

UNIVERSITY OF CONNECTICUT



TRUE
COLORS

TRUE COLORS FACILITATION GUIDE

GOALS/OBJECTIVES:

- ◇ Familiarize students with their own True Colors personality style
- ◇ Familiarize students with other True Colors personality styles
- ◇ Help students understand the importance of knowing these personality styles and how this knowledge can help them work more effectively with people with different personalities.

INSTRUCTIONS FOR ACTIVITY:

- 1) Give brief overview of activity (no details about the colors)
- 2) Share the goal of the exercise (to understand their own and others styles)
- 3) Divide group into 4 smaller groups based on their most dominant colors
- 4) Explain spaghetti tower task:
 - a. Each group is to attempt to build the tallest free standing structure using only the materials given to them (spaghetti and marshmallows)
- 5) Give the groups about 15-20min. to work on the task. While they are working, observe and take notes about each group that will help to explain the different color personalities.
 - a. Use your color packet to help find adjectives and behaviors that each group is demonstrating that are characteristic to their “color.”
 - b. Pay more attention to the *process* that each group is going through – not the results of their spaghetti towers. Listen for comments that people make that will also help emphasize their characteristics.
- 6) Ask groups to share what they noticed about their own group dynamics working together to complete this task.
- 7) Share your observations/quotes from each group and elaborate and why and/or how those observations demonstrated their personality characteristics.

SOME PROMPT QUESTIONS FOR DISCUSSION WITH GROUP:

- 1) Why is it important to know your own personality style?
- 2) Why is it important to know other people’s personality styles?
- 3) How can this knowledge help your interactions with people on a regular basis?
- 4) Can you think of any examples of when personality differences based on this model have been the cause of conflict in a situation you have been in?
- 5) What can you do in the future to prevent conflict based on these personality differences?

TRUE COLORS

BLUE

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

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

IN LOVE: *I seek harmonious relationships. I am a true romantic and believe in perfect love that lasts forever. I bring 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 love.*

IN CHILDHOOD: *I was extremely imaginative and found it difficult to fit into the structure of school life. I reacted with great sensitivity to discordance or rejection and sought recognition. I responded to encouragement rather than to competition.*

BLUE MAY SEE SELF AS:**OTHERS MAY SEE BLUE AS:**

WARM

OVER-EMOTIONAL

CARING

“BLEEDING HEART”

COMPASSIONATE

MUSHY

ROMANTIC

TOO TENDER HEARTED

SPIRITUAL

FLAKY, UNREALISTIC

CREATIVE

OTHER WORLDLY

IDEALISTIC

HOPELESSLY NAÏVE

PEOPLE PERSON

TOO “TOUCHY FEELY”

WILLING TO WORK TIRELESSLY FOR A CAUSE

EASILY DUPED

UNSELFISH

TOO NICE

EMPATHETIC

JUST PATHETIC

AFFIRMING

NAÏVE, TOO TRUSTING

EXPRESSIVE, EXPANSIVE

SLICK, MANIPULATIVE

CARETAKER

SMOTHERING

PROMOTING GROWTH, WELL-BEING

TEACHING NON-ESSENTIALS

SOCIAL INTERACTION EXPERT

IGNORES POLICY, CREATES CHAOS

CONSCIOUS OF PAST RELATIONSHIPS

STUCK IN/LIVES IN THE PAST

LIKES TO PLEASE PEOPLE

GROVELING, FAWNING, SOFT

SYMPATHETIC

OBSCURES THE ISSUES

GREAT COMMUNICATOR

TALKS TOO MUCH

TRUSTING

ILLOGICAL, INCOMPREHENSIBLE

BLUE

Harmonious

Your Strength is Authenticity.

I value people. Being liked and having everyone around me getting along are more important than are facts, rules, adventure or logic. I am sensitive to others and become uncomfortable when there is conflict or competition. I like to socialize and work with people. I learn best when people care about me and when they give me support and feedback.

As a BLUE, I must find my real self, my unique identity, and live my life as an expression of it. Life is a dream in which I must find meaning. I am sensitive to subtlety and create roles in life's dream with a special flair. I enjoy close relationships with those I love and experience a spiritual side to my nature.

As a BLUE, I look for meaning in my life. I like to get along with people and look after them. I am honest and I like to be told I am doing well. I want to be important in people's lives. I think about the future, a perfect world, good friends, and love.

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

♥ **IN LOVE:** I seek harmonious relationships. I am a true romantic and believe in perfect love that lasts forever. I bring 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 love.

✍ **IN SCHOOL:** I am extremely imaginative and find it difficult to fit into the structure of school life. I react with great sensitivity to discordance or rejection and seek recognition and feedback. I feel best in open interactive, people oriented environments and respond best to encouragement.

- ❖ Romantic
- ❖ Bearer of Truth
- ❖ Future Oriented
- ❖ Self Actualization
- ❖ Enthusiastic participation
- ❖ Eternal commitment to love
- ❖ Romanticizes their experiences
- ❖ Interested in people watching
- ❖ Powers of empathy
- ❖ Devoted to relationships
- ❖ Search for self
- ❖ Harmony with innerself

AS A LEADER

I am a nurturer and people centered.

I value people in my administration and seek to draw out their full potential.

They often feel like an extension of my family.

As an appreciator, I work toward and react to the best in others.

Having a gift for language, I am an enthusiastic spokesperson for my administration.

As a catalyst, I am comfortable in an unstructured democratic setting.

- I value personal relationships
- I have a people centered point of view
- I value harmony and cooperation
- I intuitively focus on personal strength
- I am naturally democratic
- I enjoy activating the potential in people
- I am an optimistic, dramatic spokesperson

TRUE COLORS GREEN

I seek knowledge and understanding

Analytical, Global, Conceptual

I live life by my own standards

Cool, Calm, Collected

I need explanations and answers

Inventive, Logical, Perfectionist

I value intelligence, insight, fairness, and justice

Abstract, Hypothetical, Investigative

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

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 the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.*

IN LOVE: *I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express my feelings. I believe that once feelings are stated, they are obvious to a partner. I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.*

IN CHILDHOOD: *I appeared to be older than my years and focused on my greatest interests, achieving in subjects that were mentally stimulating. I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them*

GREEN MAY SEE SELF AS:**OTHERS MAY SEE GREEN AS:**

SUPERIOR INTELLECT

INTELLECTUAL SNOB

98% RIGHT

ARROGANT

TOUGH MINDED

HEARTLESS

EFFICIENT

DOESN'T CARE ABOUT PEOPLE

POWERFUL

RUTHLESS

CREATIVE, VISIONARY

UNREALISTIC

ORIGINAL, UNIQUE

ECCENTRIC, WEIRD

EMINENTLY REASONABLE

EMOTIONALLY CONTROLLED

RATIONAL

IGNORES PEOPLE VALUES

CALM, NOT EMOTIONAL

COOL, ALOOF, UNFEELING

UNDER CONTROL

AFRAID TO OPEN UP

PRECISE, NOT REPETITIVE

COVERS SUBJECT FROM ALL ANGLES

ABLE TO FIND FLAWS

CRITICAL, FAULT FINDING

OBJECTIVE

NOT ON MY SIDE

TASK, GOAL FOCUS

DEVALUING RELATIONAL ASPECTS

HOLDING FIRM TO POLICY

HAVING LIMITED ABILITY TO SEE OBVIOUS

SEEKING JUSTICE

DIFFERENCES

ASSUMING THINGS WILL BE WELL DONE

LACKING MERCY, UNFAIR

FIRM MINDED, ABLE TO REPRIMAND

UNAPPRECIATIVE, STINGY WITH PRAISE

GREAT PLANNER

NASTY, HATCHET PERSON

DOESN'T CONSIDER PEOPLE IN PLANS

GREEN

Curious

Your Strength is Knowledge.

I value knowledge and new ideas. Discovering solutions and using my brain are more important than feelings, rules, and non-stop excitement. I like to know how and why things work in a certain way. I prefer to work on my own and I also need room to think so I can come up with new ideas and the right answers.

As a GREEN, I am curious, investigating, and form my own ideas. I like to look at the big picture. I am cool, calm, and collected. I like to be smart and enjoy activities that require problem solving. I value fairness, insight, intelligence, and justice. I like to set my own standards, and I enjoy seeking fundamental truths.

☞ **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 the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

♥ **IN LOVE:** I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express feelings. I believe that once feelings are stated they are obvious to a partner. I am uneasy when my emotions control me. I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

✍ **IN SCHOOL:** I appear to be older than my years and focus on my greatest interests achieving in subjects that are mentally stimulating. I am impatient with drill and routine question authority and find if necessary to respect teachers before I can learn from them.

- ❖ Romantic
- ❖ Play is work
- ❖ Stores wisdom
- ❖ Obsessed to learn
- ❖ Perfectionist
- ❖ Competency
- ❖ Abilities & skills
- ❖ Believes things are obvious to all
- ❖ Often oblivious to others emotions
- ❖ Thinks through relationships carefully
- ❖ Constant self doubt
- ❖ Loves intelligence
- ❖ Compulsion to lead
- ❖ Hates error in logic
- ❖ Precision
- ❖ Critical of own ability

AS A LEADER

I am a visionary, strategically centered

I am aware of the intricacies of education systems and of administrations

I like to design systems which improve the way my school functions

I can be somewhat impatient with personal interactions which seem to be irrelevant.

My greatest organizational contributions are my ideas and my ability to solve problems.

- I am a designer and an inventor
- I am an optimum contributor
- I am an excellent analyst
- I am principled
- I enjoy complex systems
- I value intelligence and competence
- My attitudes are scientific
- I think abstractly

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TRUE COLORS

GOLD

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 to belong

Faithful, Stable, Organized

I value home, family, and tradition

Caring, Concerned, Concrete

I am a natural preserver, a parent, a helper

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 job.*

IN LOVE: *I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through the practical things I do for my loved ones.*

IN CHILDHOOD: *I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the educational system.*

GOLD MAY SEE SELF AS:

OTHERS MAY SEE GOLD AS:

STABLE

RIGID

PROVIDING SECURITY

CONTROLLING

DEPENDABLE

DULL, BORING

FIRM

STUBBORN, PIGHEADED

ALWAYS HAVE A VIEW

OPINIONATED

EFFICIENT

SYSTEM BOUND

REALISTIC

UNIMAGINATIVE

DECISIVE

JUDGMENTAL

EXECUTIVE TYPE

BOSSY, CONTROLLING

GOOD PLANNER

LIMITED FLEXIBILITY

ORDERLY, NEAT

UPTIGHT

ORGANIZED PERSON

SETS OWN AGENDA

PUNCTUAL, EXPECTS SAME

RIGID IDEA OF TIME

GOAL ORIENTED

PREDICTABLE

FINISH WHAT I START

END JUSTIFIES THE MEANS

GOOD AT SORTING, WEEDING OUT

THROWS AWAY GOOD ITEMS NEEDLESSLY

GOLD

Responsible

Your Strength is Duty.

I value the traditional things in life. I am practical and I like structure. Being responsible and following the rules are more important than excitement and feelings. I like family life, saving money, and I plan to really make something of myself. I like to belong to groups and want to help make them run smoothly. I enjoy learning about things that are useful to me.

GOLDS, the responsible ones, above all, must belong. No matter what social unit is involved, I must earn my place of belonging by being useful, by fulfilling responsibilities, by being of service and by caring for others. I value order, and cherish the tradition of home and family. Steadfastness and loyalty are my trademark. I am generous and parental, showing that I can by making sure everyone does the right thing.

☞ **AT WORK:** I provide stability and can maintain organization. My ability to handle details and to work hard make me the backbone of many organizations. I am practical and sensible. I believe that work comes before play, even if I must work overtime to complete the job.

♥ **IN LOVE:** I am serious and tend to have traditional views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through practical things I do for my loved ones.

✍ **IN SCHOOL:** I follow the rules and regulations of the school. I understand and respect authority and am comfortable with academic routine. I am the easiest of all types to adapt to the educational system.

❖ Romantic

- ❖ Be prepared
- ❖ Responsible
- ❖ Work ethic
- ❖ Predictable
- ❖ Useful
- ❖ Must be appreciated (often is not)
- ❖ Loyal and giving
- ❖ Saving & wealth
- ❖ Dependable, reliable
- ❖ Hates wasting
- ❖ Questions change
- ❖ Perpetuates heritage

I need to follow rules and respect authority.

AS A LEADER

I am a stabilizer, oriented to the organization

I am accountable and thorough. I dedicate time and energy to maintaining my administration.

I naturally provide stability and bring punctuality, order, & clarity of rules to work.

I like to be useful and see that everyone understands the right way to do things in a social atmosphere.

I value respectful behavior from my teachers & students.

People around me sense being in a safe and secure environment.

- I am conventional
- I hold home & family in high regard
- I am highly accountable & detailed
- I like to belong
- I have a sense of social responsibility
- I reward dedication & loyalty
- I appreciate order & punctuality

TRUE COLORS

ORANGE

I act on a moment's notice

Witty, Charming, Spontaneous

I consider life as 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

AT WORK: *I am bored and restless with jobs that are routine and structured and 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 self. I am a natural performer.*

IN LOVE: *I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover, I need to be bold and I thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to my loved one.*

IN CHILDHOOD: *of all types of children, I had the most difficult time fitting into academic routine. I learn by doing and experiencing, rather than by listening and reading. I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.*

ORANGE MAY SEE SELF AS:

OTHERS MAY SEE ORANGE AS:

FUN-LOVING, ENJOYS LIFE

IRRESPONSIBLE

SPONTANEOUS

FLAKY

FLEXIBLE, ADAPTABLE

WISHY-WASHY

CAREFREE

NOT SERIOUS

PROFICIENT, CAPABLE

SPENDS TIME AT THINGS THEY ENJOY

HANDS-ON PERSON

NOT INTERESTED IN IDEAS

PRACTICAL

UNIMAGINATIVE, DULL

PROBLEM SOLVER

DISOBEYS RULES

GOOD NEGOTIATOR

MANIPULATIVE, NOT TO BE TRUSTED

HERE AND NOW PERSON

TURNED OFF BY PAST-ORIENTED BLUE AND

DO MANY THINGS AT ONCE

FUTURE-ORIENTED GREEN

ECLECTIC, CAN DEAL WITH CHAOS

NOT ABLE TO STAY ON TASK

CURIOUS, WELCOMES NEW IDEAS

SCATTERED, CLUTTERED

SUPERIOR ABILITY TO DISCRIMINATE AMONG

UNCONTROLLABLE

OPTIONS, SEES SHADES OF GRAY

RESISTS CLOSURE OR DECISION, INDECISIVE

ORANGE

Adventurous

Your Strength is Skillfulness.

I value freedom and excitement. I think that being skillful is more important than structure, logic and feelings. I like being spontaneous, and want to enjoy what I am doing. Planning things sometimes takes the fun out of it. I like games and competition. I also like to learn things that I can go out and put to use.

The ORANGE person must be free to act. I do things for the joy of doing. I choose to be impulsive – act upon the idea of the moment. I take pride in being highly skilled in a variety of fields. I have a zest for life and a desire to test the limits. My hands-on approach to problem solving and direct line of reasoning creates excitement and immediate results. I like action! I am witty, charming and bold. I see life as a game, here and now.

🔧 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 self. I am a natural performer.

♥ IN LOVE: I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover, I need to be bold and I thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to my loved one.

✍ IN SCHOOL: I have difficulty fitting into the academic routine. I learn by doing and experiencing, rather than by listening and reading. I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.

- ❖ Romantic
- ❖ Urge or whim
- ❖ Impulsive
- ❖ Action for itself
- ❖ Full of fun
- ❖ Test the limits
- ❖ Great in a crisis
- ❖ Spontaneous relationships
- ❖ Thrive when the outcome is not know
- ❖ Waiting is psychological death
- ❖ Charming and witty
- ❖ Clutter is acceptable
- ❖ Light-hearted
- ❖ Do it now
- ❖ Needs variation
- ❖ Love to wander

AS A LEADER

I am a trouble shooter and action centered.

I am a natural problem solver and I respond quickly and efficiently in a crisis.

My strong sense of the real, and ability to see opportunities makes me an excellent negotiator.

Because I verbalize appreciation easily, I am a source of encouragement to my peers.

I welcome and seek change and always work in a flexible, performance oriented administration.

- I thrive on action
- I live in the here and now
- I must have freedom to act
- I welcome change and I will take risks
- I like variety
- I seek fun and performance
- I deal quickly with concrete problems
- I am a flexible, practical diplomat

HOW TO GET ALONG AND UNDERSTAND YOUR...

GOLD PEERS:

- ◇ Try to be organized & efficient
 - ◇ Be loyal & dependable
 - ◇ Remember to be on time
- ◇ GOLDS are generous and like things to be returned
 - ◇ Respect their need for security
 - ◇ Do what you say you will do

GREEN PEERS:

- ◇ Be aware of their curiosity about life
- ◇ Respect their need for independence
- ◇ Know that they are caring, even though they may not show their feelings easily
 - ◇ Reinforce their new ideas and concepts

ORANGE PEERS:

- ◇ Be active with them
- ◇ Do not slow them down
- ◇ Be energetic & ready to go
 - ◇ Be adventurous
 - ◇ Be spontaneous & fun
- ◇ Compete in fun when appropriate
 - ◇ Do not play the heavy

BLUE PEERS:

- ◇ Spend quality time, one-on-one, with them
- ◇ Be aware that they wear their hearts on their sleeves
 - ◇ Listen to them as they listen to you
 - ◇ Be supportive
 - ◇ Share your thoughts and feelings
- ◇ Praise their imagination and creativity