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 port, 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.

From True Colors Successful Leadership Handbook by Don Lowry
<table>
<thead>
<tr>
<th>Blue may see self as:</th>
<th>Others may see Blue as:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warm</td>
<td>Over-emotional</td>
</tr>
<tr>
<td>Caring</td>
<td>“Bleeding heart”</td>
</tr>
<tr>
<td>Compassionate</td>
<td>Mushy</td>
</tr>
<tr>
<td>Romantic</td>
<td>Too tender hearted</td>
</tr>
<tr>
<td>Spiritual</td>
<td>Flaky, unrealistic</td>
</tr>
<tr>
<td>Creative</td>
<td>Other worldly</td>
</tr>
<tr>
<td>Idealistic</td>
<td>Hopelessly naïve</td>
</tr>
<tr>
<td>People person</td>
<td>Too “touchy feely”</td>
</tr>
<tr>
<td>Willing to work tirelessly for a cause</td>
<td>Easily duped</td>
</tr>
<tr>
<td>Unselfish</td>
<td>Too nice</td>
</tr>
<tr>
<td>Empathetic</td>
<td>Just pathetic</td>
</tr>
<tr>
<td>Affirming</td>
<td>Naïve, too trusting</td>
</tr>
<tr>
<td>Expressive, expansive</td>
<td>Slick, manipulative</td>
</tr>
<tr>
<td>Caretaker</td>
<td>Smothering</td>
</tr>
<tr>
<td>Promoting growth, well-being</td>
<td>Teaching non-essentials</td>
</tr>
<tr>
<td>Social interaction expert</td>
<td>Ignores policy, creates chaos</td>
</tr>
<tr>
<td>Conscious of past relationships</td>
<td>Stuck in/lives in the past</td>
</tr>
<tr>
<td>Likes to please people</td>
<td>Groveling, fawning, soft</td>
</tr>
<tr>
<td>Sympathetic</td>
<td>Obscures the issues</td>
</tr>
<tr>
<td>Great communicator</td>
<td>Talks too much</td>
</tr>
<tr>
<td>Trusting</td>
<td>Illogical, incomprehensible</td>
</tr>
</tbody>
</table>

University of Connecticut — Peer Education Programs — Leadership Programs
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 innerness

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

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**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.

*From True Colors Successful Leadership Handbook by Don Lowry*
<table>
<thead>
<tr>
<th><strong>Green may see self as:</strong></th>
<th><strong>Others may see Green as:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Superior intellect</td>
<td>Intellectual snob</td>
</tr>
<tr>
<td>98% right</td>
<td>Arrogant</td>
</tr>
<tr>
<td>Tough minded</td>
<td>Heartless</td>
</tr>
<tr>
<td>Efficient</td>
<td>Doesn’t care about people</td>
</tr>
<tr>
<td>Powerful</td>
<td>Ruthless</td>
</tr>
<tr>
<td>Creative, visionary</td>
<td>Unrealistic</td>
</tr>
<tr>
<td>Original, unique</td>
<td>Eccentric, weird</td>
</tr>
<tr>
<td>Eminently reasonable</td>
<td>Emotionally controlled</td>
</tr>
<tr>
<td>Rational</td>
<td>Ignores people values</td>
</tr>
<tr>
<td>Calm, not emotional</td>
<td>Cool, aloof, unfeeling</td>
</tr>
<tr>
<td>Under control</td>
<td>Afraid to open up</td>
</tr>
<tr>
<td>Precise, not repetitive</td>
<td>Covers subject from all angles</td>
</tr>
<tr>
<td>Able to find flaws</td>
<td>Critical, fault finding</td>
</tr>
<tr>
<td>Objective</td>
<td>Not on my side</td>
</tr>
<tr>
<td>Task, goal focus</td>
<td>Devvaluing relational aspects</td>
</tr>
<tr>
<td>Holding firm to policy</td>
<td>Having limited ability to see obvious</td>
</tr>
<tr>
<td>Seeking justice</td>
<td>Differences</td>
</tr>
<tr>
<td>Assuming things will be well done</td>
<td>Lacking mercy, unfair</td>
</tr>
<tr>
<td>Firm minded, able to reprimand</td>
<td>Unappreciative, stingy with praise</td>
</tr>
<tr>
<td>Great planner</td>
<td>Nasty, hatchet person</td>
</tr>
<tr>
<td></td>
<td>Doesn’t consider people in plans</td>
</tr>
</tbody>
</table>
**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.

**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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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.

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<table>
<thead>
<tr>
<th><strong>Gold may see self as:</strong></th>
<th><strong>Others may see Gold as:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Stable</td>
<td>Rigid</td>
</tr>
<tr>
<td>Providing security</td>
<td>Controlling</td>
</tr>
<tr>
<td>Dependable</td>
<td>Dull, boring</td>
</tr>
<tr>
<td>Firm</td>
<td>Stubborn, pigheaded</td>
</tr>
<tr>
<td>Always have a view</td>
<td>Opinionated</td>
</tr>
<tr>
<td>Efficient</td>
<td>System bound</td>
</tr>
<tr>
<td>Realistic</td>
<td>Unimaginative</td>
</tr>
<tr>
<td>Decisive</td>
<td>Judgmental</td>
</tr>
<tr>
<td>Executive type</td>
<td>Bossy, controlling</td>
</tr>
<tr>
<td>Good planner</td>
<td>Limited flexibility</td>
</tr>
<tr>
<td>Orderly, neat</td>
<td>Uptight</td>
</tr>
<tr>
<td>Organized person</td>
<td>Sets own agenda</td>
</tr>
<tr>
<td>Punctual, expects same</td>
<td>Rigid idea of time</td>
</tr>
<tr>
<td>Goal oriented</td>
<td>Predictable</td>
</tr>
<tr>
<td>Finish what I start</td>
<td>End justifies the means</td>
</tr>
<tr>
<td>Good at sorting, weeding out</td>
<td>Throws away good items needlessly</td>
</tr>
</tbody>
</table>
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

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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.
<table>
<thead>
<tr>
<th>Orange may see self as:</th>
<th>Others may see Orange as:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fun-loving, enjoys life</td>
<td>Irresponsible</td>
</tr>
<tr>
<td>Spontaneous</td>
<td>Flaky</td>
</tr>
<tr>
<td>Flexible, adaptable</td>
<td>Wishy-washy</td>
</tr>
<tr>
<td>Carefree</td>
<td>Not serious</td>
</tr>
<tr>
<td>Proficient, capable</td>
<td>Spends time at things they enjoy</td>
</tr>
<tr>
<td>Hands-on person</td>
<td>Not interested in ideas</td>
</tr>
<tr>
<td>Practical</td>
<td>Unimaginative, dull</td>
</tr>
<tr>
<td>Problem solver</td>
<td>Disobeys rules</td>
</tr>
<tr>
<td>Good negotiator</td>
<td>Manipulative, not to be trusted</td>
</tr>
<tr>
<td>Here and now person</td>
<td>Turned off by past-oriented blue and</td>
</tr>
<tr>
<td>Do many things at once</td>
<td>future-oriented green</td>
</tr>
<tr>
<td>Eclectic, can deal with chaos</td>
<td>Not able to stay on task</td>
</tr>
<tr>
<td>Curious, welcomes new ideas</td>
<td>Scattered, cluttered</td>
</tr>
<tr>
<td>Superior ability to discriminate among</td>
<td>Uncontrollable</td>
</tr>
<tr>
<td>options, sees shades of gray</td>
<td>Resists closure or decision, indecisive</td>
</tr>
</tbody>
</table>
**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.

**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

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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