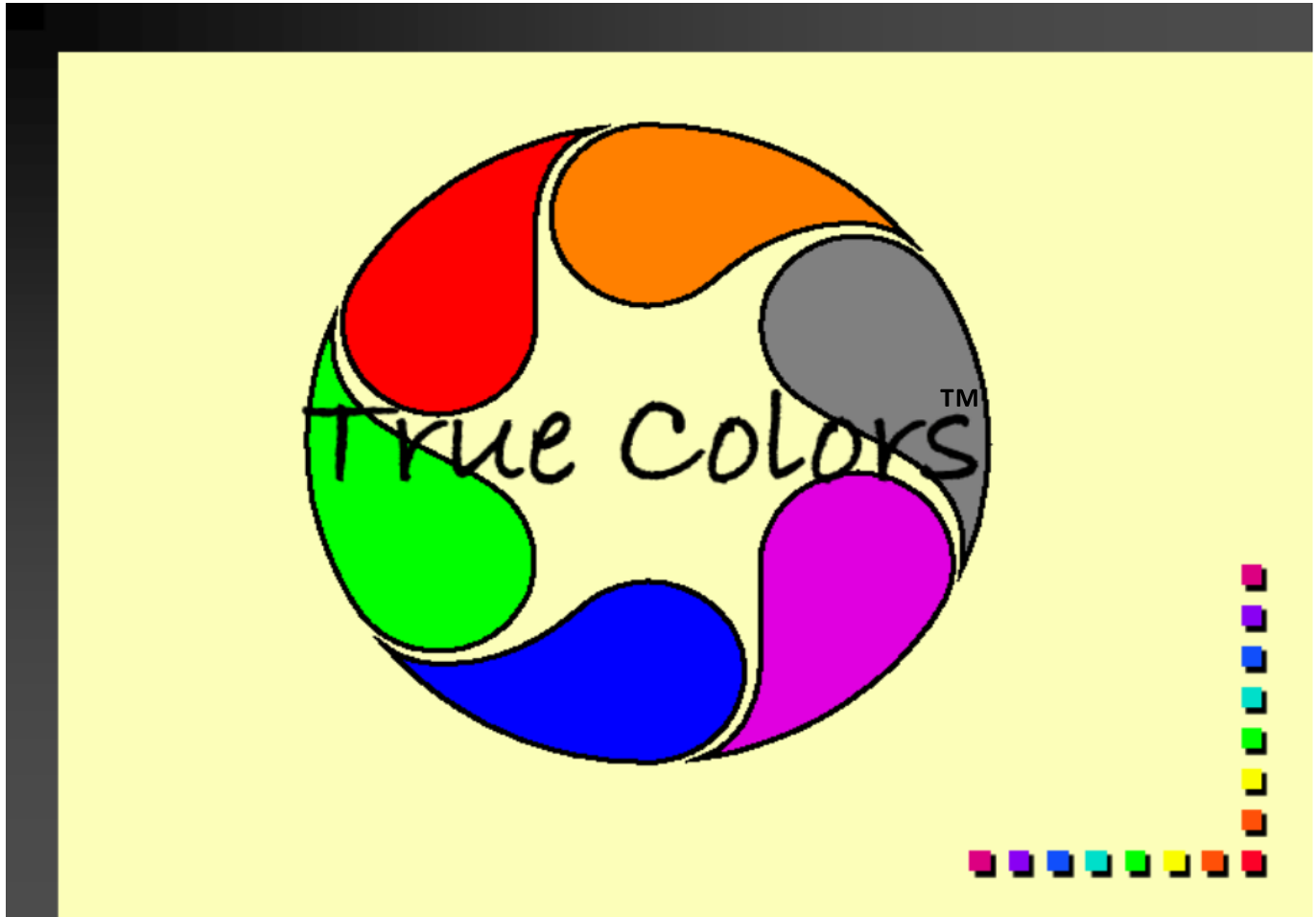


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## True Colors™

### Objectives:

1. To learn what our True Color™ is so we can work more productively as a group,
2. To apply what we know about each color to understand why a person tends to respond and behave in a certain manner,
3. To provide a repertoire of knowledge so that our relationships with others will be more flexible, and
4. To provide for more harmonious and effective group interactions

### Outcomes:

Discover the qualities & characteristics of our own particular personality style or type;  
Gain an understanding of other personality styles;  
Increase understanding of ourselves and others that will result in a decrease of conflict

### Background information:

True Colors™ is a scaled-down version of the Myers-Briggs Personality Type test. True Colors™ utilize blue, gold, green and orange to represent personality and behavior.

**Preparation:** Make copies of the 2 Handouts. Copy Handout 1 & 2 front/ back.

### Presentation:

READ OR PARAPHRASE

Do you know that your behavior, thus your leadership style, affects how you (1) Interact with people (2) react to situations and (3) how you complete a task? Each person's True Colors has an important impact on how effectively a group will achieve its goals.

It is important to know that your personality and behavior is a rainbow of colors but that one color is generally dominant. Knowing and understanding what your True Color™ is will give insight into behavior, personality and work habits. Knowing each color and its general characteristics provides you with a repertoire of knowledge that allows us to be more flexible in dealing with individuals, therefore, avoiding conflicts and being more productive.

## **ADMINISTER THE TRUE COLORS™ ASSESSMENT TEST (short version) - HANDOUT 1**

**Directions:** Rate each group of words in each row from 1 to 4 with 4 being most like you and 1 being least like you. Total each column.

When completed go over Handout 2:

Here are some general descriptions of each color: Go over the characteristics in each box. (Let the participants comment)

### **General Traits for Colors**

#### **Where are the blues?**

- Blues are idealists. They motivate and inspire other people to get the job done, usually in a peaceful manner. They're the ones that can find peace when others are out of control.

#### **Where are the greens?**

- Greens are rationalists. They see the big picture and usually are intellectual and philosophical. If you give the green an assignment and don't tell them why, they probably won't do it. They have to understand why. That's very important."

#### **Where are the golds?**

- Golds are guardians. They're very task-oriented. They want to get the job done because that's the goal. Golds like rules, policies and procedures. Golds respond to duty and loyalty. They're responsible folks and keep organizations going.

#### **Where are the oranges?**

- Oranges are artisans. They tend to test the limits and are spontaneous and impulsive. Oranges are risk-takers and are action-oriented. They don't like to sit around and decide how to deal with the problem. They just want to go out and get it done."

Oranges are also adventurous and competitive.

## Let's look at some more characteristics

### Blues say

*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*

### BLUES...at work

- I have a strong desire to influence others so they may lead more significant lives.
- I often work in the arts, communication, education, and helping professions.
- I am adept at motivating and interacting with others.

### BLUES...in relationships

- I seek harmonious relationships.
- I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

## Greens say

*I seek knowledge and understanding*

**Analytical, Global, Conceptual**

*I live by my own standards*

**Cool, Calm, Collected**

*I need explanation and answers*

**Inventive, Logical, Perfectionistic**

*I value intelligence, insight, fairness, and justice*

**Abstract, Hypothetical, Investigative**

*I am a natural non-conformist, a visionary, a problem solver*

## GREENS...at work

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

## GREENS...in relationships

- I prefer to let my head rule my heart.
- I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

## Golds say

*I need to follow rules 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 belong*

**Faithful, Stable, Organized**

*I value home, family, and tradition*

**Caring, Concerned, Concrete**

*I am a natural preserver, a parent, a helper*

## GOLDS...at work

- I provide stability and can maintain organization.
- My ability to handle details and to work hard makes me the backbone of many organizations.
- I believe that work comes before play, even if I must work overtime to complete the task.

## GOLDS...in relationships

- I am serious and tend to have traditional, conservative views of both love and marriage.
- I enjoy others who can work along with me, building secure, predictable relationships together.
- I demonstrate admiration through the practical things I do for the ones I love

## Oranges say

*I act on a moment's notice*

**Witty, Charming, Spontaneous**

*I consider life a game, here and now*

**Impulsive, Generous, Impactful**

*I need fun, variety, stimulation, and excitement*

**Optimistic, Eager, Bold**

*I value skill, resourcefulness, and courage*

**Physical, Immediate, Fraternal**

*I am a natural trouble shooter, a performer, a competitor*

## ORANGES...at work

- 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 as an extension of myself.
- I am a natural performer.

## ORANGES...in relationships

- I seek a relationship with shared activities and interests.
- I like to explore new ways to energize the relationship.
- In a relationship, I need to be bold and thrive on physical contact.
- I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

## **Summary / Discussion**

Now that we know...

Blues are relationship oriented;  
Greens are structure oriented;  
Golds are structure oriented;  
Oranges are impulse oriented

How does knowing these characteristics help us understand and work better with others?

If you are an orange, how does this information affect how you would work with a gold, blue, or green?

When is a group how does having a variety of colors contribute to a more harmonious and productive committee or meeting?



**TRUE COLORS™ ASSESSMENT (short version- Handout 1)**

Rate each group of words in each row from 1 to 4 with 4 being most like you and 1 being least like you. Total each column.

Active Opportunistic Spontaneous	<input type="text"/>	Parental Traditional Responsible	<input type="text"/>	Authentic Harmonious Compassion	<input type="text"/>	Versatile Inventive Competent	<input type="text"/>
Competitive Impetuous Impactful	<input type="text"/>	Practical Sensible Dependable	<input type="text"/>	Unique Empathetic Communicate	<input type="text"/>	Curious Conceptual Knowledge	<input type="text"/>
Realistic Open-minded Adventurous	<input type="text"/>	Loyal Conservative Organized	<input type="text"/>	Devoted Warm Poetic	<input type="text"/>	Theoretical Seeking Ingenious	<input type="text"/>
Daring Impulsive Fun	<input type="text"/>	Concerned Procedural Cooperative	<input type="text"/>	Tender Inspirational Dramatic	<input type="text"/>	Determined Complex Composed	<input type="text"/>
Exciting Courageous Skillful	<input type="text"/>	Orderly Conventional Caring	<input type="text"/>	Vivacious Affectionate Sympathetic	<input type="text"/>	Philosophical Principled Rational	<input type="text"/>
Total	<input type="text"/>	Total	<input type="text"/>	Total	<input type="text"/>	Total	<input type="text"/>
<b>Orange</b>		<b>Gold</b>		<b>Blue</b>		<b>Green</b>	

*The color with the highest total is your True Color™. Remember, we are a mixture of all four colors but tend to have a dominate color - your True Color™.*

Congratulations! You now know your color spectrum.

## Characteristics and Traits of Colors (Handout 2)

### Greens

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

### Gold

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

### Oranges

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

### 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

## Handout 3

# Ice Breaker

Find someone that can answer yes to the information in the box. Have them sign their name in the box.

Someone who schedules their days	Someone who measures worth by completion	Someone who believes work comes before play	Someone who values close relationships	Someone who safeguards tradition
Someone who is free and spontaneous	Someone who is curious	Someone who needs to feel useful	Someone who resists commitment	Someone who values close relationships
Someone who is goal-oriented	Someone who looks for symbolism	Someone who is drawn to action jobs	Someone who thrives on crises	Someone who makes decisions based on feelings
Someone who enjoys intriguing discussions	Someone who wants to be self-sufficient	Someone who has difficulty finding acceptance	Someone who needs to be competent	Someone who encourages expression
Someone who Questions authority	Someone who is adaptable	Someone who Values rules	Someone who V Likes to live in a casual atmosphere	Someone who Gets involved in causes