

True Colors is a simple assessment of your personality preferences. This video provides information about people's preferences, and understanding of different preferences, how personality impacts communication, and the importance of valuing differences.

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by

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# True Colors

*Personality*

*Preferences*

Understand Yourself

Understand Others

Appreciate Uniqueness



Have you ever wondered why you get along with some people and not others? True Colors is a simple way to better understand yourself and others. Personality influences almost every aspect of life. True Colors provides insight into our preferences, helps us communicate better, and appreciate the uniqueness of each individual. True Colors uses four colors to represent different personality types. Are you more gold, blue, green, or orange?

# True Colors



True Colors uses four colors to represent different personality types. Are you more gold, blue, green, or orange?



**Gold:** Do you make a list of things you want to do? When you do something extra, do you add it to the list?

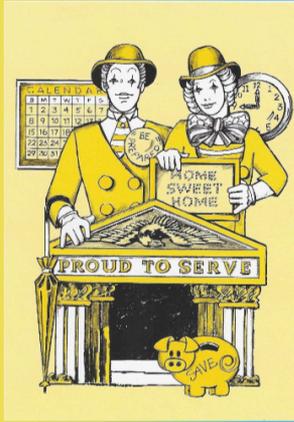
**Blue:** Are you the peacemaker of your social circle? Do you try to get everyone to get along?

**Green:** Do you ask a lot of questions, are you curious about “why.” Do you want to know what difference something is going to make in your job or life?

**Orange:** Are you always touching things, wanting to be involved in lots of activities? Do you do things without fully thinking them through? Are you more spontaneous?

Understanding your uniqueness is key to building your self-esteem and success. You typically have a primary preference and a secondary color.

Chris is a gold



Golds prefer authenticity, dependability, and tradition. Golds need structure and organization to thrive.

## Chris is a gold



- ✓ Valued for Helping others, purposeful work
  - ✓ Appreciated for Accuracy and thoroughness
  - ✓ At work they are Organized and sequential
  - ✓ Their specialty is Results
  - ✓ Their overall mood is Judging effectiveness
  - ✓ Key characteristic is Responsibility
  - ✓ Validated by Appreciation of purposeful work
- Proud of being there for loved ones

Golds are:

Valued for helping others, and purposeful work;

Appreciated for accuracy and thoroughness;

At work they are organized and sequential;

Their specialty is “results”;

Their overall mood is judging effectiveness;

They are responsible and;

They feel validated by having their purposeful work appreciated.

Gold’s take pride in being there for their loved ones and have strong family values



Blues enjoy socializing and making connections with others. Their life centers around people. The life of a blue finds happiness in harmonious relationships with coworkers, friends, family, and partners.

Blues are:

Valued for *helping others*;

Appreciated for their *thoughtful contributions*;

At work are a *team builder*;

Their specialty is *relationships*;

Their overall mood is *committed*;

A key characteristic is *authenticity*;

They feel validated by *personal acceptance*.

Their deep compassion and caring make them good communicators and caretakers. Blues also have strong imaginations and find joy in music, art, and entertainment.



Greens find meaning in innovation. They are always searching for a better solution. Greens are logical, intellectual, and even philosophical. They have a thirst for knowledge and understanding. They have an appreciation of nature.

Greens are:

Valued for their *insights*;

Appreciated for their *ideas*;

At work they are *analytical*;

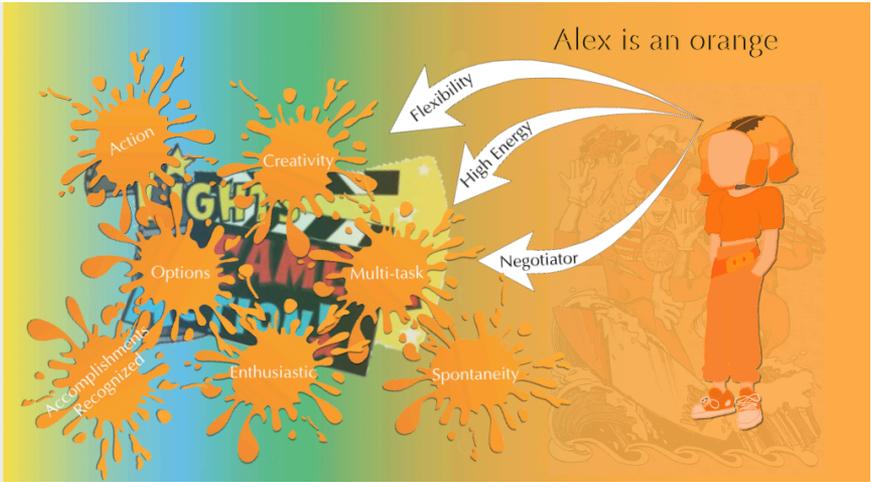
Their specialty is *strategy*;

Their overall mood is *calm and collected*;

A key characteristic is *ingenuity*;

They feel validated by *affirming their wisdom*.

Greens are futuristic and perfectionists. They put their faith in facts. They are the voice of reason among their friends. They handle challenges in a cool, calm and collected manner.



Oranges' independent nature means they need freedom and flexibility in work and personal lives. Their energy, adaptability, and multi-tasking are strengths. They often negotiate for better outcomes.

Oranges value:

Freedom to *act*;

They are appreciated for their *creativity*;

At work they can multi-task and *expect quick action*;

Their specialty is *energy and spontaneity*;

Their overall mood is *enthusiastic*;

A key characteristic is *negotiating options*;

They feel validated when *accomplishments are recognized*.

Friends often see oranges as fun, humorous and optimistic.



While you have a primary color, you have secondary personality traits as well. You are much more than just one color. Your overall personality is a blend of all four colors. Your secondary color adds a richness and vibrancy to how you approach life.

Your secondary color can shift over time, depending upon your work, education, and life experiences. You can learn how to apply your primary and secondary colors to different situations.



Want to find your true color?

Scan this QR code or go to

[http://www.livingmidream.net/resources/resources\\_who\\_am\\_i/](http://www.livingmidream.net/resources/resources_who_am_i/)

Interactive True Colors assessment:

[http://www.livingmidream.net/resources/Documents/TRUE\\_COLORS\\_ASSESSMENT.pdf](http://www.livingmidream.net/resources/Documents/TRUE_COLORS_ASSESSMENT.pdf)



When you appreciate people for who they are, they are more receptive to understanding the differences and strengths of others.

Understanding others personality traits will:

- help you get along with others better;
- help you understand why someone else is approaching a situation differently than you would;
- give you a different perspective on how to interact with others;
- allow you to recognize and appreciate people that can enhance your approach to problem solving and life's relationships;

Appreciating the uniqueness of others enhances everyone's ability to work together as a team.

Building relationships that include all colors can strengthen your self-confidence and enriches how others see you, and how you see the world.

## Complimentary vs Annoying



We are dependent upon each other to make progress in life's journey.

Recognizing that others personality traits can be helpful strengthens relationships.

Sometimes others personality traits can be annoying or frustrating.

Understanding these dynamics will help you build relationships that are complimentary rather than adversarial.

Let's examine how each True Color perceives the others.

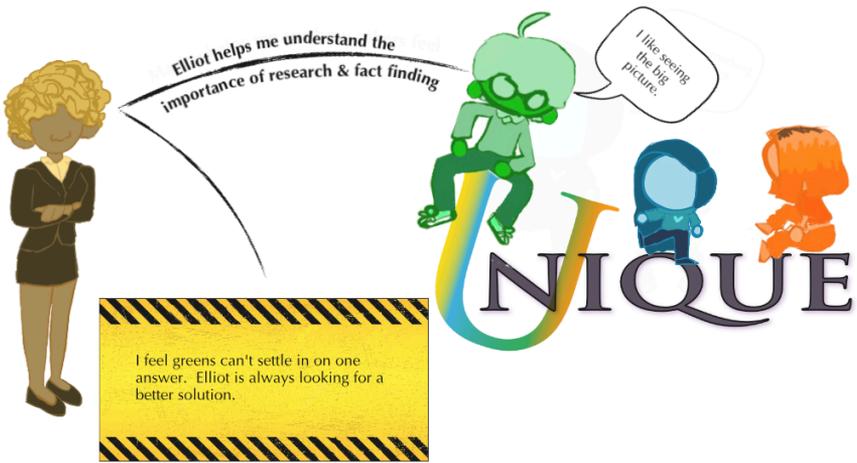


### **How does a Gold see a Blue?**

Gold says, "Marley (blue) helps me see how others feel."

There's something good about everyone. (Blue)

Gold says, "Sometimes I feel blues play favorites. They care more about feelings than getting things done. People take advantage of Marley's good nature."

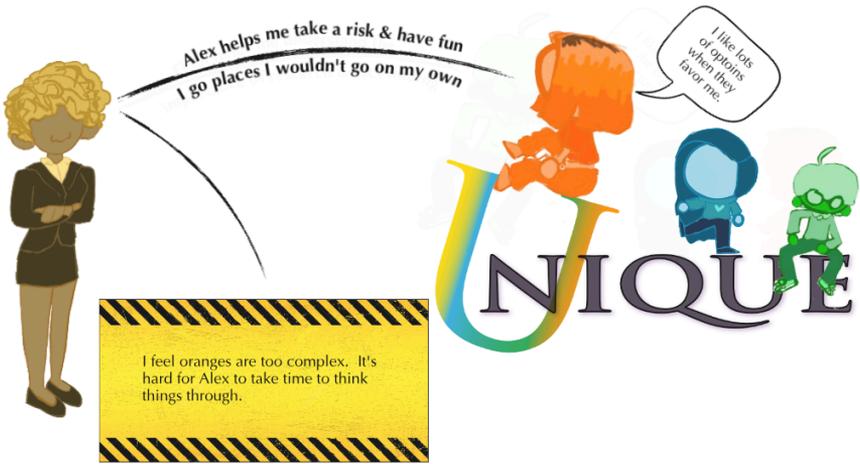


### **How does a Gold see a Green?**

Gold says, "Elliot helps me understand the importance of research and fact-finding."

I like seeing the big picture. (Green)

Gold says, "Sometimes I feel greens can't settle on one answer. Elliot is always looking for a better solution."



### **How does a Gold see an Orange?**

Gold says, “Alex helps me take a risk and have fun. I go places I wouldn’t go on my own.”

I like lots of options, especially when they favor me. (Orange)

Gold says, “Sometimes I feel oranges are too complex. It’s hard for Alex to take time to think things through.”

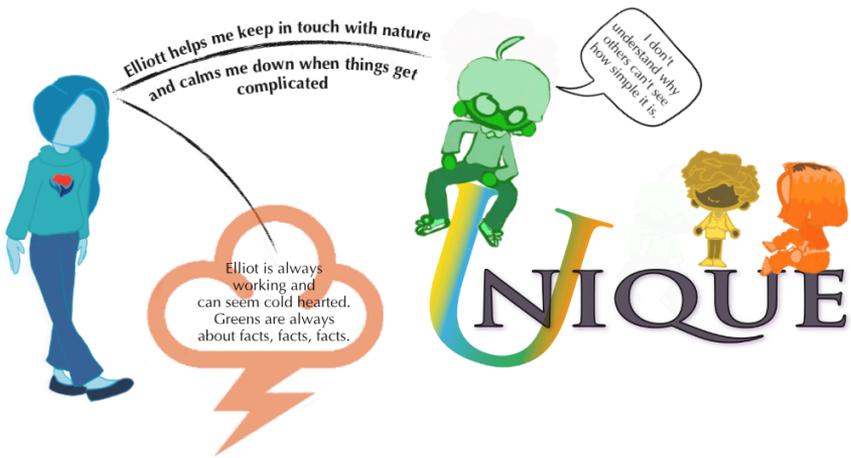


### **How does a Blue see a Gold?**

Blue says, “Chris (Gold) helps me get organized, manage time, and understands a budget.”

I love organizing and planning. (Gold)

Blue says, “Sometimes Chris (Gold) cares more about paperwork than people’s feelings.”

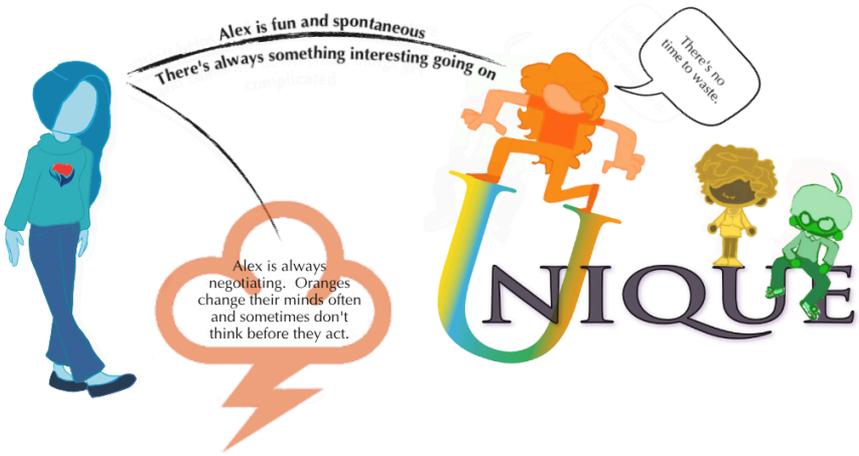


### **How does a Blue see a Green?**

Blue says, “Elliott (Green) helps me keep in touch with nature and calms me down when things get too complicated.”

I don’t understand why others can’t see how simple it is. (Green)

Blue says, “Elliott is always working and can seem cold hearted. Greens are always about facts, facts, facts.



## How does a Blue see an Orange?

Blue says, "Alex is fun and spontaneous. There's always something interesting going on."

There's no time to waste. (Orange)

Blue says, "Alex is always negotiating. Oranges change their minds often and sometimes don't think before they act."



## How does a Green see a Gold?

Green says, "I can count on Chris (Gold) to be accurate and thorough."

Time management helps get my work done. (Gold)

Green says, "Research takes time and consideration. Chris (Gold) is so bound to a calendar. Golds are too black and white. There are lots of shades of gray."

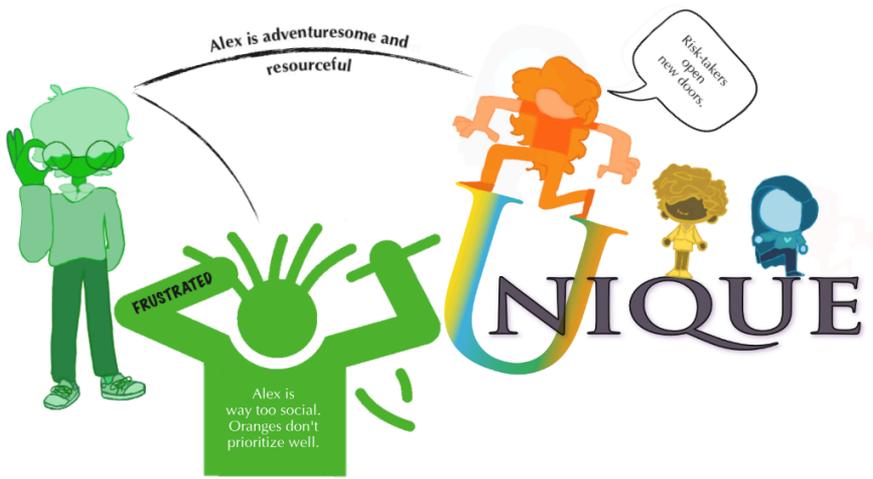


### **How does a Green see a Blue?**

Green says, "Marley (Blue) encourages me when I get bogged down."

Compassion should be part of the solution. (Blue)

Green says, "Blues have too much drama. Marley's sensitivity can get in the way of the best solution."

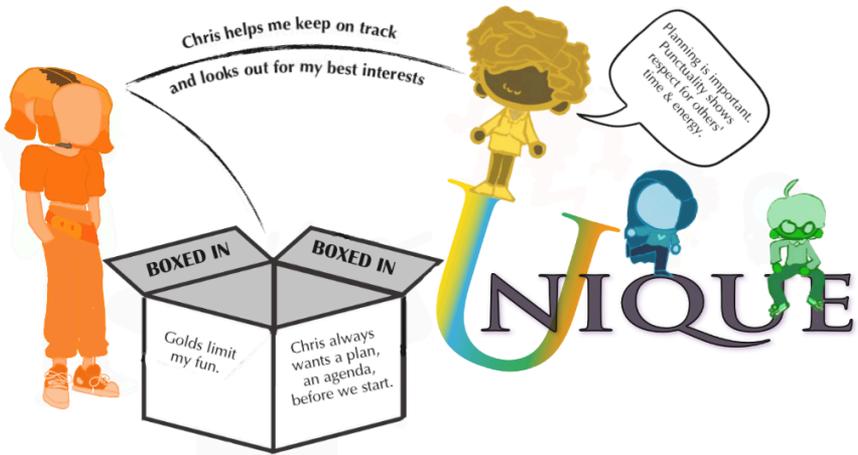


### **How does a Green see an Orange?**

Green says, "Alex is adventuresome and is resourceful."

Risk-takers open new doors. (Orange)

Green says, "Alex is way too social. Oranges don't prioritize well."

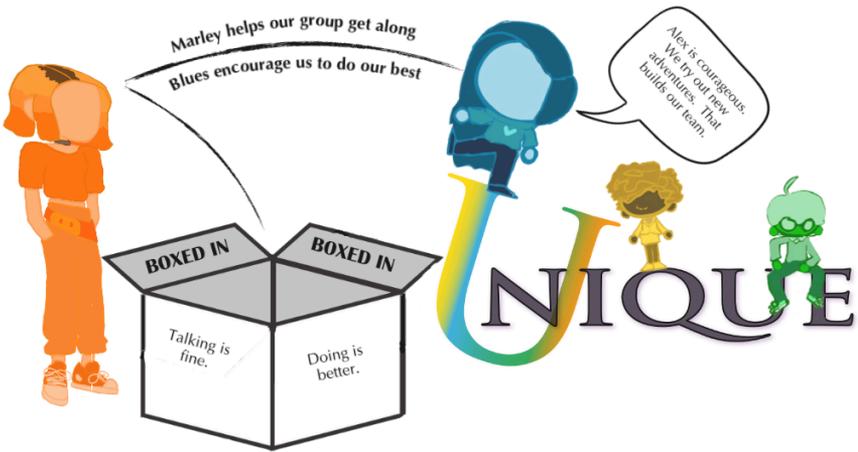


### **How does an Orange see a Gold?**

Orange says, "Chris (Gold) helps me keep on track and looks out for my best interest."

Planning is important. Punctuality shows respect for others' time and energy. (Gold)

Orange says, "Golds limit my fun. Chris always wants a plan, an agenda, before we start."

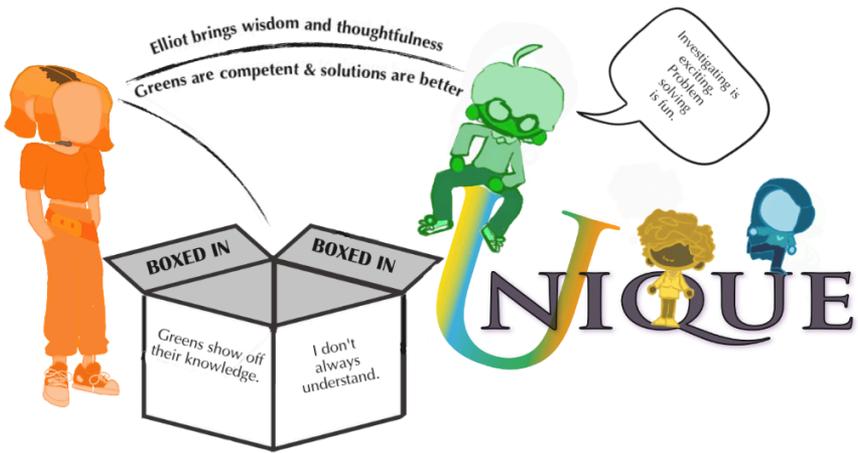


### **How does an Orange see a Blue?**

Orange says, "Marley helps our group get along. Blue's encourage us to do our best."

Alex is courageous. We try out new adventures. That builds our team. (Blue)

Orange says, "Talking is fine, but doing is better."



## How does an Orange see a Green?

Orange says, "Elliot brings wisdom and thoughtfulness. Greens are competent and solutions are better."

Investigating is exciting. Problem solving is fun. (Green)

Orange says, "Sometimes greens show off their knowledge and I don't always understand."



Understanding yourself, understanding others, and appreciating our uniqueness builds acceptance and creates greater opportunities. Personality preferences influence how we communicate and interact at work, at school, and in life. It's not about being right, it's about respecting other's way of seeing our world.



## **Communication**

In an ideal world we would all understand each other. Communication at school, at work, and at home can make life better or create real problems. We have our own communication style. Understanding how our style is a match or miss-match with others will help you communicate effectively.

How does your preferred communication style impact your emotional response and interactions, depending upon whether you are at school, at work, or in a social setting?

**COMMUNICATION  
STYLE GOLD**





**A STUDENT WANTS**

- ✓ Fairness
- ✓ Consistency
- ✓ Step-by-step
- ✓ Rewarded
- ✓ Reasons for change

**A TEACHER WANTS**

- ✓ Follow the rules
- ✓ Assignments in on time
- ✓ Substance not fluff
- ✓ To the point
- ✓ Don't interrupt



**EMPLOYEE WANTS**

- ✓ Stable work hours
- ✓ Safe environment
- ✓ Responsibilities defined
- ✓ Meaningful work
- ✓ Family time
- ✓ Loyalty

**EMPLOYER WANTS**

- ✓ At work on time
- ✓ Drug free employee
- ✓ Work first, phone later
- ✓ Respect authority
- ✓ Communicate
- ✓ Follow procedures



**A YOUTH WANTS**

- ✓ Stability and safety
- ✓ Voice in decisions
- ✓ Clear expectations
- ✓ Rewarded

**AN ADULT WANTS**

- ✓ Rules followed
- ✓ Traditions valued
- ✓ Family time
- ✓ Informed

**A FRIEND WANTS**

- ✓ Treated fairly
- ✓ Consistency
- ✓ Stability
- ✓ Honesty and reliability
- ✓ Realistic expectations

You can choose how you deliver and interpret communication. Whether at school, at work, or in a social setting, you can choose the communication style that best suits you and the person that you are communicating with. Let's examine a gold's preferences in each setting.

# GOLD

## COMMUNICATION PREFERENCES



	AT SCHOOL	AT WORK	AT HOME
Verban and Written	Short & to the point Organized and detailed Correct spelling Proper grammar Formal speech Non-fiction books Checklists Charts & graphs References to fact check	Clearly stated instructions Procedural, connect the dots Words with powerful impact and meaning Written communication Manuals & job guides Acknowledgement of receiving emails Timely response	Say what you mean, mean what you say Notes to self and others Text messages Calendar and clock Updates on schedule changes Respectful tone of voice ✔ Realistic values ✔ Family time
Body Language	Reserved Sit up straight Eye contact Tend to point Not touchy, feely Appropriate, conforming dress	Formal Maintains personal space Observant of others behaviors Professional dress	Comfortable and relaxed Proper behavior Keeps personal space Clean, neat & orderly ✔ Honesty and reliability ✔ Realistic expectations

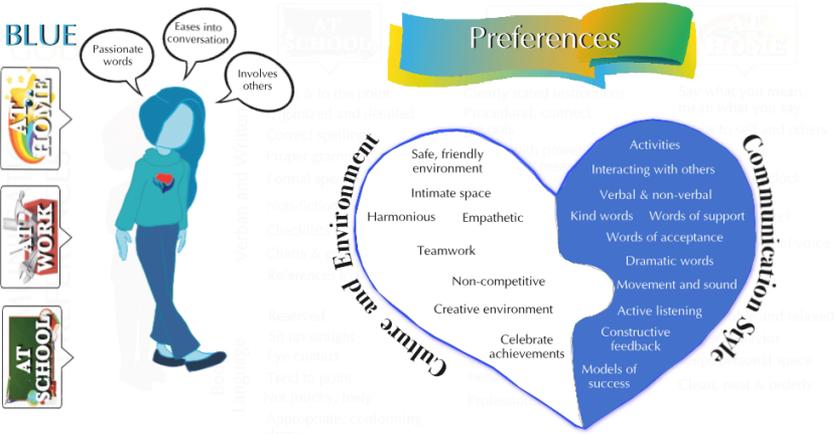
A gold prefers verbal and written communication that is:

- ▶ to the point, organized detailed, using proper spelling and formal speech;
- ▶ clearly stated instructions that are procedural and connect-the-dots;
- ▶ words with powerful meaning;
- ▶ say what you mean and mean what you say;
- ▶ using a respectful tone of voice;
- ▶ timely and informs them of any changes in procedures or timelines.

Body language is the unspoken element of communication. It is the non-verbal quest we pick up from others.

Golds are

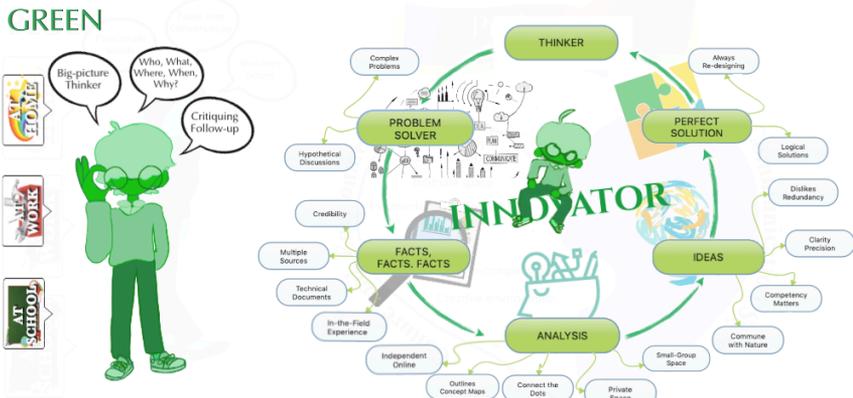
- ▶ reserved;
- ▶ sit up straight, make eye contact;
- ▶ dress appropriately for the situation;
- ▶ respect and maintain personal space;
- ▶ uncomfortable in "touch-feely" situations.



Blue’s communication style thrives where:

- Activities and interactions with others are prominent.
- Verbal and non-verbal cues are important.
- They like kind words, words of support, words of acceptance and dramatic words.
- Blues like movement, music, and sounds.
- They are active listeners and expect the same.
- They prefer constructive feedback, not personal attacks.
- Providing a model of success, illustrating what success looks like, is important.

## GREEN



Greens strive to see the big picture. Elliot is a thinker, always asking the questions Who, What, Where, When and Why. Greens continually critique the status quo. Greens like to engage in intellectual and philosophical conversations. Elliot enjoys solving complex problems and likes to engage in hypothetical and philosophical discussions.

Fact finding is critical for Elliot. The credibility of sources, delving into multiple sources, especially technical information are high priorities for greens. They like first hand experiences to gather information.

Greens want to know the answer to “why.” They are fine with working alone or collaborating online. Elliot uses outlines and concept maps to connect the dots. Working in a private space allows uninterrupted think time, but greens do enjoy collaborating with small groups to gain new insights.

Greens are inherently non-conformists. They like being in nature to relax and re-energize. Elliot expects others to be competent in their skills and knowledge, and appreciate clarity and precision in communications. Greens dislike redundancy, just get to the point.

Elliot is never quite satisfied. There’s always improvements to be made. Greens prioritize logic, always looking for relationships between actions. If this happens, then what else might happen, and then what will be the result. They are always re-designing to get a better result.

Greens want a culture, whether at school, at work, or in a social setting, where logic, facts, and new ideas are valued. Elliot expects credibility, competency, and is continually moving forward with new ideas.



Alex (Orange) is forceful and forthright. An orange often jumps ahead in the conversation and poses lots of questions.

An orange likes a culture of competition. They are spontaneous in thought and action. Alex likes a stimulating environment that is fun and unique. Oranges like jokes and convey their message through storytelling. They like words with lots of energy and excitement.

Alex is action oriented and needs space for physical movement. Oranges don't like to feel boxed in. When creating they are constantly moving from one idea to another. They need tools to allow for quick capturing of ideas to be connected at a later time.

Alex can be witty, charming, and is a natural performer.

# True Colors

*Personality Preferences*



Advocate for Yourself  
Strengthen Communication  
Build Relationships  
Develop Your Personality



Understanding personality preferences will help you

**Advocate for yourself**

**Strengthen your communication skills**

**Build strong interpersonal relationships  
at school, at work, and in social settings**

Learning how to fully develop your primary and secondary personality traits can be an integral part of your own talent development plan. Watch the companion True Colors video to see how to manage your personality development plan.

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