



**Enhancing Our  
Self-Awareness &  
Interpersonal Skills**



# Objectives



- Develop awareness/appreciation of self
- Develop awareness/appreciation for others' differing personality styles
- Identify strategies for responding to others more
  - Appropriately
  - Consciously
  - Compassionately
- Identify ways to build more effective teams
- Identify ways to more effectively resolve conflicts & enhance interpersonal communication
- Enhance leadership, teaching & counseling skills
- Describe how to maximize relationships through use of "True Colors" as a common language

# Disclaimers



- True Colors uses a self-reporting technique
- TC is a metaphor that invites rich applications
- Each person possesses the full color spectrum – however bright or however pale
- We can “pump up” our least preferred color style to meet situational needs
- Personality styles, types, colors, etc., are not the whole story but they are a foundation upon which human behavior is based. Ultimately, you define who you are.
- No color is better than the others – each offers unique qualities & strengths.
- Your palest color is the one you should concentrate on understanding the most. It is with this color you will experience growth by taking risks & exploring a part of yourself that you know least well.



# PERSONALITY BLEND Card Sort

4	Left	Brightest	<b>PRIMARY</b>	Greatest need Natural Compelling Energizing Must do or be
3			<b>SECOND</b>	May often need May do with ease
2			<b>THIRD</b>	Not natural May need some help Requires energy
1	Right	Palest	<b>LAST</b>	Don't understand Drains energy Feels awkward Requires a struggle



# COLOR BLENDS

## FAMILIAR COMBINATIONS

- Orange – Blue
- Blue – Gold
- Gold – Green
- Green – Orange

## OPPOSITES CLASH??

- Blue – Green
- Green – Blue
- Orange – Gold
- Gold – Orange

***INDIVIDUALS WITH SIMILAR COLOR COMBINATIONS CAN STILL EXHIBIT DIFFERENT PERSONALITIES.***





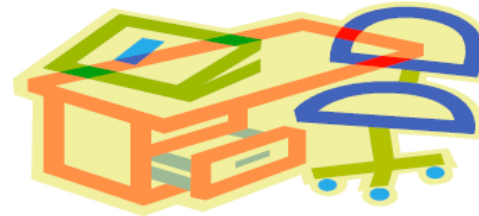
## CORE NEEDS & VALUES

**BLUE**



**RELATIONSHIPS**

**GOLD**



**DUTY &  
RESPONSIBILITY**

**GREEN**



**INTELLECTUAL  
COMPETENCE**

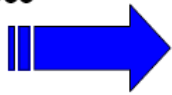
**ORANGE**



**FREEDOM**



**AS A  
BLUE, I  
USUALLY  
AM...**



**AS A  
BLUE, I  
USUALLY  
DO...**



**Intimate**  
**Enthusiastic**  
**Sympathetic**

Authentic  
Altruistic  
Communicative  
Empathetic  
Unique  
Warm  
Ethical  
Peaceful  
Peaceful  
Spiritual

Personal  
Fulfilled  
Sincere  
Mystical  
Imaginative

Teaching • Predicting • Peace-making • Metaphorizing •  
Conciliating • Idealizing • Revealing • Guessing • Integrating •  
Implying • Looking for Meaning • Encouraging • Writing Poetry •  
Journaling • Nurturing • Caring



**AS A  
GOLD, I  
USUALLY  
AM...**



**AS A  
GOLD, I  
USUALLY  
DO...**



**Loyal** **Stable** **Respectable**  
Dependable ~~Concerned~~ Serious  
Thorough Prepared  
Patient Official Punctual **Secure**  
Civlized **Stable** Belonging  
Concrete **Organized** Belonging  
Unselfish Legitimate

**Fact Finding • Recording • Insuring • Itemizing • Measuring  
• Supervising • Providing • Standardizing • Inspecting •  
Preparing • Doing • Preserving • Following Rules or  
Guidelines • Helping • Finishing • Right-and-Wronging**





**AS A  
GREEN, I  
USUALLY  
AM...**



**AS A  
GREEN, I  
USUALLY  
DO...**



Conceptual  
Analytical  
Enlightened  
Cool  
Global  
Focused  
Inventive  
Resolute  
Collected  
Rational  
Calm  
Independent  
Objective  
Logical  
Perfectionistic  
Investigative  
Insightful

**Theorizing • Philosophizing • Inventing • Calming •  
Marshaling • Explaining • Differentiating • Defining •  
Categorizing • Controlling • Designing • Analyzing •  
Investigating • Thinking • Reasoning • Using Imagination**



**AS AN  
ORANGE,  
I USUALLY  
AM...**



**AS AN  
ORANGE,  
I USUALLY  
DO...**



**Fun loving**

**Witty**

**Spontaneous**

**Impressive**

**Generous**

**Impulsive**

**Charming**

**Bold**

**Optimistic**

**Eager**

**Daring**

**Mobile**

**Fraternal**

**Immediate**

**Impactful**

**A  
B  
C  
D  
E  
F  
G  
H  
I  
J  
K  
L  
M  
N  
O  
P  
Q  
R  
S  
T  
U  
V  
W  
X  
Y  
Z**

**Rehearsing • Making • Playing • Acting • Competing •  
Performing • Stimulating • Moving • Trouble-shooting •  
Having Fun • Composing • Promoting • Seeking Variety  
• Seeking the New**



## Working with Your True Colors

	<b>GOLD</b>	<b>GREEN</b>	<b>ORANGE</b>	<b>BLUE</b>
<b>Esteemed by:</b>	Being of service	Insights	Recognition	Helping people
<b>Appreciated for:</b>	Accuracy and thoroughness	Their ideas	Creativity	Unique contributions
<b>Validated by:</b>	Appreciation of service	Affirming their wisdom	Visible results	Personal acceptance
<b>At work they are:</b>	Procedural	Pragmatic	Flexible	A catalyst
<b>Their specialty is:</b>	Results	Strategy	Energy	Relationships
<b>Their overall mood:</b>	Concerned	Calm, cool and collected	Enthusiastic	Committed
<b>Key characteristic:</b>	Responsibility	Ingenuity	Skillfulness	Authenticity



*True Colors*

## FACTORS CREATING STRESS

BLUE	GOLD	GREEN	ORANGE
<ul style="list-style-type: none"><li>• Broken promises</li><li>• Too much negative criticism</li><li>• People talking about them behind their backs</li><li>• Not discussing what is occurring</li><li>• Completing paperwork as a priority</li><li>• Clock-watching</li><li>• Conflict</li><li>• Insincerity</li><li>• Lying</li><li>• Rejection</li><li>• Lack of social contacts</li><li>• Placing "the system" before the people in it</li><li>• Being constantly compared to others &amp; not evaluated as an individual</li><li>• Too much conformity without outlets for individual expression</li></ul>	<ul style="list-style-type: none"><li>• Incomplete tasks</li><li>• Ambiguous tasks</li><li>• Ambiguous answers</li><li>• Disorganization</li><li>• Too many things going on at the same time</li><li>• People who do not follow through</li><li>• Too many questions directed at them</li><li>• Irresponsibility of others</li><li>• Waste</li><li>• Non-conformity</li><li>• Changing details</li><li>• A haphazard attitude</li><li>• Lack of structure</li><li>• Lack of direction</li></ul>	<ul style="list-style-type: none"><li>• Not being in charge</li><li>• Lack of control</li><li>• Lack of independence</li><li>• Elaborate use of adjectives</li><li>• Incompetence</li><li>• Emotional displays</li><li>• Lack of options</li><li>• Inability to use or to display knowledge</li><li>• Small-talk</li><li>• Routine</li><li>• Social functions</li><li>• Subjective judgment</li><li>• Lack of recognition of high ability</li></ul>	<ul style="list-style-type: none"><li>• Too much responsibility</li><li>• Redundancy</li><li>• Deadlines</li><li>• Rules &amp; regulations</li><li>• Beings stuck at a desk</li><li>• Non-negotiable and imposed structure</li><li>• Requirements to read manuals &amp; follow "how to" directions</li><li>• Too much attention to product &amp; not enough to performance/results</li><li>• Criticism</li><li>• Abstract concepts</li><li>• Lack of fun at work or in school</li></ul>



## In Esteem versus At Risk

	GOLD	GREEN	ORANGE	BLUE
In Esteem	<ul style="list-style-type: none"> <li>Task &amp; structure-focused</li> <li>Serious attitude</li> <li>Likes to do things to help</li> <li>Cares for own body &amp; health</li> <li>Direct but cautious</li> <li>Cooperative &amp; obedient to rules</li> <li>Respects authority</li> <li>Dependable &amp; reliable</li> </ul>	<ul style="list-style-type: none"> <li>Questions &amp; explores ideas</li> <li>Considers other's ideas</li> <li>Works independently</li> <li>Pleasant but not very involved socially</li> <li>Thrives on own work &amp; ingenuity</li> <li>Strives for improvement</li> <li>Has high expectations</li> </ul>	<ul style="list-style-type: none"> <li>Acts boldly &amp; is direct</li> <li>Risk-taking behavior</li> <li>Acts impulsively &amp; spontaneously</li> <li>Seeks adventure without drugs</li> <li>Wants "hands-on" activities</li> <li>Is assertive and to the point</li> <li>Is extremely physical</li> </ul>	<ul style="list-style-type: none"> <li>Appreciates everything &amp; everyone</li> <li>Behaves with honesty &amp; integrity</li> <li>Likes team work &amp; communicates easily</li> <li>Creates things to make life better</li> <li>Contagiously enthusiastic; expresses feelings</li> <li>Is cooperative &amp; encourages others</li> <li>Is calm; strives for peace &amp; harmony</li> </ul>
At Risk	<ul style="list-style-type: none"> <li>Complains &amp; behaves with self-pity</li> <li>Exhibits anxiety &amp; worry</li> <li>Is depressed; acts fatigued</li> <li>Expresses psychosomatic problems</li> <li>Malicious in judgment of self &amp; others</li> <li>Exhibits "blind herd" mentality</li> <li>Authoritarian in manner</li> <li>Exhibits phobic reactions</li> </ul>	<ul style="list-style-type: none"> <li>Behaves indecisively</li> <li>Refuses to comply or cooperate</li> <li>Extreme aloofness &amp; withdrawal</li> <li>"Snobbish" put-downs &amp; sarcastic remarks</li> <li>Refusal to communicate; exhibits the "silent treatment"</li> <li>Perfection tied to performance anxiety</li> <li>Highly critical attitudes toward self &amp; others</li> </ul>	<ul style="list-style-type: none"> <li>Acts rude &amp; with defiance</li> <li>Breaks the rules on purpose</li> <li>Runs away, drops out</li> <li>Involved with drugs</li> <li>Acts out boisterously</li> <li>Lying &amp; cheating behavior</li> <li>Violent behavior</li> </ul>	<ul style="list-style-type: none"> <li>Attention-getting behavior</li> <li>Lying to "save face"</li> <li>Withdraws</li> <li>Fantasizes, daydreams excessively</li> <li>Cries often; appears depressed</li> <li>Behaves in passive, resistant ways</li> <li>Expresses emotion by yelling &amp; screaming</li> </ul>

# REFRAMING BLUES

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## Blue may see self as:

Warm, caring  
Compassionate, sympathetic  
Romantic, idealistic  
Spiritual  
Creative  
People person  
Willing to work tirelessly for a cause  
Unselfish  
Affirming, empathetic  
Expressive, expansive  
Caretaker  
Promoting growth, well-being  
Social interaction expert  
Able to see need for exceptions  
Relates current experiences to past experiences  
Likes to please people  
Great communicator  
Trusting  
Wanting harmony  
Individualized personal values



## Others may see Blue as:

Over-emotional  
"Bleeding heart"  
Mushy, flaky  
Unrealistic  
Hopelessly naïve  
Too tender hearted  
Easily duped  
Too "touchy-feely"  
Too nice  
Naïve  
Too trusting  
Smothering  
Teaching non-essentials  
Stuck in/lives in the past  
Groveling  
Fawning  
Soft  
Talks too much  
Obscures the issues

# REFRAMING GOLDS

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## Gold may see self as:

Stable  
Providing security  
Dependable  
Firm  
Always have a view  
Efficient  
Realistic  
Decisive  
Executive type  
Good planner  
Orderly, neat  
Organized person  
Punctual, expects same  
Goal oriented  
Seeks closure  
Good at sorting, weeding out



## Others may see Gold as:

Rigid  
Controlling  
Dull, boring  
Stubborn  
Opinionated  
System-bound  
Unimaginative  
Judgmental  
Bossy, controlling  
Limiting flexibility  
Uptight  
Predictable  
Rigid idea of time  
End justifies the means  
Limited, not able to do many things at once

# REFRAMING GREENS

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## Green may see self as:

Superior intellect  
98% right  
Efficient  
Powerful  
Creative  
Visionary  
Original  
Unique  
Eminently responsible  
Rational  
Calm, not emotional  
Under control  
Precise, not repetitive  
Able to find flaws  
Objective  
Seeking justice  
Firm-minded  
Able to reprimand



## Others may see Green as:

Intellectual snob  
Arrogant  
Heartless  
Doesn't care about people  
Ruthless  
Unrealistic  
Eccentric, weird  
Emotionally controlled  
Ignores people values  
Cool, aloof, unfeeling  
Afraid to open up  
Covers subject from all angles  
Critical, fault finding  
Devaluing relational aspects  
Lacking mercy, unfair  
Unappreciative  
Stingy with praise  
Doesn't consider people in plans



# REFRAMING ORANGES

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## Orange may see self as:

Fun-loving, enjoys life  
Spontaneous  
Flexible, adaptable  
Carefree  
Proficient, capable  
Hands-on person  
Practical  
Problem-solver  
Good negotiator  
“Here and now” person  
Can do many things at once  
Eclectic  
Can deal with chaos  
Curious, welcomes new ideas  
Superior ability to discriminate  
among options & see shades of gray



## Others may see Orange as:

Irresponsible  
Flaky  
Not serious  
Spends time at things they enjoy  
Disobeys rules  
Manipulative  
Not to be trusted  
Not able to stay on task  
Scattered  
Cluttered  
Uncontrollable  
Resists closure or decisions  
Indecisive



# IMPROVE RELATIONSHIPS



## With a Bright Blue by:

- Making romantic gestures
- Having intimate talks
- Recognizing their need to contribute
- Providing the warm touch and embrace
- Reassuring your loving commitment
- Expressing your feelings
- Being open and responsive

## With a Bright Gold by:

- Caring about their need for security
  - Doing some reasonable planning
  - Praising their responsible actions
- Remembering sentimental moments
  - Acknowledging their stability
- Responding to important dates

## With a Bright Green by:

- Recognizing their need for independence
- Valuing their abstract thinking
- Helping them with day-to-day details
- Preserving their privacy to think and to read
- Accepting their lack of romantic gestures
- Realizing their stress comes from the fear of appearing foolish
- Allowing them to be self-critical
- Understanding that they esteem themselves by being competent
- Praising with ingenuity

## With a Bright Orange by:

- Recognizing their need for freedom
  - Valuing their playfulness
- Helping them to think before they act
  - Spontaneously playing with them
- Realizing their stress comes from lack of excitement
  - Reinforcing their optimism
  - Praising their skills
- Responding to their generosity



# LEADERSHIP STYLES

## **BLUE**

### ***Nurturer; relationship-centered***

- 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

## **GOLD**

### ***Stabilizer; institution-oriented***

- Expects punctuality, order and 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

## **GREEN**

### ***Visionary; strategically-centered***

- 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

## **ORANGE**

### ***Trouble-shooter; action-oriented***

- Expects quick action
- Assumes flexibility
- Works in the here and now
- Performance oriented
- Flexible approach
- Welcomes change
- Institutes changes quickly
- Expects people to “make it fun”



## PUMPING UP PALE COLORS

### INCREASING THE BLUE

Seek harmony • Listen • Take care •  
Practice positivity • Foster feelings •  
Rev up the romance • Touch •  
Acknowledge others • Get esoteric •  
Join a cause • Seek self-expression &  
exploration • Stir up the spirituality  
• Refresh relationships

### INCREASING THE GOLD

Respect time lines • Plan ahead • Stick  
to decisions, plans & commitments •  
Rediscover traditions • Multiply your  
manners • Prioritize your time • Think  
before you speak, act or interrupt •  
Check procedures • Get organized •  
Determine details • Find ways to  
belong

### INCREASING THE GREEN

Think long-term • Stop &  
contemplate • Solve a problem for  
yourself • Ask “why?” • Exercise  
objectivity/multipartiality • Debate  
the other side of an argument just  
for fun • Practice being precise with  
your words • Stretch your sense of  
humor • Record ideas

### INCREASING THE ORANGE

Do something for the fun of it •  
Savor your senses • Express yourself  
openly • Negotiate • Lighten up •  
Stretch your comfort zones • Take n  
acting, singing or public speaking  
class • Play to win • Share a story •  
Create an adventure • Activate your  
body • Accept attention