdraws • Fantasizes, daydreams excessively • Cries often; appears depressed • Behaves in passive, resistant ways • Expresses emotion by yelling & screaming

TRUE COLORS – STUDENT STRESSORS

BLUE

- Placing the “system” as a priority over the people
- Conflict
- Negative criticism
- Being compared to others and not evaluated as an individual

GOLD

- Ambiguous demands
- Disorganization
- Irresponsibility of others
- Changing details

GREEN

- Lack of independence
- Incompetence
- Lack of options
- Inability to use or display knowledge
- Subjective judgement

ORANGE

- Rules
- Responsibility
- Redundancy
- Deadlines
- Stuck in a lecture only class
- Structure
- Emphasis on process over results

REFRAMING BLUES

Blue may see self as:

Warm, caring
 Compassionate, sympathetic
 Romantic, idealistic
 Spiritual
 Creative
 People person
 Willing to work tirelessly for a cause
 Unselfish
 Affirming, empathetic
 Expressive, expansive
 Caretaker
 Promoting growth, well-being
 Social interaction expert
 Able to see need for exceptions
 Relates current experiences to past experiences
 Likes to please people
 Great communicator
 Trusting
 Wanting harmony
 Individualized personal values



Others may see Blue as:

Over-emotional
 "Bleeding heart"
 Mushy, flaky
 Unrealistic
 Hopelessly naïve
 Too tender hearted
 Easily duped
 Too "touchy-feely"
 Too nice
 Naïve
 Too trusting
 Smothering
 Teaching non-essentials
 Stuck in/lives in the past
 Groveling
 Fawning
 Soft
 Talks too much
 Obscures the issues

REFRAMING GOLDS

Gold may see self as:

Stable
 Providing security
 Dependable
 Firm
 Always have a view
 Efficient
 Realistic
 Decisive
 Executive type
 Good planner
 Orderly, neat
 Organized person
 Punctual, expects same
 Goal oriented
 Seeks closure
 Good at sorting, weeding out



Others may see Gold as:

Rigid
 Controlling
 Dull, boring
 Stubborn
 Opinionated
 System-bound
 Unimaginative
 Judgmental
 Bossy, controlling
 Limiting flexibility
 Uptight
 Predictable
 Rigid idea of time
 End justifies the means
 Limited, not able to do many things at once

REFRAMING GREENS

Green may see self as:

Superior intellect
98% right
Efficient
Powerful
Creative
Visionary
Original
Unique
Eminently responsible
Rational
Calm, not emotional
Under control
Precise, not repetitive
Able to find flaws
Objective
Seeking justice
Firm-minded
Able to reprimand



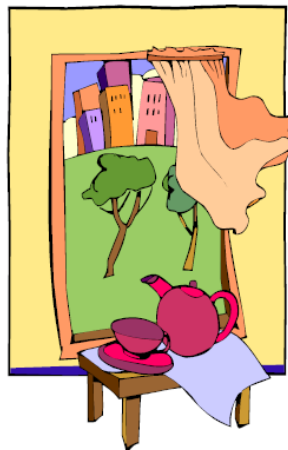
Others may see Green as:

Intellectual snob
Arrogant
Heartless
Doesn't care about people
Ruthless
Unrealistic
Eccentric, weird
Emotionally controlled
Ignores people values
Cool, aloof, unfeeling
Afraid to open up
Covers subject from all angles
Critical, fault finding
Devaluing relational aspects
Lacking mercy, unfair
Unappreciative
Stingy with praise
Doesn't consider people in plans

REFRAMING ORANGES

Orange may see self as:

Fun-loving, enjoys life
Spontaneous
Flexible, adaptable
Carefree
Proficient, capable
Hands-on person
Practical
Problem-solver
Good negotiator
"Here and now" person
Can do many things at once
Eclectic
Can deal with chaos
Curious, welcomes new ideas
Superior ability to discriminate
among options & see shades of gray



Others may see Orange as:

Irresponsible
Flaky
Not serious
Spends time at things they enjoy
Disobeys rules
Manipulative
Not to be trusted
Not able to stay on task
Scattered
Cluttered
Uncontrollable
Resists closure or decisions
Indecisive



LEADERSHIP STYLES

BLUE

Nurturer; relationship-centered

- Expects others to express views
- Assumes "family spirit"
- Works to develop others' potential
- Individuals oriented
- Democratic, unstructured approach
- Encourages change via human potential
- Change time allows for sense of security
- Expects people to develop their potential

GOLD

Stabilizer; institution-oriented

- Expects punctuality, order and loyalty
- Assumes "right" way to do things
- Seldom questions tradition
- Rules oriented
- Detailed/thorough approach
- Threatened by change
- Prolonged time to initiate any change
- Expects people to "play" their roles

GREEN

Visionary; strategically-centered

- Expects intelligence and competence
- Assumes task relevancy
- Seeks ways to improve systems
- Visionary
- Analytical
- Encourages change for improvement
- Constantly "in process" of change
- Expects people to follow through

ORANGE

Trouble-shooter; action-oriented

- Expects quick action
- Assumes flexibility
- Works in the here and now
- Performance oriented
- Flexible approach
- Welcomes change
- Institutes changes quickly
- Expects people to "make it fun"



PUMPING UP PALE COLORS

INCREASING THE BLUE

- Seek harmony • Listen • Take care •
Practice positivity • Foster feelings •
Rev up the romance • Touch •
Acknowledge others • Get esoteric •
Join a cause • Seek self-expression &
exploration • Stir up the spirituality
• Refresh relationships

INCREASING THE GOLD

- Respect time lines • Plan ahead • Stick
to decisions, plans & commitments •
Rediscover traditions • Multiply your
manners • Prioritize your time • Think
before you speak, act or interrupt •
Check procedures • Get organized •
Determine details • Find ways to
belong

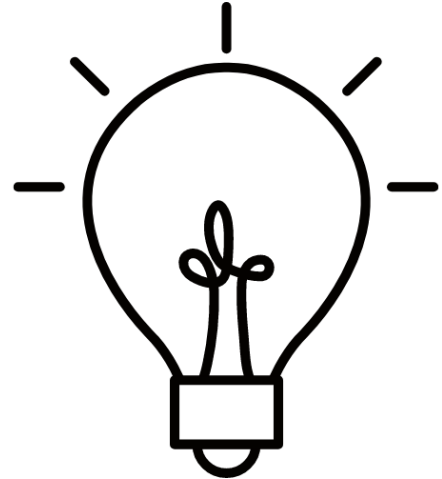
INCREASING THE GREEN

- Think long-term • Stop &
contemplate • Solve a problem for
yourself • Ask "why?" • Exercise
objectivity/multipartiality • Debate
the other side of an argument just
for fun • Practice being precise with
your words • Stretch your sense of
humor • Record ideas

INCREASING THE ORANGE

- Do something for the fun of it •
Savor your senses • Express yourself
openly • Negotiate • Lighten up •
Stretch your comfort zones • Take n
acting, singing or public speaking
class • Play to win • Share a story •
Create an adventure • Activate your
body • Accept attention

Your palest color is one you can concentrate on understanding the most. It is with this color you will experience growth by taking risks and exploring a part of yourself that you know least well.



Personality styles, types, colors, etc. are not the whole story but they are a foundation upon which human behavior is based. Ultimately, YOU define who you are!