

True Colors

Orange, Gold, Green, Blue...

WHICH ONE ARE YOU?

*IDENTIFYING YOUR PERSONALITY TYPE &
WORK STYLE*

True Colors: History

Don Lowry created the metaphor, *True Colors*TM, to translate complicated personality and learning theory into practical information we can all understand and use. He has developed an easy and entertaining way to understand ourselves and others.

True Colors: Introduction

This session will help you:

- Identify Your Personality Style and Work Style
- Recognize your Strengths and Weaknesses
- Understand Your *Color* at Work
- Build Positive and Satisfying Relationships and Teams

Why Identify with a Color?

Learning your color will help you:

- Understand people better
- Process information differently
- Communicate more effectively
- Form successful partnerships/relationships

The Colors

The colors are:

Orange

Blue

Gold

Green

*Begin the True Colors Scoring Sheet...
It's time to identify the color of your
personality type!*

True Colors

YOUR PERSONALITY TYPE: THE GOOD & THE BAD

Personality Type: Orange

Those identifying with the color orange have the following strengths and weaknesses:

Strengths / Weaknesses

Adventurous / Violent

Generous / Loud

Tolerant / Rude

Skillful/ Impatient

Charming/ Belligerent

Personality Type: **Blue**

Personality Type: **Blue**

Those identifying with the color blue have the following strengths and weaknesses:

Strengths / Weaknesses

Warm / Untruthful

Kind / Unrealistic

Devoted / Emotional

Compassionate / Self-absorbed

Artistic / Withdrawn

Personality Type: Gold

Those identifying with the color gold have the following strengths and weaknesses:

Strengths / Weaknesses

Consistent / Abusive

Loyal / Self-righteous

Thorough / Fussy

Traditional / Compulsive

Cooperative / Demanding

Personality Type: **Green**

Those identifying with the color green have the following strengths and weaknesses:

Strengths / Weaknesses

Clever / Finicky

Level-headed / Critical

Logical / Skeptical

Competent / Sarcastic

Visionary / Non-compliant

Lets see how we work together...

- 1. Break up into the 4 color groups**
- 2. Your task: Create the plan of work for a “Health and Wellness” event in your County Council or Local unit (you choose)**
- 3. You have 10 minutes to start your plan of work**
- 4. Choose 1 person to give report (2 minutes maximum)**

Good luck and have fun....

True Colors

YOUR PERSONALITY TYPE: HOW YOU LIKE TO WORK

True Colors At Work: Orange

Orange's: Tackle their work with **enthusiasm** so they can **quickly move on** to other pursuits.

They are great at **working under pressure** and prefer to work on jobs that are lively, risky, and unpredictable.

They **grow restless** with jobs that tie them down and **limit their personal freedom**.

They are **straightforward, realistic, and practical workers** who bring a flair, energy and excitement to the workplace.

They are talented, resourceful, skillful and adaptable.

They are **upbeat and social** in nature, and present a positive self-image of themselves and their company.

They are **action-oriented** workers who know how to get results they desire.

True Colors At Work: Blue

Blue's: Concentrate on **people** and **relationships**.

Focus on **service**, and **health and welfare of people**.

Prefer **warm, supportive, harmonious** environments where workers are free to **cooperate and communicate** with each other.

Are **imaginative, enthusiastic** and concerned about the **personal welfare** of those around them.

They dislike **competition, conflict, bureaucracy** and **domineering** authority figures.

They promote **creativity, flexibility, individuality** and **personal expression**

True Colors At Work: Gold

Gold's: Prefer jobs that allow them to be **thorough, accurate, and systematic.**

Prefer to work in situations where they **can see a job through to the end**, and then touch and feel the **results.**

Are practical, efficient and cooperative workers that **respect authority, discipline and punctuality.**

Work best in environments that are traditional, **structured**, orderly and filled with **other hard-working people.**

Have a compelling need to follow established procedures and **routines** and do things the **“right” way.**

Are stable, honest and **dependable** workers who generally put the needs of the **company above their own.**

True Colors At Work: Green

Green's: Driven towards work that involves an **analytical** and **creative** focus.

Visionary and **independent** workers who can tune out the world as they work on things that capture their interest.

Most productive when they can **perfect an idea**, **then move on** and leave the project to be maintained and supported by others.

Work well with **complex strategies**, **abstract concepts** and theoretical models.

Prefer a work environment with **minimum structure** and little bureaucracy.

Enjoy taking risks to test their innovative ideas.

Their biggest asset is their drive to be **competent**, **logical** and **accurate**.

True Colors

YOUR PERSONALITY TYPE: HOW TO WORK WITH **ALL** THE COLORS

Dealing With: Orange

KEYS TO GOOD COMMUNICATION

- Language is functional and operational
- Seems to know just what words to use
- Lends electricity to conversation and discussion
- Concise
- Clever
- Can change subject quickly
- Enjoys hearing and telling jokes and stories to enhance the communication

LIKES TO TALK ABOUT:

- Experiences
- Adventure

RESPONSES TO YOU:

- Practical application
- Usefulness
- Alternatives

KEYS TO WHAT AND HOW TO PRAISE

- Praise process more than product
- Note their cleverness
- Note their skill
- Note their quickness
- Note their impact
- Note their action
- Note their spontaneity

KEYS TO STRESS

- Being stuck at a desk
- Too many responsibilities
- Redundancy
- Deadlines
- Rules and regulations
- Nonnegotiable imposed structure
- Lack of freedom to function/ perform
- Reading manuals and following “how-to’s”
- Too much attention to product and not enough to performance
- Criticism
- Abstractions

KEYS TO REDUCING CONFLICT

- Allow freedom of movement
- Get things done at their own pace
- Help them understand the reason for the task assigned and let them assist with how it can be accomplished
- Be clear about what needs to be done, direct, not abstract
- Take their need to act into consideration
- Allow freedom of possibilities, not just the way things have been done before
- Make tasks a challenge, a contest, a race with time
- Don't make them wait too long to get started
- Leave the options open for how to accomplish the task

Dealing With: Blue

KEYS TO GOOD COMMUNICATION

- Personalized
- Much nonverbal communication
- Can be subjective
- Can be very general
- Metaphorical and analogical
- Honest
- Need opportunities to express feelings and have these feelings accepted

LIKES TO TALK ABOUT:

- Ways to increase harmony
- Personal issues

RESPONSES TO YOU:

- Accepting
- Good listener
- Interested in significance
- Abundant giver of appreciation
- Wish to be helpful and supportive

KEYS TO WHAT AND HOW TO PRAISE

- Comment on unique contributions
- Personal achievements
- Comment on personal characteristics that are valued and meaningful
- Be honest and sincere
- A touch on the shoulder
- Comment on how others have been helped by their performance
- Let the person know they have importance and significance to the well being of the individuals and the group in general

KEYS TO STRESS

- Broken promises
- Too much criticism
- Not discussing what is occurring
- Structural demands
- Paperwork as a priority
- Clock watching
- Lack of social contacts
- People talking about them behind their back
- People not being a priority (the system before the people in it)
- Anger perceived in others whether or not directed towards them
- Being compared constantly to others and not evaluated for self
- Too much conformity without outlets for individuality

KEYS TO REDUCING CONFLICT

- Be sincere and direct
- Allow individual to help set deadlines if they must exist
- Allow some change in tasks, avoiding too much repetition
- Be clear about what needs to be done
- Be clear about how an individual can please and be successful
- Allow individual to bring in his/her own ideas and in other ways be creative
- Allow personal interaction, and opportunities to work with another person(s)
- Allow individual to express feelings and ask questions
- Keep comments positive and criticism to a minimum
- Public chastisement may be construed as personal rejection
- Respond in a way that allows other individuals his/her feelings, but offers alternatives that will move him/her in the direction that is most appropriate
- Take idealistic ideas into consideration

Dealing With: Gold

KEYS TO GOOD COMMUNICATION

- Authoritative
- Parental
- Clear and precise
- Get right to the point
- May make decisions to quickly
- Facts
- Ways to expedite the execution of plans

LIKES TO TALK ABOUT:

- Responsibility
- Accomplishments
- Efficiency
- Work completed
- What has worked before

RESPONSES TO YOU:

- Compliance
- Execution of plans
- Ways to keep the system running smoothly
- How to keep things functional

KEYS TO WHAT AND HOW TO PRAISE

- Honest and specific mention of what has been done
- Note thoroughness and sense of responsibility
- A pat on the back
- Words should reflect what has actually been accomplished
- Appreciation needs to be sincere
- Reminder of the importance of the task completed to the well-being of the organization
- Recognize as an integral part of the group

KEYS TO STRESS

- Incomplete tasks
- Ambiguous tasks
- Ambiguous answers
- Disorganization
- Too many things going on at the same time
- People who do not follow through
- Too many questions
- Irresponsible people
- Waste
- Non-conformity

KEYS TO REDUCING CONFLICT

- Keep requests clear and uncomplicated
- Make requests concrete and explicit
- Be consistent
- Assign one task at a time
- Communicate who is responsible for what and by what
- Be clear as to the process to be followed
- Don't change tasks or modalities quickly or impulsively

Dealing With: Green

KEYS TO GOOD COMMUNICATION

- Says things once
- Might not say what he/she feels is obvious
- Concise
- Compact
- Logical
- Puts little attention into nonverbal cues
- Might be overly technical
- Enjoys playing with words
- Large vocabulary
- Does not feel assured that others will understand
- Have difficulty appreciating others verbally
- Might appear somewhat distant so might be difficult to approach
- Doesn't much care for small talk

LIKES TO TALK ABOUT:

- Concepts and Ideas

RESPONSES TO YOU:

- Debate
- Analyze

KEYS TO WHAT AND HOW TO PRAISE

- Competence
- Quality of Work
- Cleverness
- Analysis of a situation
- Independent completion of a job
- Clear logical explanation of what the person has done without elaborate use of adjectives
- More opportunities to exhibit competence is the best reward for a job well done

KEYS TO STRESS

- Lack of control
- Lack of independence
- Repetitive conversation
- Elaborate use of adjectives
- Incompetence on the part of those around him/her
- Emotionality
- Lack of options
- Unclear picture
- Inability to use or display knowledge
- Small talk
- Dependency
- Routine
- Social functions
- Subjectivity

KEYS TO REDUCING CONFLICT

- Allow autonomy
- Provide a calm and non-conflicting environment
- Allow room to develop new ideas and plans
- Do not stifle intellectual development
- Do not stifle enthusiasm in possibilities
- Do not stifle decision making
- Do not stifle intellectual ingenuity and application
- Do not insist on significant amounts of busy work
- Sarcasm and ridicule concerning ability can be devastating
- Not allowing questions to be asked
- Becomes embarrassed when being told he/she has done a good job, particularly by someone not admired or respected

The Colors: Working as a Team

- Why is understanding your personality type important in terms of working with your Board?
- Has this helped you identify how to work better with your team?
- What have you learned from this exercise about yourself and others?
- How has learning about your personality type impacted the way you work in the future?
- Does this exercise help you better understand the roles of others and how they can contribute to your work and the team as a whole?

Thank You and Enjoy Convention



Mindy Haas

President Elect

Florida PTA

presidentelect@floridapta.org

561-573-5903