

True Colors

Sarah White, Trainer



Timeline for True Colours Development

~~ History of Personality Classification/Temperament Theory ~~

Era	Temperament Model	Personality Types	
400 B.C.	Hippocrates (4 body fluids)	Sanguine-blood	Cheerful, hopeful, sunny
		Melancholic-black bile	Sad, pessimistic
		Phlegmatic-phlegm	Calm, detached
		Choleric-urine/yellow bile	Passionate, enthusiastic
1600's- 1900's	Adickes	Dogmatic, Agnostic, Traditional, Innovative	
	Spranger	Religious, Theoretic, Economic, Artistic	
1920's	Carl Jung	Sensing- Perceiver	
		Sensing- Judger	
		Thinker	
		Feeler	
1950	Myers-Briggs Type Indicator (MBTI) Used Carl Jung's work to classify 16 different personality types. Example: ESTJ, INFP	Extrovert	Introvert
		Sensation	Intuition (N)
		Thinking	Feeling
		Judging	Perceiving
1970	Keirsey & Bates Simplified MBTI	NF	Intuition (N) & Feeling
		NT	Intuition (N) & Thinking
		SP	Sensation & Perceiving
		SJ	Sensation & Judging
1978	Don Lowry- True Colours Further simplified MBTI to make it fun and easy	Orange	SP
		Gold	SJ
		Blue	NF
		Green	NT

Pictures on Cards	Words on Cards	Word Sort	Total
Gold			
Green			
Orange			
Blue			

Score each group of words giving yourself (4) for **Most** like you, (3) Second, (2) Third, and (1) for the **Least** like you.

Active Opportunistic Spontaneous		Parental Traditional Responsible		Authentic Harmonious Compassionate		Versatile Inventive Competent	
Competitive Impetuous Impactful		Practical Sensible Dependable		Unique Empathetic Communicative		Curious Conceptual Knowledgeable	
Realistic Open-Minded Adventuresome		Loyal Conservative Organized		Devoted Warm Poetic		Theoretical Seeking Ingenious	
Daring Impulsive Fun		Concerned Procedural Cooperative		Tender Inspirational Dramatic		Determined Complex Composed	
Exciting Courageous Skillful		Orderly Conventional Caring		Vivacious Affectionate Sympathetic		Philosophical Principled Rational	
Total Orange:		Total Gold:		Total Blue:		Total Green:	



TM

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Green				
Orange				
Blue				

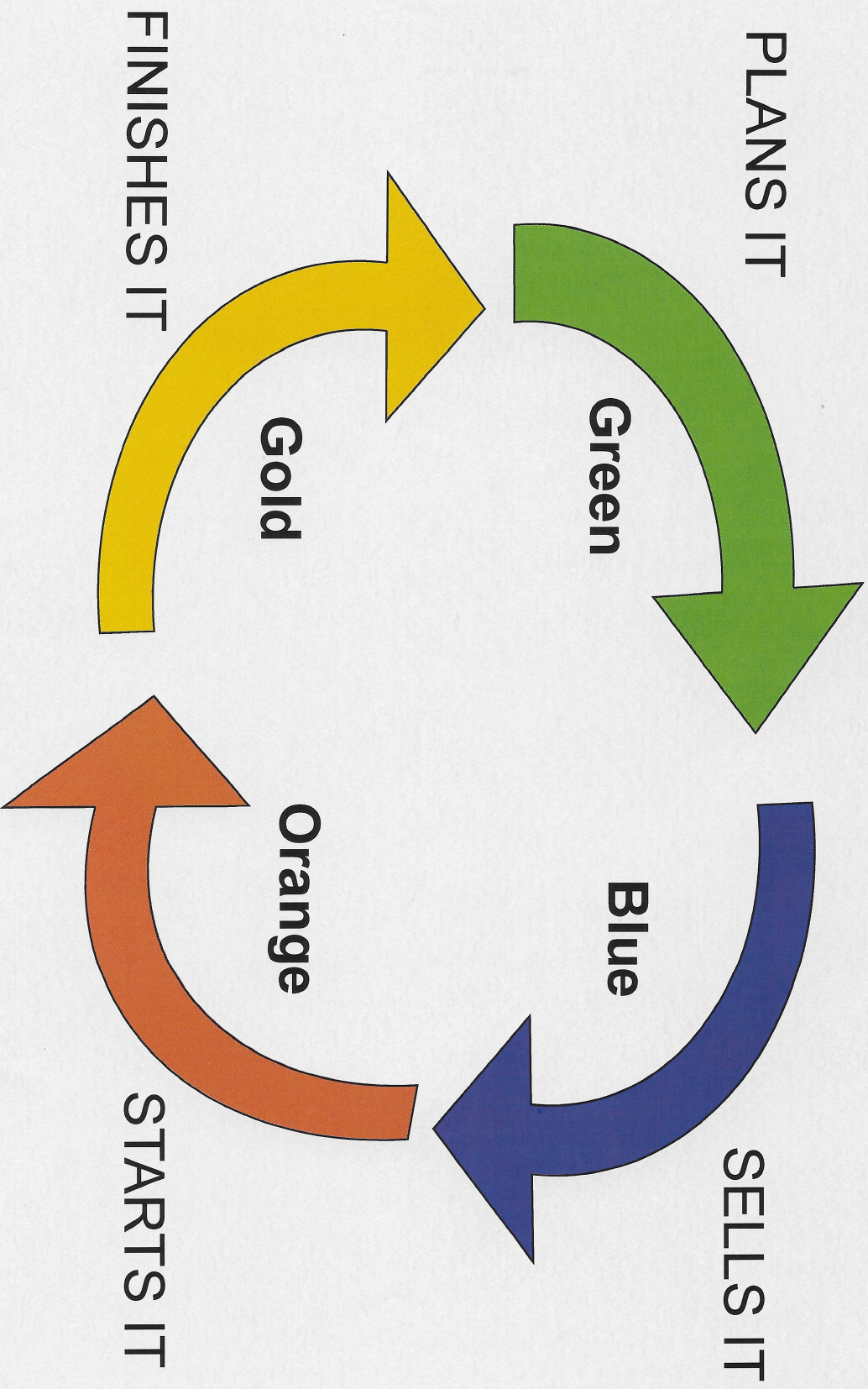
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As a BLUE, I...	As a GOLD, I...	As a GREEN, I...	As an ORANGE, I...
Am interested in values	Am interested in concrete results	Am interested in change	Am interested in the freedom to act
Am proud of my caring	Am proud of my organizational skills	Am proud of my ideas	Am proud of my performance
Need to be recognized for my feelings	Need to be recognized for my principles and conclusions	Need to be recognized for my conclusions and thinking	Need to be recognized for my effectiveness and skills
Want to be seen as agreeable	Want to be seen as accurate	Want to be seen as competent	Want to be seen as stimulating
Am apt to be a specialist in people issues, communication, and the environment	Am apt to be a specialist in control, organizing, and inspecting	Am apt to be a specialist in technology, planning, and languages	Am apt to be a specialist in negotiation, troubleshooting, and am good in a crisis
Am likely to say, "I feel..."	Am likely to say, "You should..."	Am likely to say, "I think..."	Am likely to say, "Everybody knows that..."
Express feelings, ideas about values, and what's good for people in general	Express opinions, rules and substantiating data	Express concepts, opposite points of view, and make speculations	Express easy-to-understand ideas, jokes, and anecdotes to explain ideas
May sound helpful, sincere, sympathetic, and idealistic	May sound disciplined, negative, and at times, domineering	May sound argumentative, skeptical, and critical	May sound enthusiastic, agreeable, and at times, insincere
Am inclined to appear open, sociable, agreeable, empathic and optimistic	Am inclined to appear forceful, direct, quickly expressing agreement or disagreement	Am inclined to appear challenging, cool, studious, and tuned out.	Am inclined to appear happy, with a good deal of humor and interplay
Focus my attention on emotional attachments, relationships, and memories	Focus my attention on material possessions, status, security, and comfort	Focus my attention on knowledge, concepts, and ideas	Focus my attention to impact, improving skills, and performance
Validate information through inner feelings	Validate information through personal proof and accredited experts	Validate information by a personal intellectual formula	Validate information through practical demonstration
Enjoy discussions about my own and other's feelings, opinions, and concerns	Enjoy direct, factual discussion of immediate matters	Enjoy philosophical, intellectual discussion	Enjoy lively give and take, competition, and observation of activities of interest
Possible Negative Traits: overly sensitive, smothering, overly sentimental, may overlook details, try too hard for "perfect" solutions	Possible Negative Traits: excessive conformity, may be too results-oriented, try too hard for predictability, overly cautious, or inflexible.	Possible Negative Traits: extremely opinionated, aloof, arrogant, may over-plan, make too many changes, theorize excessively.	Possible Negative Traits: may rush to over-simplify solutions, lack of planning, overlook long-range effects, rush too quickly to finish
Ask "Who?"	Ask "How?"	Ask "Why?"	Ask "What?"

COLOR TEAMS WORK CYCLE



Reframing

Others May See Blue As:	Blue May See Self As:
Over Emotional	Warm
"Bleeding heart"	Caring, compassionate
Mushy	Romantic
Other-worldly	Spiritual
Flaky, unrealistic	Creative
Soft	Sympathetic
Hopelessly naïve	Idealistic
Too tender hearted	People person
Easily duped	Willing to work tirelessly for a cause
Too 'touchy-feely"	Unselfish
Just pathetic	Empathetic
Too nice	Affirming
Naïve, too trusting	Expressive, expansive
Smothering	Caretaker
Teaching non-essentials	Promoting growth, well being

Reframing

Others May See Green As:	Green May See Self As:
Intellectual snob	Superior intellect
Arrogant	98% right
Heartless	Tough-minded
Don't care about people	Efficient
Ruthless	Powerful
Unrealistic	Creative, visionary
Eccentric, weird	Original, unique
Emotionally controlled	Eminently reasonable
Ignores people values	Rational
Cool, aloof, unfeeling	Calm, not emotional
Afraid to open up	Under control
Covers subject from all angles	Precise, not repetitive
Critical, faultfinding	Able to find flaws
Not on my side	Objective

Reframing

Others May See Gold As:	Gold May See Self As:
Rigid	Stable
Controlling	Providing security
Dull, boring	Dependable
Stubborn, pigheaded	Firm
Opinionated	Always have a view
System-bound	Efficient
Unimaginative	Realistic
Judgmental	Decisive
Bossy, controlling	Executive type
Limiting Flexibility	Good Planner
Uptight	Orderly, neat
Sets own agenda	Organized person
Predictable	Dependable
Rigid idea of time	Punctual, expects same
End justifies the means	Goal oriented

Reframing

Others May See Orange As:	Orange May See Self As:
Irresponsible	Fun-loving, enjoy life
Flaky	Spontaneous
Wishy-washy	Flexible, adaptable
Not serious	Carefree
Spends time at things they enjoy	Proficient, capable
Not interested in ideas	Hands-on person
Disobeys rules	Problem-solver
Manipulative, not to be trusted	Good negotiator
Too 'in the moment'	'Here and now' person
Not able to stay on task	Multi-taskers

ESTEEM THE...(COLOR KEY)...PERSON BY:

BLUE

- Accepting them for who they are.
- Reassuring them of their self-worth.
- Providing personal recognition for accomplishments.
- Providing opportunities to demonstrate creativity.
- Providing opportunities to please those in authority.
- Creating a harmonious working environment with opportunities to maintain it.
- Providing opportunities to use their communicative abilities.
- Providing cohesion in their learning, home, and work environment.
- Providing opportunities to motivate and add enthusiasm to group situations.

GOLD

- Providing clear and specific feedback on behavior and endeavors.
- Setting definitive rules, regulations, and constraints.
- Honoring evidence of success with concrete rewards.
- Providing opportunities to demonstrate responsible conduct.
- Providing opportunities to be of service to others in the team.
- Providing opportunities to demonstrate leadership qualities.
- Providing opportunities to organize people and/or things.
- Accepting them as an important part of the group.

GREEN

- Assisting them in choosing tasks that are difficult, challenging, and potentially successful.
- Providing feedback on the quality of their work.
- Providing opportunities to increase knowledge and to build competence.
- Recognizing their successes.
- Providing opportunities to display their competency.
- Providing opportunities to build logical processes.
- Giving them opportunities to plan models for change.
- Giving patient answers to many questions from a curious mind.
- Giving them a chance to seek options to situations.

ORANGE

- Providing opportunities for self-expression.
- Being their audience.
- Providing opportunities for quick action.
- Providing opportunities to defy risk.
- Giving them frequent change.
- Being their cheering section.
- Providing opportunities to challenge their imagination.
- Providing opportunities to develop a variety of skills.
- Providing opportunities to make decisions that don't conflict with group goals.
- Providing opportunities to implement ideas and to succeed or fail without judgment/interference.
- Providing opportunities to demonstrate cleverness.
- Giving them the chance to experience things new, novel, and exciting.

BLUE

In Esteem

- ◆ Abundantly gives appreciation
- ◆ Behaves with honesty and integrity.
- ◆ Likes team work and communicates easily.
- ◆ Creates things to make life better.
- ◆ Contagiously enthusiastic. Expresses feelings.
- ◆ Is co-operative and encourages others.
- ◆ Is calm and strives for peace and harmony.

At Risk

- ◆ Attention-getting misbehavior.
- ◆ Lying to 'save face'.
- ◆ Withdraws.
- ◆ Fantasizes, daydreams excessively.
- ◆ Cries often and appears depressed.
- ◆ Behaves in passive, resistant ways.
- ◆ Expresses emotion by yelling and screaming.

Green

In Esteem

- ◆ Questions and explores ideas.
- ◆ Considers other's ideas
- ◆ Works independently.
- ◆ Pleasant but not very involved socially.
- ◆ Thrives on own work and ingenuity.
- ◆ Strives for improvement of competency.
- ◆ Has high expectations.

At Risk

- ◆ Behaves indecisively.
- ◆ Refuses to comply or co-operate.
- ◆ Extreme aloofness and withdrawal.
- ◆ "Snobbish" put-downs and sarcastic remarks.
- ◆ Refusal to communicate. Exhibits the silent treatment.
- ◆ Perfection tied to performance anxiety.
- ◆ Highly critical attitudes toward self and others.

Orange

In Esteem

- ◆ Acts boldly and is direct.
- ◆ Risk-taking behavior.
- ◆ Acts impulsively and spontaneously.
- ◆ Seeks adventure without stimulants.
- ◆ Wants 'hands-on' activities.
- ◆ Is assertive and to the point.
- ◆ Is extremely physical.

At Risk

- ◆ Acts rude and with defiance.
- ◆ Breaks the rules on purpose.
- ◆ Runs away, drops out.
- ◆ Substance abuse.
- ◆ Acts out boisterously.
- ◆ Lying and cheating behavior.
- ◆ Violent behavior.

Gold

In Esteem

- ◆ Task and structure focused.
- ◆ Serious attitude.
- ◆ Likes to do things to help.
- ◆ Cares for own body and health.
- ◆ Direct but cautious.
- ◆ Co-operative and obedient to rules.
- ◆ Respects authority, dependable, reliable.

At Risk

- ◆ Complaining and self-pitying.
- ◆ Exhibits anxiety and worry
- ◆ Is depressed and acts fatigued.
- ◆ Expresses psychosomatic problems.
- ◆ Malicious in judgment of self and others
- ◆ Herd mentality exhibited in blind following of leaders.
- ◆ Authoritarian in manner.

Famous Folks

...and the Colors they exude.

Blue

Maya Angelou
Dinah Shore
Leo Buscaglia
Richard Simmons
Faith Hill
Mother Teresa
Sally Field
Ellen DeGeneres
Princess Diana

Orange

Madonna
Cher
Brittany Spears
Matthew McConaughey
Oscar Madison
(The Odd Couple)
Denis Rodman
Jerry Lewis
Tom Cruise
Robin Williams

Gold

Mr. Rogers
Pope Benedict XVI
Dan Rather
Judge Judy
Felix Unger
(The Odd Couple)
Matthew Broderick
Sarah Jessica Parker
Marie Osmond
George Bush

Green

Albert Einstein
Bill Gates
Barbara Streisand
Gloria Steinem
John F. Kennedy
Lily Tomlin
Mr. Spock
Prince Charles
John Stewart

What 'Color' would you like to:

(Please remember – there are no definitive answers to the following questions. Some have a stronger connection to certain temperaments, but all colors can do all tasks. These questions are posed to invite discussion and promote acceptance of the strengths of each temperament.)

Talk to the mechanic about repairing your car?

Take your place at an audit with the IRS?

Choose a new database management system for your company?

Greet potential clients?

Teach you how to skydive?

Have with you in a 'foxhole' if you are:

- Fighting like hell?**
- Re-loading your weapons?**
- Planning Strategy?**
- Or facing the end?**

***The following are really to engage the group in discussion. (All can, to a great degree, depend on what color you are.)**

Buy a new car for you?

Teach your children at school?

Be partnered with on a deserted island?

Plan your vacation?

Different Drums & Different Drummers

From the book: "Please Understand Me"

By David Keirsey

If I do not want what you want, please try not to tell me that my want is wrong.

Or if I believe other than you, at least pause before you correct my view.

Or if my emotion is less than yours, or more, given the same circumstances, try not to ask me to feel more strongly or weakly.

Or yet if I act, or fail to act, in the manner of your design for action, let me be.

I do not, for the moment at least, ask you to understand me. That will come only when you are willing to give up changing me into a copy of you.

I may be your spouse, your parent, your offspring, your friend, or your colleague. If you will allow me any of my own wants, or emotions, or beliefs, or actions, then you open yourself, so that some day these ways of mine might not seem so wrong, and might finally appear to you as right - for me. Not that you embrace my ways as right for you, but that you are no longer irritated or disappointed with me for my seeming waywardness. And in understanding me you might come to prize my differences from you, and, far from seeking to change me, preserve and even nurture those differences.

Our Deepest Fear

by Marianne Williamson

Our deepest fear is not that we are inadequate.

Our deepest fear is that we are powerful beyond measure.

It is our light, not our darkness that most frightens us.

We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you *not* to be? You are a child of God.

Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do.

We were born to make manifest the glory of God that is within us. It is not just in some of us; it is in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.