

## GOLD - PLANNERS

### Strengths

- Organization
- Planning
- Reliability

### Needs

- Structure
- Planning
- Gradual introduction to change
- Control

### Values

- Structure
- Loyalty
- Honesty

### Joys

- Structure
- Planning
- Task accomplishment (check lists)

## BLUE - FEELERS

### Strengths

- Listening
- Empathy
- Understanding
- Creativity

### Needs

- Kindness
- Sensitivity
- Genuineness

### Values

- Family & Relationships
- Spirituality
- The little things in life

### Joys

- Family
- Doing for others
- Being understood

## GREEN - THINKERS

### Strengths

- Thinking
- Analyzing
- Research

### Needs

- Process time
- Respect for intelligence
- Autonomy

### Values

- Independence
- Facts and data
- Intelligence
- Sarcasm (dry humor)

### Joys

- Thinking
- Analyzing
- Sarcasm
- Having the answers

## ORANGE - DOERS

### Strengths

- Free thinking
- Can make anything fun (even work)
- High energy
- Visionary

### Needs

- Unstructured environments
- Freedom
- Fun!

### Values

- Freedom
- Activity
- Adventure

### Joys

- Doing
- Creating
- Making things happen
- Having Fun!

## True Colors Personality Quiz

Describe Yourself: In the boxes below are groups of word clusters printed **horizontally** in rows. Look at all the choices in the first box (A,B,C,D). Read the words and **decide which of the four letter choices is most like you**. Give that a "4". Then rank order the next three letter choices from 3-1 in descending preference. You will end up with a box of four letter choices, ranked from "4" (most like you) to "1" (least like you). Continue this process with the remaining four boxes until each have a 4, 3, 2, and 1.

Box One			
A _____ active opportunistic spontaneous	B _____ parental traditional responsible	C _____ authentic harmonious compassionate	D _____ versatile inventive competent

Box Two			
E _____ curious conceptual knowledgeable	F _____ unique empathetic communicative	G _____ practical sensible dependable	H _____ competitive impetuous impactful

Box Three			
I _____ loyal conservative organized	J _____ devoted warm poetic	K _____ realistic open-minded adventuresome	L _____ theoretical seeking ingenious

Box Four			
M _____ concerned procedural cooperative	N _____ daring impulsive fun	O _____ tender inspirational dramatic	P _____ determined complex composed

Box Five			
Q _____ philosophical principled rational	R _____ vivacious affectionate sympathetic	S _____ exciting courageous skillful	T _____ orderly conventional caring

A,H,K,N,S <u>orange</u> = _____	B,G,I,M,T <u>gold</u> = _____
C,F,J,O,R <u>blue</u> = _____	D,E,L,P,Q <u>green</u> = _____

## 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*

### **In childhood...**

- ✓ I appeared to be older than my years and focused on my greater 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.

### **In relationships...**

- ✓ I prefer to let my head rule my heart.
- ✓ I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- ✓ I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

### **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 innovation.
- ✓ Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

### **Leadership Style...**

- ✓ 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

### **Symptoms of a Bad day...**

- ✓ Indecisiveness
- ✓ Refusal to comply or cooperate; the silent treatment
- ✓ Extreme aloofness and withdrawal
- ✓ Snobbish, put-down remarks, and sarcasm
- ✓ Perfectionism due to severe performance anxiety
- ✓ Highly critical attitudes toward yourself or others

## 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 poet, a nurturer*

### **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 competition.

### **In relationships...**

- ✓ I seek harmonious relationships.
- ✓ I am a true romantic and believe in 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 affection.

### **At 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 professions.
- ✓ I am adept at motivating and interacting with others.

### **Leadership Style...**

- ✓ Expects others to express views
- ✓ Assumes "family spirit"
- ✓ Works to develop others' potential
- ✓ Individuals oriented
- ✓ Democratic, unstructured approach
- ✓ Encourages change VIA human potential
- ✓ Change time allows for sense of security
- ✓ Expects people to develop their potential

### **Symptoms of a Bad day...**

- ✓ Attention-getting misbehaving
- ✓ Lying to save face
- ✓ Withdrawal
- ✓ Fantasy, day-dreaming, and going into a trance
- ✓ Crying and depression
- ✓ Passive resistance
- ✓ Yelling and screaming

## GOLD

*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 belong*

**Faithful, Stable, Organized**

*I value home, family, and tradition*

**Caring, Concerned, Concrete**

*I am a natural preserver, a parent, a helper*

### **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 education system.

### **In relationships...**

- ✓ I am serious and tend to have traditional, conservative views of both love and marriage.
- ✓ I enjoy others who can work along with me, building secure, predictable relationships together.
- ✓ I demonstrate admiration through the practical things I do for the ones I love.

### **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 task.

### **Leadership Style...**

- ✓ 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

### **Symptoms of a Bad day...**

- ✓ 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

## 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*

### **In childhood...**

- ✓ Of all types of children, I had the most difficult time fitting into academic routine.
- ✓ I learned by doing and experiencing rather than by listening and reading.
- ✓ I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

### **In relationships...**

- ✓ I seek a relationship with shared activities and interests.
- ✓ I like to explore new ways to energize the relationship.
- ✓ In a relationship, I need to be bold and thrive on physical contact.
- ✓ I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

### **At work...**

- ✓ I am bored and restless with jobs that are routine and structured.
- ✓ I am 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 myself.
- ✓ I am a natural performer.

### **Leadership Style...**

- ✓ Expects quick action
- ✓ Works in the here and now
- ✓ Performance oriented
- ✓ Flexible approach
- ✓ Welcomes change
- ✓ Expects people to "make it fun"

### **Symptoms of a Bad day...**

- ✓ Rudeness and defiance
- ✓ Breaking the rules intentionally
- ✓ Running away and dropping out
- ✓ Use of stimulants
- ✓ Acting out boisterously
- ✓ Lying and cheating
- ✓ Physical aggressiveness