

True Colors



ORANGE, GOLD, GREEN, BLUE... WHICH ONE ARE YOU?
IDENTIFYING YOUR PERSONALITY TYPE & WORK STYLE

"In the real world....it's the relationships - the formal and informal networks of people - that really govern how the organization runs and how value is created."

Michael Schrage | Wall Street Journal | March 1990

True Colors: History



Don Lowry created the metaphor, *True Colors*[™], to translate complicated personality and learning theory into practical information we can all understand and use. He has developed an easy and entertaining way to understand ourselves and others.

True Colors: Introduction



This session will help you:

- Identify Your **Personality Style and Work Style**
- Recognize your **Strengths and Weaknesses**
- Understand Your **Color at Work**
- Build Positive and Satisfying **Relationships and Teams**

Why Identify with a Color?



Learning your color will help you:

- **Understand** people better
- **Process** information differently
- **Communicate** more effectively
- **Form** successful partnerships/relationships

The Colors



The colors are:

- Orange
- Blue
- Gold
- Green

Begin the True Colors Scoring Sheet...

It's time to identify the color of your personality type!

True Colors



**GROUP ACTIVITY
INTRODUCTIONS AND M&MS**

True Colors



**YOUR PERSONALITY TYPE:
THE GOOD & THE BAD**

Personality Type: Orange



- Those identifying with the color **orange** have the following strengths and weaknesses:

Strengths

Adventurous

Generous

Tolerant

Skillful

Charming

Weaknesses

Violent

Loud

Rude

Impatient

Belligerent

Personality Type: Blue



- Those identifying with the color **blue** have the following strengths and weaknesses:

Strengths

Warm

Kind

Devoted

Compassionate

Artistic

Weaknesses

Untruthful

Unrealistic

Emotional

Self-absorbed

Withdrawn

Personality Type: Gold



- Those identifying with the color **gold** have the following strengths and weaknesses:

Strengths

Consistent

Loyal

Thorough

Traditional

Cooperative

Weaknesses

Abusive

Self-righteous

Fussy

Compulsive

Demanding

Personality Type: Green



- Those identifying with the color **green** have the following strengths and weaknesses:

Strengths

Clever

Level-headed

Logical

Competent

Visionary

Weaknesses

Finicky

Critical

Skeptical

Sarcastic

Non-compliant

True Colors



**YOUR PERSONALITY TYPE:
HOW YOU LIKE TO WORK**

True Colors At Work: Orange



- **Orange's:**
 - Tackle their work with **enthusiasm** so they can **quickly move on** to other pursuits.
 - They are great at **working under pressure** and prefer to work on jobs that are lively, risky, and unpredictable.
 - They **grow restless** with jobs that tie them down and **limit their personal freedom**.
 - They are **straightforward, realistic, and practical workers** who bring a flair, energy and excitement to the workplace.
 - They are talented, resourceful, skillful and **adaptable**.
 - They are **upbeat and social** in nature, and present a positive self-image of themselves and their company.
 - They are **action-oriented** workers who know how to get results they desire.

True Colors At Work: Blue



- **Blue's:**
 - Concentrate on **people and relationships**.
 - Focus on service, and health and **welfare of people**.
 - Prefer **warm, supportive, harmonious** environments where workers are free to cooperate and communicate with each other.
 - Are imaginative, **enthusiastic** and concerned about the personal welfare of those around them.
 - They **dislike** competition, **conflict**, bureaucracy and **domineering authority figures**.
 - They promote creativity, flexibility, **individuality** and personal expression.

True Colors At Work: Gold



- **Gold's:**
 - Prefer jobs that allow them to be **thorough, accurate, and systematic.**
 - Prefer to work in situations where they can **see a job through to the end**, and then touch and feel the **results.**
 - Are practical, efficient and cooperative workers that **respect authority, discipline and punctuality.**
 - Work best in environments that are traditional, **structured**, orderly and filled with **other hard-working people.**
 - Have a compelling need to follow established procedures and **routines** and do things the **“right” way.**
 - Are stable, honest and **dependable** workers who generally put the needs of the **company above their own.**

True Colors At Work: Green



- **Green's:**
 - Driven towards work that involves an **analytical** and **creative** focus.
 - **Visionary** and **independent** workers who can tune out the world as they work on things that capture their interest.
 - **Most productive** when they can **perfect an idea**, **then move on** and leave the project to be maintained and supported by others.
 - Work well with **complex strategies**, **abstract concepts** and theoretical models.
 - Prefer a work environment with **minimum structure** and little bureaucracy.
 - **Enjoy taking risks** to test their innovative ideas.
 - Their biggest asset is their drive to be **competent**, **logical** and **accurate**.

True Colors



**YOUR PERSONALITY TYPE:
HOW TO WORK WITH ALL THE COLORS**

Dealing With: Orange



KEYS TO GOOD COMMUNICATION

- Language is functional and operational
- Seems to know just what words to use
- Lends electricity to conversation and discussion
- Concise
- Clever
- Can change subject quickly
- Enjoys hearing and telling jokes and stories to enhance the communication

LIKES TO TALK ABOUT:

- Experiences
- Adventure

RESPONSES TO YOU:

- Practical application
- Usefulness
- Alternatives

KEYS TO WHAT AND HOW TO PRAISE

- Praise **process** more than product
- Note their cleverness
- Note their skill
- Note their quickness
- Note their impact
- Note their action
- Note their spontaneity
- Let he/she describe what was done and how

KEYS TO STRESS

- Being stuck at a desk
- Too many responsibilities
- Redundancy
- Deadlines
- Rules and regulations
- Nonnegotiable imposed structure
- Lack of freedom to function/ perform
- Reading manuals and following "how-to's"
- Too much attention to product and not enough to performance
- Criticism
- Abstractions

KEYS TO REDUCING CONFLICT

- Allow freedom of movement
- Get things done at their own pace
- Help them understand the reason for the task assigned and let them assist with how it can be accomplished
- Be clear about what needs to be done, direct, not abstract
- Take their need to act into consideration
- Allow freedom of possibilities, not just the way things have been done before
- Make tasks a challenge, a contest, a race with time
- Don't make them wait too long to get started
- Leave the options open for how to accomplish the task

Dealing With: Blue



KEYS TO GOOD COMMUNICATION

- Personalized
- Much nonverbal communication
- Can be subjective
- Can be very general
- Metaphorical and analogical
- Honest
- Need opportunities to express feelings and have these feelings accepted

LIKES TO TALK ABOUT:

- Ways to increase harmony
- Personal issues
- Issues of life and living

RESPONSES TO YOU:

- Accepting
- Good listener
- Interested in significance
- Abundant giver of appreciation
- Wish to be helpful and supportive

KEYS TO WHAT AND HOW TO PRAISE

- Comment on unique contributions
- Personal achievements
- Comment on personal characteristics that are valued and meaningful
- Be honest and sincere
- A touch on the shoulder
- Comment on how others have been helped by their performance
- Let the person know they have importance and significance to the well being of the individuals and the group in general

KEYS TO STRESS

- Broken promises
- Too much criticism
- Not discussing what is occurring
- Structural demands
- Paperwork as a priority
- Clock watching
- Lack of social contacts
- People talking about them behind their back
- People not being a priority (the system before the people in it)
- Anger perceived in others whether or not directed towards them
- Being compared constantly to others and not evaluated for self
- Too much conformity without outlets for individuality
- Conflict
- Insincerity
- Lying
- Rejection

KEYS TO REDUCING CONFLICT

- Be sincere and direct
- Allow individual to help set deadlines if they must exist
- Allow some change in tasks, avoiding too much repetition
- Be clear about what needs to be done
- Be clear about how an individual can please and be successful
- Allow individual to bring in his/her own ideas and in other ways be creative
- Allow personal interaction, and opportunities to work with another person(s)
- Allow individual to express feelings and ask questions
- Keep comments positive and criticism to a minimum
- Public chastisement may be construed as personal rejection
- Respond in a way that allows other individuals his/her feelings, but offers alternatives that will move him/her in the direction that is most appropriate
- Take idealistic ideas into consideration

Dealing With: Gold



KEYS TO GOOD COMMUNICATION

- Authoritative
- Parental
- **Clear and precise**
- **Get right to the point**
- May make decisions to quickly
- Facts
- **Ways to expedite the execution of plans**

LIKES TO TALK ABOUT:

- **Responsibility**
- **Accomplishments**
- Efficiency
- Work completed
- What has worked before

RESPONSES TO YOU:

- Compliance
- **Execution of plans**
- **Ways to keep the system running smoothly**
- How to keep things functional

KEYS TO WHAT AND HOW TO PRAISE

- **Honest and specific mention of what has been done**
- Note thoroughness and sense of responsibility
- A pat on the back
- Words should reflect what has actually been accomplished
- Appreciation needs to be sincere
- **Reminder of the importance of the task completed to the well-being of the organization**
- Recognize as an integral part of the group

KEYS TO STRESS

- **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
- Irresponsible people
- Waste
- Non-conformity

KEYS TO REDUCING CONFLICT

- Keep requests clear and uncomplicated
- Make requests concrete and explicit
- **Be consistent**
- **Assign one task at a time**
- **Communicate who is responsible for what and by what**
- Be clear as to the process to be followed
- Don't change tasks or modalities quickly or impulsively

Dealing With: Green



KEYS TO GOOD COMMUNICATION

- Says things once
- Might not say what he/she feels is obvious
- Concise
- Compact
- Logical
- Puts little attention into nonverbal cues
- Might be overly technical
- Enjoys playing with words
- Large vocabulary
- Does not feel assured that others will understand
- Have difficulty appreciating others verbally
- Might appear somewhat distant so might be difficult to approach
- Doesn't much care for small talk

LIKES TO TALK ABOUT:

- Concepts and Ideas

RESPONSES TO YOU:

- Debate
- Analyze
- Putting things together
- Questions

KEYS TO WHAT AND HOW TO PRAISE

- Competence
- Quality of Work
- Cleverness
- Analysis of a situation
- Independent completion of a job
- Clear logical explanation of what the person has done without elaborate use of adjectives
- More opportunities to exhibit competence is the best reward for a job well done
- Vocabulary
- New information

KEYS TO STRESS

- Lack of control
- Lack of independence
- Repetitive conversation
- Elaborate use of adjectives
- Incompetence on the part of those around him/her
- Emotionality
- Lack of options
- Unclear picture
- Inability to use or display knowledge
- Small talk
- Dependency
- Routine
- Social functions
- Subjectivity

KEYS TO REDUCING CONFLICT

- Allow autonomy
- Provide a calm and non-conflicting environment
- Allow room to develop new ideas and plans
- Do not stifle intellectual development
- Do not stifle enthusiasm in possibilities
- Do not stifle decision making
- Do not stifle intellectual ingenuity and application
- Do not insist on significant amounts of busy work
- Sarcasm and ridicule concerning ability can be devastating
- Not allowing questions to be asked
- Becomes embarrassed when being told he/she has done a good job, particularly by someone not admired or respected

True Colors



REFLECTION AND ASSESSMENT: WHY IS THIS IMPORTANT?

The Colors: Working as a Team



- Why is understanding your personality type important in terms of working here at FGCU?
- Has this helped you identify how to work better with your team?
- What have you learned from this exercise about yourself and others?
- How has learning about your personality type impacted the way you work in the future?
- Does this exercise help you better understand the roles of others and how they can contribute to your work and the team as a whole?

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QUESTIONS, COMMENTS & OBSERVATIONS