

TRUE COLORS - How we see ourselves – How others see us:

Are you a thinker, always analyzing, like a **GREEN?** Do you prefer inspiring people and building their self-esteem as a **BLUE?** Are you the responsible one who is always on time and keeping everyone else on time like a **GOLD?** Or do you thrive on entertaining and persuading people, like an **ORANGE?**

The Orange Personality - Where's the Action - Spontaneous

The Gold Personality - Plan It - Responsible

The Blue Personality - To Love & Be Loved – Compassionate

The Green Personality - Knowledge is Power - Conceptual

Gold Personality: Congratulations! You are a primary Gold. **Plan It!** You are the responsible one who is always on time and keep everyone else on time. You're a reliable organizer who can be counted on to implement other people's ideas and get the job done. Your ability to pay attention to details allows you to catch mistakes that others miss. Golds are guardians; task-oriented; want to get the job done because that's the goal. Golds like rules, policies and procedures. Golds respond to duty and loyalty. They're really responsible folks and keep organizations going. Colin Powell is a famous gold.

Things that frustrate golds:	Things golds do to frustrate others:
· Irresponsibility	· Control freak
· Lack of planning	· Being bossy and controlling
· Lack of discipline	· Working long hours
· Laziness	· Being obsessive
· High risk taking	· Being judgmental
· Illegal behavior	· Planning for everything

Blue Personality: Congratulations, you are a primary Blue. **To Love & Be Loved!** Your heart-felt communication style creates peace and harmony in the workplace. You are compassionate. You inspire people and build their self-esteem. You know how to bring out the best in others. You have the unique ability to touch people on a deep level and make a profound difference in their lives. You are the emotional background of the group. Blues are idealists. They motivate and inspire other people to get the job done, usually in a peaceful manner. Blues can find peace when others are out of control; they must feel their work is important. Blues are sincere, sensitive, loyal and people-oriented. Famous blues include Martin Luther King Jr. and Gandhi

Things that frustrate blues:	Things blues do to frustrate others:
· Lying	· Lack of planning
· Violence	· Being passive
· Personal rejection	· Avoiding conflict
· Lack of communication	· Suppressing problems
· Lack of close friends	· Being too generous
· Sarcasm	· Being overly sentimental

Orange Personality: Congratulations, you are a primary Orange. **Where's the Action!** You thrive on entertaining and persuading people. You are a persuasive motivator who knows how to get people moving and excited about projects. Routine desk work is very boring to you. You need to be active and have a variety of tasks to keep you interested. Orange team members will remind us not to take things too seriously and to have fun. Oranges are artisans. They tend to test the limits and are spontaneous and impulsive. Oranges are risk-takers and are action-oriented, they don't like to sit around and decide how to deal with the problem, they just want to go out and get it done. Oranges are also adventurous and competitive. Many athletes are oranges. Famous oranges include Britney Spears and Jane Fonda.

Things that frustrate oranges:	Things oranges do to frustrate others:
· Rules and laws	· Ignoring rules
· Same routine	· Being undisciplined
· Deadlines	· Lack of planning
· Paperwork	· Being quick-tempered
· Lack of adventure	· Thinking out loud
· Too much structure	· Impulse buying

Green Personality: Congratulations! You are a primary green. **Knowledge is Power!** You are conceptual – a thinker, always analyzing. You are an exceptionally creative problem solver who brings your ability to think outside the box to the workplace. You are a thinker, and always analyzing. You are often more concerned with inventing a new device than using it. Greens are rationalists. They see the big picture and usually are intellectual and philosophical. If you give the green an assignment and don't tell them why, they probably won't do it; greens have to understand why, that's very important. Most people who are greens probably were called nerds in high school. Don't do that because chances are you'll work for them someday. Famous greens include Albert Einstein, Alan Greenspan and cartoon character Dilbert.

Things that frustrate greens:	Things greens do to frustrate others:
· Routine	· Not being sociable
· Small-talk	· Living in the future
· Plagiarism	· Being wordy
· Illogical arguments	· Blowing up when criticized
· Social functions	· Not going with the flow
· Incompetence	· Being too independent

Can someone really be a “true blue friend”, or “as good as gold”? What does it mean to “let your true colors show”? By discovering the True Colors of others, we can open the lines of communication, reduce conflicts, and learn ways of relating to bring out the best in everyone. A personality test is completed to yield a description of an individual’s distinct personality traits. In most instances, your personality will influence relationships with your family, friends, coworkers, classmates and contribute to your health and well being. The driving force behind administering a personality test is to open up lines of communication and bring students and/or coworkers together to have a higher appreciation for one another. Teachers can administer a personality test in class to help students discover their strengths and developmental needs. A personality test can provide guidance to teachers of what teaching strategies will be the most effective for their students. You may be a combination of two colors, but usually individuals will exhibit one primary color.

Personality test can benefit your students by:

- Increasing productivity
- Getting along better with classmates
- Helping students realize their full potential
- Identifying teaching strategies for students
- Helping students appreciate other personality types
- Helping students work better in teams

True Colors, a personality system, has been around since 1979 when Don Lowry modeled it as a graphical presentation of both Keirse’s Temperament and the Myers-Briggs Type Indicator. Carolyn Kalil has made Don Lowry’s “True Colors” concept easy to understand and apply. Her new book, “Follow Your True Colors To The Work You Love,” presents the four personality types, as classified by the “True Colors Personality System.”

There is no right or wrong color combination. One color is not better than another. We are just different. Once you understand yourself and others, you’re ready to enjoy life. A personality test is not a means to type cast, but it allows teachers or administrators to understand the personality attributes associated with various students or staff. You will operate as one primary color for the most part, but high levels of stress and other environmental factors can shift your personality type for short intervals. As a rule of thumb, you should recognize your strong attributes and keep in mind the attributes that irritate people.

Color of Character: The best workplaces are made up of all personality types. Find out where you fit in.

By Alicia Henrikson

The Capital-Journal

http://cjonline.com/stories/012702/pro_color.shtml

Topeka police officers Jamey Halton and Jerry Viera are buddies. They work, eat and fish together. They were in each other's weddings. Anyone can see their friendship now. But Halton, 24, and Viera, 31, said that wasn't always the case. "We didn't get along when we started at the academy," Viera said. "I thought he was a geek."

As they moved through their studies at the Topeka Police Academy, Halton said, they got to know each other and realized they had similar interests. Eventually, they became friends.

An officer who works with the two said they couldn't be anymore different. When together, Halton is talkative but quiet. Viera jokes more and is quick to answer questions. "He's a lot more outgoing," Halton said of Viera. "I'm more reserved. He'll also tell you exactly what he thinks. I just sit back and take in a situation."

The two men agreed to sit down and take a test to determine their personality traits. What they found was that despite the outward differences, the men appreciate the same attributes in others.

Peace and harmony

Some businesses and organizations, such as Blue Cross and Blue Shield of Kansas and the Kansas Department of Transportation, use personality tools to create a healthy environment in the workplace. True Colors, which tests personalities and temperaments, is one such instrument. Scott Swanson, a True Colors facilitator with KDOT, said the test plays an important role at the state agency. "One of the reasons we do it is because -- as we've discovered -- most of the conflict issues at KDOT aren't really based on gender or race or ethnicity," Swanson said. "Most of the conflicts come up because of differences in personality." In order to resolve those issues, Swanson said, True Colors is used to help people understand where individuals are coming from. "If they can do that," he said, "then they can meet some common ground and go forward."

A deeper understanding

Mahatma Gandhi once said, "You cannot understand others until you begin to understand yourself." That's one of the reasons people use True Colors. "Lots of people wander through life and don't really look at what makes them tick," Swanson said. "This can help with that." Once that happens, chances are people will have better luck figuring out how to work well with others.

True Colors is a scaled-down version of the Myers-Briggs Personality Type test, according to Larry Beam, who works as a True Colors facilitator with Susan Schmitz at Blue Cross. The Myers-Briggs test identifies 16 different personality types, while True Colors involves four personality types and uses the colors blue, gold, green and orange to represent them. **For a work environment to be successful, the facilitators said, all colors are needed.** "The best thing you can do is put together a team with every personality on it, so that you'll have someone who will bring the strengths of each temperament together," Swanson said. "Oftentimes, when there are problems in work groups or teams, it becomes glaringly evident that they are missing a key individual or two in the work team, and that's where the problem originates."

According to Swanson:

- Blues are idealists. They motivate and inspire other people to get the job done, usually in a peaceful manner. "They're the ones that can find peace when others are out of control," Swanson said. He said blues must feel their work is important. Blues are sincere, sensitive, loyal and people-oriented. Famous blues include Martin Luther King Jr. and Gandhi.
- Golds are guardians. "They're very task-oriented," Swanson said. "They want to get the job done because that's the goal." He said golds like rules, policies and procedures. Golds respond to duty and loyalty. "They're really responsible folks and keep organizations going," Swanson said. Famous golds include Colin Powell.
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- Oranges are artisans. They tend to test the limits and are spontaneous and impulsive. "Oranges are risk-takers and are action-oriented," Swanson said. "They don't like to sit around and decide how to deal with the problem. They just want to go out and get it done." Oranges are also adventurous and competitive. Many athletes are oranges. Famous oranges include Britney Spears and Jane Fonda.

Everyone has all four colors in their personality, but one color usually is the more dominate color.

"It's really important when people do these tests that they don't pigeonhole or label themselves or other people," Beam said. "It's to describe, not label." Swanson concurred, saying the idea isn't to box people in and doing so can be "dangerous, counterproductive and stereotyping." "That's not what this is intended to do, and that's not what we want to do, and it's just plain wrong," he said. "I like to say in classes, 'Each of these temperaments described is kind of like a cartoon character -- it's fairly flat.' **"But there are pieces out of each of these four temperaments that everybody tends to have, so when people try to apply this to 'Gee, why don't I get along with this co-worker?' or 'How come I get along with this person?' you can identify those strong characteristics as to why that happens." And identifying one's personality color doesn't excuse bad behavior.** "Just because I'm an orange, doesn't mean it's OK for me to be late to work," Schmitz said.