True Colors Word Sort

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 describe **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 row of four letter choices, ranked from “4” (most like you) to “1” (least like you). Continue this process with the remaining four rows until you end up with five horizontal rows that each have a 4,3,2,1.

<table>
<thead>
<tr>
<th>Row One</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>A  ____</td>
<td>B  ____</td>
<td>C  ____</td>
<td>D  ____</td>
<td></td>
</tr>
<tr>
<td>Active</td>
<td>parental</td>
<td>authentic</td>
<td>versatile</td>
<td></td>
</tr>
<tr>
<td>Opportunistic</td>
<td>traditional</td>
<td>harmonious</td>
<td>inventive</td>
<td></td>
</tr>
<tr>
<td>Spontaneous</td>
<td>responsible</td>
<td>compassionate</td>
<td>competent</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Row Two</th>
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<tbody>
<tr>
<td>E  ____</td>
<td>F  ____</td>
<td>G  ____</td>
<td>H  ____</td>
<td></td>
</tr>
<tr>
<td>Curious</td>
<td>unique</td>
<td>practical</td>
<td>competitive</td>
<td></td>
</tr>
<tr>
<td>Conceptual</td>
<td>empathetic</td>
<td>sensible</td>
<td>impetuous</td>
<td></td>
</tr>
<tr>
<td>Knowledgeable</td>
<td>communicative</td>
<td>dependable</td>
<td>impactful</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Row Three</th>
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</tr>
</thead>
<tbody>
<tr>
<td>I  ____</td>
<td>J  ____</td>
<td>K  ____</td>
<td>L  ____</td>
<td></td>
</tr>
<tr>
<td>Loyal</td>
<td>devoted</td>
<td>realistic</td>
<td>theoretical</td>
<td></td>
</tr>
<tr>
<td>Conservative</td>
<td>warm</td>
<td>open-minded</td>
<td>seeking</td>
<td></td>
</tr>
<tr>
<td>Organized</td>
<td>poetic</td>
<td>adventuresome</td>
<td>ingenious</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Row Four</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>M  ____</td>
<td>N  ____</td>
<td>O  ____</td>
<td>P  ____</td>
<td></td>
</tr>
<tr>
<td>Concerned</td>
<td>daring</td>
<td>tender</td>
<td>determined</td>
<td></td>
</tr>
<tr>
<td>Procedural</td>
<td>impulsive</td>
<td>inspirational</td>
<td>complex</td>
<td></td>
</tr>
<tr>
<td>Cooperative</td>
<td>fun</td>
<td>dramatic</td>
<td>composed</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Row Five</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Q  ____</td>
<td>R  ____</td>
<td>S  ____</td>
<td>T  ____</td>
<td></td>
</tr>
<tr>
<td>Philosophical</td>
<td>vivacious</td>
<td>exciting</td>
<td>orderly</td>
<td></td>
</tr>
<tr>
<td>Principled</td>
<td>affectionate</td>
<td>courageous</td>
<td>conventional</td>
<td></td>
</tr>
<tr>
<td>Rational</td>
<td>sympathetic</td>
<td>skillful</td>
<td>caring</td>
<td></td>
</tr>
<tr>
<td>Group 1</td>
<td>Group 2</td>
<td>Group 3</td>
<td>Group 4</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>______A</td>
<td>______B</td>
<td>______C</td>
<td>______D</td>
<td></td>
</tr>
<tr>
<td>______H</td>
<td>______G</td>
<td>______F</td>
<td>______E</td>
<td></td>
</tr>
<tr>
<td>______K</td>
<td>______I</td>
<td>______J</td>
<td>______L</td>
<td></td>
</tr>
<tr>
<td>______N</td>
<td>______M</td>
<td>______O</td>
<td>______P</td>
<td></td>
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<tr>
<td>______S</td>
<td>______T</td>
<td>______R</td>
<td>______Q</td>
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<tr>
<td>______Total</td>
<td>______Total</td>
<td>______Total</td>
<td>______Total</td>
<td></td>
</tr>
</tbody>
</table>
True Colors

Gold Orange Blue Green

True Colors

- True Colors is an inventory designed to help you better understand yourself and others.
- True Colors is an activity used to promote the appreciation of individual differences.
- True Colors is a self-awareness activity enabling individuals to become aware of their personality styles.
- True Colors is a team-builder helping members to understand the preferred styles of their colleagues.

True Colors

- Each color is reflective of your personality.
- You will identify a primary and secondary color. These are your preferred styles.
- The colors you do not choose will have some characteristics that are representative of you; however, it is not your preferred style.
- True Colors is valuable for improving your effectiveness in working with others.
Take the Assessment

- Rank the word clusters from 1 to 4
  - 4-Most like you, 1-Least like you
- Once you have them ranked turn the sheet over and place the number with the corresponding letter.
  - If you put a 1 on row 1 (A), place that 1 on the back next to the A.
- Total all your columns and see which has the highest number, that is your color

Colors at a Glance

- Gold “Be Prepared”
- Green “Why?”
- Orange “Just do it”
- Blue “How does that make you feel?”

How is this Applicable to PB?

- How we work with each other
- How we communicate with each other
- Office time
- Events
- Any others?
True Colors: Attributes

**Gold**
- Loves to plan
- Detail Oriented
- Service Oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- Never breaks the speed limit
- Strives for a sense of security
- Punctual predictable, precise
- Duty, loyalty, useful responsible
- There is a right way to do everything

True Colors: Attributes

**Orange**
- Playful
- Energetic
- Charming
- Risk taker
- Tests limits
- Quick witted
- Master negotiator
- Creative, inventive
- Impulsive and spontaneous
- Natural entertainer
- Likes tangible rewards
- Appreciate immediate feedback

True Colors: Attributes

**Blue**
- Mediators
- Optimistic
- Conatelers
- Passionate
- Peacemakers
- True Romantic
- Cause-oriented
- Cooperative rather than competitive
- Need to feel special
- Always has a kind word
- Strong sense of spirituality
- Peace, harmony and relationship
- Motivate and encourage others
True Colors: Attributes

**Green**
- Intellectual
- Theoretical
- New people
- Philosophical
- Very complex
- Perfectionists
- Standard setters
- Visionaries, larvae
- Can never know enough
- Cool, calm, collected
- Work is play, play is work
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence and private time

**Gold**
- See Self
  - Stable
- Providing Security
- Dependable
- Wise
- Always have a view
- Efficient
- Realistic
- Decisive
- Executive Type
- Good planner
- Orderly, neat
- Punctual, expects same

**Others see**
- Rigid
- Controlling, bossy
- Dead, boring
- Stubborn, pigheaded
- Optimistic
- System-bound
- Unimaginative
- Judgmental
- Limiting flexibility
- Upright
- Sells own agenda
- Right idea of time

**Orange**
- See Self
  - Fun loving, jovial
- Temperamental
- Flexible, adaptable
- Optimistic
- Problem-solving
- Hands-on person
- Practical
- Problem solver
- Good negotiator
- Home and new people
- Does many things at once
- Eccentric

**Others see**
- Responsible
- Tenacious
- White-knuckled
- Not streetwise
- Spends time on things they enjoy
- Not interested in ideas
- Discipline
- Manipulative, yet to be trusted
- Can't stay on task
- Impulsive
- Impulsive
- Demonstrates fruit closure
### Blue
- See Self
  - Warm, caring, compassionate
  - Likes to please people
  - Trusting
  - Honesty
  - Realistic
  - Learning
  - People person
  - Willing to work hard for a cause
  - Leader

### Green
- Others see
  - Overanalytical
  - Grumbling, boring, soft
  - Tiresome
  - Moody
  - Neatly done
  - Studious
  - Attractive
  - Intellectual
  - Able to find humor
  - Realistic
  - Not critical

### True Colors: conversations

<table>
<thead>
<tr>
<th>Blue</th>
<th>Green</th>
</tr>
</thead>
<tbody>
<tr>
<td>Love to talk</td>
<td>Tend to rely on facts</td>
</tr>
<tr>
<td>Tend to be direct and honest</td>
<td>Ask many questions</td>
</tr>
<tr>
<td>Talk about how they feel</td>
<td>Avoid asking questions</td>
</tr>
<tr>
<td>Avoid issues that might end up in conflict</td>
<td>Avoid small talk</td>
</tr>
<tr>
<td>Ramble and get off the subject</td>
<td>Argue both sides of any issue</td>
</tr>
<tr>
<td>Pay attention to non-verbal communication</td>
<td>Worry that they are not being understood</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orange</th>
<th>Gold</th>
</tr>
</thead>
<tbody>
<tr>
<td>Say just the right things</td>
<td>Use clear and precise language</td>
</tr>
<tr>
<td>Distill what is being said</td>
<td>Cut the small talk</td>
</tr>
<tr>
<td>Get right to the point</td>
<td>Want to keep the conversation in order</td>
</tr>
<tr>
<td>Make decisions quickly</td>
<td>Talk about responsibilities</td>
</tr>
<tr>
<td>Create energy or excitement</td>
<td>Focus on how efficient things are</td>
</tr>
<tr>
<td>Focus on results</td>
<td>Want to follow an agenda or plan</td>
</tr>
</tbody>
</table>
**True Colors: conversations**

In order to speak to a ______ in a way they will understand you should...

<table>
<thead>
<tr>
<th>Blue:</th>
<th>Green:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relate what you are saying to feelings</td>
<td>Use clear and precise language</td>
</tr>
<tr>
<td>Avoid open criticism</td>
<td>Use logic in support of your decision</td>
</tr>
<tr>
<td>Put people’s needs ahead of procedures</td>
<td>Get right to the point</td>
</tr>
<tr>
<td>Be honest and genuine</td>
<td>Keep the conversation relevant</td>
</tr>
<tr>
<td>Leave room for input and questions</td>
<td>Ask meaningful questions</td>
</tr>
<tr>
<td>Keep your promises</td>
<td>Talk about possibilities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orange:</th>
<th>Gold:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cut to the heart of a problem</td>
<td>Give straightforward direction</td>
</tr>
<tr>
<td>Give them the straight stuff</td>
<td>Use references to the past and tradition</td>
</tr>
<tr>
<td>Be bold and say what is on your mind</td>
<td>Keep conversation in order</td>
</tr>
<tr>
<td>Focus on action</td>
<td>Follow an agenda</td>
</tr>
<tr>
<td>Talk about results</td>
<td>Talk about responsibilities</td>
</tr>
</tbody>
</table>

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**True Colors: Problem Solving**

<table>
<thead>
<tr>
<th>Blue:</th>
<th>Green:</th>
</tr>
</thead>
<tbody>
<tr>
<td>How much do I care about what I gain or lose in each alternative?</td>
<td>What are the pros and cons?</td>
</tr>
<tr>
<td>What are the values involved?</td>
<td>What are the logical consequences?</td>
</tr>
<tr>
<td>How will people concerned react to the outcome?</td>
<td>What is the consequence of not acting?</td>
</tr>
<tr>
<td>Who is committed to carry out the solution?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orange:</th>
<th>Gold:</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are the possibilities?</td>
<td>What are the facts?</td>
</tr>
<tr>
<td>What other ways are there to solve the problem?</td>
<td>What exactly is the situation?</td>
</tr>
<tr>
<td>What does the data imply?</td>
<td>What has been done?</td>
</tr>
<tr>
<td>What are the implications beyond the facts?</td>
<td>What am I or others doing?</td>
</tr>
</tbody>
</table>

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**True Colors: Capture their interest**

<table>
<thead>
<tr>
<th>Blue:</th>
<th>Green:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide opportunities for social contact</td>
<td>Ask them information</td>
</tr>
<tr>
<td>Offer a clear outline of expectations</td>
<td>Pose problems and allow them to solve problems independently</td>
</tr>
<tr>
<td>Offer opportunities to do things that are creative</td>
<td>Provide opportunities for them to build and display competency</td>
</tr>
<tr>
<td>Provide a way for them to express feelings</td>
<td>Require explanations or additional insights</td>
</tr>
<tr>
<td>Give individual attention to them</td>
<td></td>
</tr>
<tr>
<td>Provide them with opportunities to please</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orange:</th>
<th>Gold:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make assignments short-term and challenging</td>
<td>Allow them to display their leadership ability</td>
</tr>
<tr>
<td>Give them the opportunity to show cleverness</td>
<td>Have them organize others</td>
</tr>
<tr>
<td>Provide hands-on activities</td>
<td>Maintain stability, consistency and rules</td>
</tr>
<tr>
<td>Focus on immediate needs and issues</td>
<td>Clarify expectations</td>
</tr>
<tr>
<td></td>
<td>Provide consistent feedback</td>
</tr>
</tbody>
</table>
### True Colors: Enhance Esteem

<table>
<thead>
<tr>
<th>Color</th>
<th>Description</th>
</tr>
</thead>
</table>
| Blue  | - Nourish their sense of self-worth  
        - Recognize their accomplishments  
        - Accept who they are  
        - Provide a harmonious environment |
| Green | - Provide feedback on the quality of their work  
        - Provide assistance in choosing tasks that are difficult and challenging but achievable |
| Orange| - Provide frequent change  
        - Challenge their imagination |
| Gold  | - Provide consistency  
        - Give clear and specific feedback  
        - Establish clear rules and regulations  
        - Provide concrete rewards for success |
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 NURTUREER

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)
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
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
Frank Lloyd Wright
Thomas Edison
Sherlock Holmes
Abe Lincoln
Madame Curie
Dwight Eisenhower
Eleanor Roosevelt
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 TROUBLESHOOTER, 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 our 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
BLUE

BLUE ATTRIBUTES
Mediators
Optimistic
Caretakers
Passionate
Peacemakers
True Romantic
Cause oriented
Need to feel special
Always has a kind word
Enjoys symbols of romance
Strong sense of spirituality
Sensitive to needs of others
Peace, harmony and relationship
Motivate and encourage others

BLUE MAY SEE SELF AS:
Warm
Caring
Compassionate
Romantic
Spiritual
Creative
Likes to please
Affirming
Expressive, expansive
Caretaker
Promoting growth
Social interaction expert
Idealistic
Empathetic

OTHERS MAY SEE BLUE AS:
Over-emotional
"Bleeding Heart"
Mushy
Other-worldly
Flaky
Hopelessly naïve
Talks to much
cool, aloof, unfeeling
Too trusting
Smothering
Teaching non-essentials
Slick, manipulative
Ignores policy
Easily duped

GREEN

GREEN ATTRIBUTES
"Should I be able to"
"Why?"
Intellectual
Theoretical
Idea People
Philosophical
Very complex
Perfectionists
Standard setters
Visionaries, futurists
Can never know enough
Cool, calm, collected
Work is play, play is work
Often not in the mainstream
Abstract, Conceptual, Global
Need for independence and private time
Explores all facets before making decisions
Can spell and pronounce big words

GREEN MAY SEE SELF AS:
Superior Intellect
98% right
Tough-minded
Efficient
Powerful
Rational
Calm
Under control
Precise
Able to find flaws
Creative
Seeking justice

OTHERS MAY SEE GREEN AS:
Intellectual Snob
Arrogant
Heartless
Unrealistic
Eccentric
Unfair
Cool, aloof, unfeeling
Afraid to open up
Ruthless
Not on my side
Weird
Unappreciative
## GOLD

### GOLD ATTRIBUTES

- **“Be Prepared”**
- Loves to plan
- Detail oriented
- Service oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- **“Shoulds” and “Shoulds not”**
- Never breaks the speed limit

Strives for a sense of security
Punctual, predictable, precise
Value order and the status quo
Duty, Loyalty, useful, responsible
There is a right way to do everything
Tends to be left-brained and analytical
Strong belief in policies, procedures, rules
Most comfortable with format environment

### GOLD MAY SEE SELF AS:

<table>
<thead>
<tr>
<th>Stable</th>
<th>Executive type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing security</td>
<td>Dependable</td>
</tr>
<tr>
<td>Firm</td>
<td>Always have a view</td>
</tr>
<tr>
<td>Efficient</td>
<td>Realistic</td>
</tr>
<tr>
<td>Decisive</td>
<td>Executive type</td>
</tr>
<tr>
<td>Good Planner</td>
<td>Orderly, neat</td>
</tr>
<tr>
<td>Organized</td>
<td>Punctual</td>
</tr>
<tr>
<td>Realistic</td>
<td>Finish what I started</td>
</tr>
</tbody>
</table>

### OTHERS MAY SEE GOLD AS:

<table>
<thead>
<tr>
<th>Rigid</th>
<th>Limiting flexibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Controlling</td>
<td>Uptight</td>
</tr>
<tr>
<td>Dull, boring</td>
<td>Sets own agenda</td>
</tr>
<tr>
<td>Stubborn</td>
<td>Predictable</td>
</tr>
<tr>
<td>Opinionated</td>
<td>Rigid idea of time</td>
</tr>
<tr>
<td>System-bound</td>
<td>End justifies the means</td>
</tr>
<tr>
<td>Unimaginative</td>
<td>Limited</td>
</tr>
<tr>
<td>Judgmental</td>
<td></td>
</tr>
</tbody>
</table>

## ORANGE

### ORANGE ATTRIBUTES

- Playful
- Energetic
- Charming
- Risk Taker
- **“Just do it”**
- Tests limits
- Quick Witted
- Master Negotiator
- Creative, Inventive
- Impulsive

“Let’s Make a deal”
Natural Entertainer
High Need for mobility
Visual and kinesthetic
Pushes the limits
Natural Non-conformist
Thrives on competition
Likes tangible rewards
External locus of control
Appreciates immediate feedback

### ORANGE MAY SEE SELF AS:

<table>
<thead>
<tr>
<th>Fun Loving</th>
<th>Enjoys Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spontaneous</td>
<td>Here and now person</td>
</tr>
<tr>
<td>Flexible, adaptable</td>
<td>Do many things at once</td>
</tr>
<tr>
<td>Carefree</td>
<td>Eclectic</td>
</tr>
<tr>
<td>Proficient</td>
<td>Can deal with chaos</td>
</tr>
<tr>
<td>Problem solver</td>
<td>Curious</td>
</tr>
</tbody>
</table>

### OTHERS MAY SEE ORANGE AS:

<table>
<thead>
<tr>
<th>Irresponsible</th>
<th>Manipulative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flaky</td>
<td>Wishy-washy</td>
</tr>
<tr>
<td>Scattered</td>
<td>Cluttered</td>
</tr>
<tr>
<td>Not serious</td>
<td>Uncontrollable</td>
</tr>
<tr>
<td>Indecisive</td>
<td>Disobeys rules</td>
</tr>
</tbody>
</table>
HOW COLORS SPEAK

BLUE
In conversations with others, Blues:
Love to talk
Tend to be direct and honest
Talk about how they feel
Voice appreciation to others
Avoid issues that might end in conflict
Are verbally expressive and outgoing
Ramble and get off the subject
Are willing to talk about anything and everything
Prefer dealing with people concerns, not facts
Are very sympathetic
Pay attention to nonverbal communication
Personalize the situation
Try to be helpful

GREEN
In conversations with others, Greens:
Tend to rely on the facts
Ask many questions
Say things only once
Avoid small talk
Take a long time to make up their mind
Argue both sides of an issue
Use large vocabulary
Wander from idea to idea
Take a logical approach
Worry they are not understood
State things in overly technical terms
Are unaware of nonverbal cues
Appear to be indecisive

ORANGE
In conversations with others, Oranges:
Say just the right thing
Use language as a tool to make their point
 Dominate what is being said
Cut in on others
Get right to the point
Make decisions quickly
Want to know what has been done already
Want to get on with things
Want to limit the conversations to the basics
Argue for argument sake
Create energy and excitement
Focus on results

GOLD
In conversations with others, Golds:
Use clear and precise language
Get right to the point
Reach conclusions quickly
Do not want to get sidetracked
Want to keep the conversation in order
Want to follow an agenda or plan
Establish goals for follow-up
Focus on things that need to be done
Talk about responsibilities
Talk about fulfilling duties
Focus on how efficient things are
Cut the small talk
HOW TO SPEAK TO COLORS

BLUE
In order to speak to a blue in a way they will understand, you should:
Relate what you are saying to feelings
Avoid open criticism
Put peoples needs ahead of procedures
Use references to how it will help others
Be honest and genuine
Refrain from relying on facts to make your point
Leave room for input and questions
Ask the person how they feel about the issue
Reassure them through body language
Keep your promises
Recognize their creativity
Talk about the importance of enthusiasm

GREEN
In order to speak to a green in a way they will understand, you should:
Use clear and precise language
Use logic in support of your decision
Get right to the point
Use proven references and facts
Be honest
Be willing to debate issues without emotion
Keep the conversation relevant
Ask meaningful questions
Talk about actual data/accomplishments
Show sincere appreciation for their ideas
Talk about possibilities
Avoid talking about feelings

ORANGE
In order to speak to an orange in a way they will understand, you should:
Cut to the heart of a problem
Give them the straight stuff
Talk about how to do things
Use references to past experiences
Be honest
Be bold and say what is on your mind
Keep the conversation lively
Talk about getting things done now
Praise them for the things they do
Focus on action
Talk about results
Talk about how they can get things done

GOLD
In order to speak to a gold in a way they will understand, you should:
Use clear and precise language
Give straightforward direction
Get right to the point
Use references to the past and tradition
Be honest
Not get sidetracked
Keep the conversation in order
Follow and agenda or plan
Talk about actual accomplishments
Show sincere appreciation for what they do
Talk about responsibilities
Talk about how they can keep things going
CAPTURING THEIR INTEREST

How to capture the interest of each color—tips for ensuring they are invested

BLUE
Provide opportunities for social contact
Offer a clear outline of expectations
Offer opportunities to do things that are creative
Provide a way for them to express feelings
Create opportunities for personal growth
Introduce changes from the usual routine
Give individual attention to them
Provide opportunities for them to please you

GREEN
Ask them for information
Pose problems and allow them to solve the problems independently
Provide opportunities for them to build and display competency
Request explanations or additional insights into a topic being studied

ORANGE
Make assignments short-term and challenging
Give them the opportunity to show cleverness
Focus on immediate needs and issues
Include art projects and dramatizations
Use games and create a competitive atmosphere
Provide opportunities for them to present work to others or "show off" in other ways
Provide hands-on activities
Make it clear what is going to be gained by doing what needs to be done

GOLD
Allow them to display leadership ability
Have them organize others
Let them set up schedules for goal accomplishment
Maintain stability, consistency, rules, and predictability
Provide an atmosphere of hard work
 Clarify expectations
Provide consistent feedback
ENERGY
Recognizing when you are worn out and ways to re-energize or enhance each color

Signs you are worn out:
BLUE
Fantasizing and daydreaming
Doing anything to get attention
Lying to save face
Withdrawing so others will feel sorry for you
Crying, pouting
Showing passive resistance
Yelling and screaming
Fishing for compliments

ORANGE
Becoming rude
Breaking the rules for spite
Lying or cheating to control the situation
Running away
Using drugs or alcohol
Acting out boisterously
Becoming physically aggressive

GREEN
Becoming overly indecisive
Refusing to cooperate with others
Becoming more aloof or withdrawn
Putting others down, using sarcasm
Refusing to communicate
Becoming highly critical
Turning a cold shoulder to others
Demanding unreasonable perfection

GOLD
Complaining
Wallowing in self-pity
Worrying
Complaining of psychosomatic problems
Blindly following the letter of the law
Becoming overly authoritative
Feeling a lot of anxiety or stress

To re-energize
BLUE
Reassure them of their self-worth
Recognize their accomplishments
Provide opportunities for them to:
  Demonstrate their creativity
  Help others
  Please those in authority
  Motivate the group

ORANGE
Provide frequent change
Challenge their imagination
Provide opportunities for them to:
  Express themselves
  Act quickly
  Defy risk
  Use their intuition

GREEN
Provide feedback on the quality of their work
Provide assistance in choosing achievable tasks
Provide opportunities for them to:
  Learn and build competence
  Build logical processes
  Display their competence
  Explore options

GOLD
Provide consistency
Establish clear rules and regulations
Provide opportunities for them to:
  Display responsibility
  Be of service to others
  Demonstrate leadership
  Organize things or people
IMPROVING TEAM PERFORMANCE...

OF A GREEN BY:
Assigning projects which require analytical thinking and problem solving
Discussing your “big picture” with them
Eliciting their universal outlook in inspiring them with futuristic ideas and potentialities
Respecting their inclination to go beyond the established rules of the system
Allowing them the freedom to improve the system
Taking their ideas to the next step and encouraging them to think independently
Praising their inventiveness and their ingenuity
Understanding their need to avoid redundancy and repetitive tasks
Recognizing and appreciating their competence in the job

OF A GOLD BY:
Assigning work with requires detailed planning and careful follow-through
Defining the task in clear and concrete terms
Being punctual and reliable
Proving a well-structured, stable work environment and by avoiding abrupt changes
Giving standard rules and regulations and setting a good example
Sharing in the responsibilities and duties of the work place and by taking the work ethic seriously
Praising their neatness, organizational capabilities and efficiency
Giving feedback every step of the way on any project to reassure them that they are on the right track
Recognizing their need to be straightforward, dependable, responsible, and business minded
Giving tangible recognition for their work

OF AN ORANGE BY:
Assigning projects which are action-packed and which require a hands-on approach
Providing opportunities to be skillful and adventurous
Using their natural abilities as a negotiator
Allowing them the freedom to do the job in their own style and in non-traditional ways
Keeping a good sense of humor and avoiding boredom while on the job
Encouraging them to use their gifts of originality and flair
Providing opportunities for job competition
Allowing freedom of movement and understanding their preference for action over words
Praising their performance and skillfulness while on the job

OF A BLUE BY:
Creating a warm and personal working atmosphere
Interacting as much as possible with openness and honesty
Establishing a harmonious working environment and avoiding conflict and hostility
Showing your support, caring, and appreciation by offering a touch, a hug or a hand-shake
Allowing them the freedom to express feelings and the time to heal emotional wounds
Making use of their natural gifts for communication, nurturing, and people oriented ideas
Praising their imaginative and creative approach to the job
Providing them with one on one feedback