

## TRUE COLORS WORK SHEET

In the boxes below are groups or word clusters printed in rows. Look at all the boxes in the first row (A, B, C, D). Read the words & decide which of the 4 boxes is most like you. Give that box a "4". Then rank order the next 3 boxes from 3 to 1 in descending preference. You will end up with a row of 4 boxes, ranked from "4" (most like you) to "1" (least like you). Continue this process with the remaining 4 rows until you end up with 5 horizontal rows that each have a 4, 3, 2, 1.

### ROW ONE

A _____ active opportunistic spontaneous	B _____ parental traditional responsible	C _____ authentic harmonious compassionate	D _____ versatile inventive competent
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### ROW TWO

E _____ curious conceptual knowledgeable	F _____ unique empathetic communicative	G _____ practical sensible dependable	H _____ competitive impetuous impactful
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### ROW THREE

I _____ loyal conservative organized	J _____ devoted warm poetic	K _____ realistic open-minded adventuresome	L _____ theoretical seeking ingenious
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### ROW FOUR

M _____ concerned procedural cooperative	N _____ daring impulsive fun	O _____ tender inspirational dramatic	P _____ determined complex composed
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### ROW FIVE

Q _____ philosophical principled rational	R _____ vivacious affectionate sympathetic	S _____ exciting courageous skillful	T _____ orderly conventional caring
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(A+H+K+N+S) \_\_\_\_\_  
(C+F+J+O+R) \_\_\_\_\_

(B+G+I+M+T) \_\_\_\_\_  
(D+E+L+P+Q) \_\_\_\_\_

# GOLD

I FOLLOW THE 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 GOOD CITIZEN AND HELPFUL

**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 believe that work comes before play, even if I must work overtime to complete the task

**LEADERSHIP:** Expects punctuality, order, 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

**STRESS:** Complaining and self-pity  
Anxiety and worry  
Depression and fatigue  
Psychosomatic problems  
Malicious judgments about yourself or others  
Herd mentality exhibited in blind following of leaders  
Authoritarianism and phobic reactions

**JOYS:** Home, order, tidy, organized, achievement

**NEEDS:** stability, consistency, order, respect

**STRENGTHS:** loyal, structured, reliable, responsible

**FRUSTRATIONS:** inefficiency, slobs, procrastinators, change, lack of control

**VALUES:** punctuality, family, quality, honesty

**FAMOUS GOLDS:** Harry Truman                      Luci (Peanuts)  
Joan Rivers                                      Mr. Rogers  
Santa Claus                                      Gerald Ford  
George Washington                              Nancy Reagan

# BLUE

I NEED TO FEEL UNIQUE AND AUTHENTIC

Enthusiastic Sympathetic Personal

I LOOK FOR MEANING AND SIGNIFICANCE IN MY 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, AND A NURTURER

**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 profession.  
I am adept at motivating and interacting with others.

**LEADERSHIP:** Expects others to express views  
Assumes "family spirit"  
Works to develop others potential  
Individuals oriented  
Democratic, unstructured approach  
Encourages change via human potential

**STRESS:** Attention-getting misbehaving  
Lying to save face  
Withdrawal  
Fantasy, day-dreaming, and trancing out  
Crying and depression  
Passive resistance  
Yelling and screaming

**JOYS:** Romance, hugs, acceptance, helping others, sharing

**NEEDS:** Understanding, security, sensitivity, support

**STRENGTHS:** Communication, optimism, compassion, giving

**FRUSTRATIONS:** Disharmony, injustice, conflict, disorder

**VALUES:** Honesty, friendship, trust, faith, empathy

**FAMOUS BLUES:**

Mozart	President Bill Clinton
Cinderella	Mohammad Ali
Ghandi	Martin Luther King, Jr.
Emily Dickenson	Dorothy (Wizard of Oz)

# ORANGE

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

**WORK:** I am bored and restless with jobs that are routine and structured  
I am satisfied in careers that allow me independence and freedom  
I view any kind of tool as an extension of myself  
I am a natural performer

**LEADERSHIP:** Expects quick action  
Assumes flexibility  
Works in the here and now  
Performance oriented  
Flexible approach  
Welcomes change  
Expects people to "make it fun"

**STRESS:** Rudeness and Defiance  
Breaking the rules intentionally  
Running away and dropping out  
Acting out boisterously  
Lying and cheating  
Physical aggressiveness

**JOYS:** people, adventure, thrills, life, success

**NEEDS:** freedom, expression, challenge, stimulation

**STRENGTHS:** independence, humor, adaptable, leaders

**FRUSTRATIONS:** interruptions, deadlines, criticism, nagging, lies

**VALUES:** integrity, optimism, risk taking, interaction

**FAMOUS ORANGES:**

JFK	Amelia Earhart
Charlie Brown	Garfield
Ernest Hemmingway	Teddy Roosevelt
Winston Churchill	Lucille Ball

# GREEN

I SEEK KNOWLEDGE AND UNDERSTANDING

Analytical Global Conceptual

I LIVE BY MY OWN STANDARDS

Cool Calm Collected

I NEED EXPLANATION 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.

**WORK:** I am conceptual and an independent. For me, work is play  
I am drawn to constant challenge in careers, and like to develop models and explore ideas  
Once I have perfected an idea, I prefer to move on, leaving the project to be maintained by others

**LEADERSHIP:** 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

**STRESS:** Indecisiveness  
Refusal to comply or cooperate  
Extreme aloofness and withdrawal  
Snobbish, put-down remarks, and sarcasm  
Refusal to communicate  
Perfectionism due to severe performance anxiety

**JOYS:** high achievement, recognition, challenge of possibilities, big picture process

**NEEDS:** autonomy, accuracy, closure, space

**STRENGTHS:** confidence, persistent, insightful, inventive

**FRUSTRATIONS:** noise, unfairness, control, boxed

**VALUES:** logic, detail, freedom, information

**FAMOUS GREENS:** Socrates                      Abe Lincoln  
Frank Lloyd Wright                      Madame Curie  
Thomas Edison                              Dwight Eisenhower  
Sherlock Holmes                            Eleanor Roosevelt