



For each of us there is a moment of discovery.

We learn that life is an opportunity to know one's self and others.

This knowledge changes how we see the world;
how our uniqueness influences everything;
how we have the power to develop our talents;
follow our passion;
set our course.

True Colors empowers you to discover your true self and create your own True Colors palette.





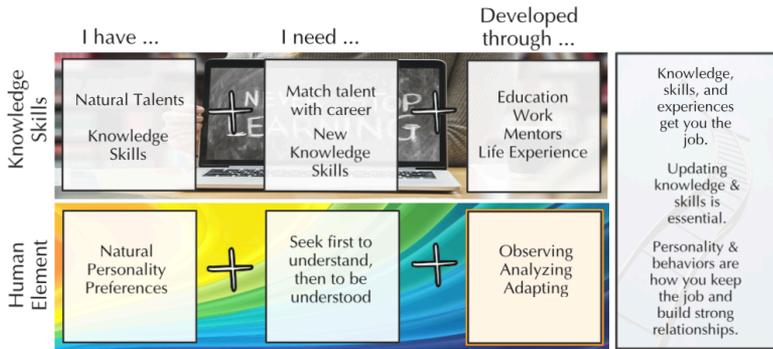
Everyone has innate abilities. Talents are those things that just feel natural. You might be naturally artistic, want to help others, be tech savvy, like working with your hands, or love doing something else that just seems right for you.

Talent development is connecting your passion, knowledge, and skills to move you toward your goals.

Human resources are like natural resources, they're often buried beneath the surface and you have to make an effort to find them. You choose which talents to develop. (Sir Ken Robinson)

You can choose to develop your personality just as you do anything else. Being able to manage your primary personality color, and learning how to apply different colors in different situations, you will become more flexible, adaptable and impactful in changing environments. It becomes easier to work well and play well with others.

TALENT DEVELOPMENT



Talent development is connecting your passion, knowledge, and skills to move you toward your goals. Let's consider two key elements of talent development.

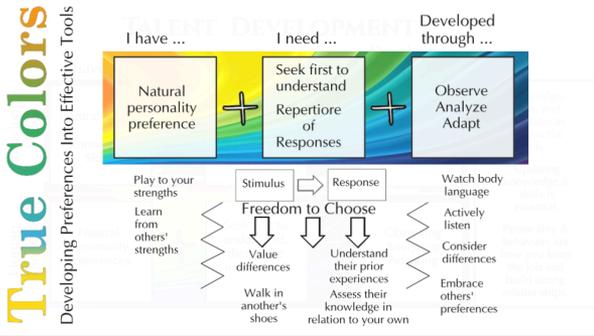
First, your career pathway requires certain knowledge and skills to be successful.

Second, always remember the human element. People remember you for the personality style and interpersonal relationships you portray.

You have natural talents and have gained some knowledge. Matching your talents and passion with career interests will guide you in gaining new knowledge and skills required to move forward toward your goals. There are many ways to gain knowledge and skills. Choosing wisely will get you there more quickly with less cost. Your return on investment will be greater. Your knowledge and life experiences get you the job. Updating your skills is essential in a rapidly changing world.

You can use your personality preferences to help you direct your own pursuits. Build upon your innate strengths.

Understanding others is the first step in developing interpersonal relationships. By observing and analyzing others, you can learn to adapt your behaviors in pursuit of your goals. Your personality and habits of behavior are how you keep the job and build strong relationships.



Developing your True Colors talents will help you build stronger interpersonal relationships, become more effective at school and at work, and add happiness to your life.

Your natural personality preference is definitely a strength. However, you can also learn from others strengths.

A first step is to seek first to understand others, then be understood. In understanding others you can build a repertoire of responses to situations, challenges, and opportunities that arise. Often our natural instinct is to immediately react to something. Humans have a great gift, however. We have the freedom to choose. Rather than react without thinking, we have the capacity to choose our responses.

Developing your personality preferences includes:

- 1) Valuing differences;
- 2) Empathy, walking in another's shoes;
- 3) Understand other's prior experiences;
- 4) Determining someone else's knowledge in relation to your own.

Considering these factors in your response will assist you in working with people with varying personalities.

Observing body language and active listening are skills that will inform how best to interact with someone.

Consider how your preferences are different that someone else and use that information to adapt to and embrace others personality preferences.

True Colors

How you see others matters



You can develop your personality by viewing change as an opportunity. Consider the possibilities. Create opportunities for your personal development.

Be thoughtful in your interactions rather than reactionary.

An emotional bank account is the amount of trust you have built in a relationship. We make deposits and build up a reserve from which we can make withdrawals when we need to. We make deposits through:

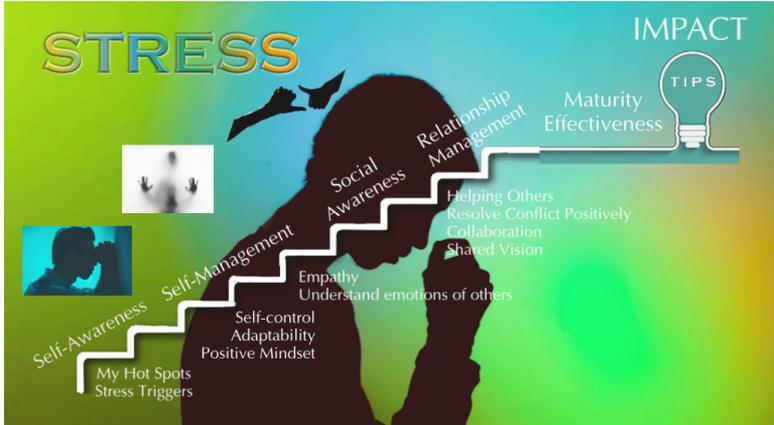
- Kindness versus unkindness;
- Keeping promises versus breaking promises;
- Confirming versus contradicting;
- Loyalty versus duplicity;
- Apologizing vs pride; admit mistakes and make up for them.

Make a personal connection with diverse people.

Use others strengths to shore up your weaknesses. Model some of the color preferences of others.

Seek high performance rather than perfection. Involve others with personality preferences that compliment yours.

Being thoughtful about how you see yourself and others matters. You can grow your personality preferences into a way of living that shows maturity, is effective in dealing with others, and is impactful.



I'm all stressed out! Why? What do I do about it?

Stress is an emotional and physical reaction to change or something that is standing in my way. Stress is definitely connected with your personality. Stress means different things to different people. What is stressful for one person may be exciting or motivating for another.

Self-Awareness: Being aware of your emotions is the beginning of stress management. Understanding your hot spots, emotional triggers, and mindset helps you manage your response to stressful situations.

Self-Management: Managing stress involves self-control, adaptability to change, and keeping a positive mindset.

Social Awareness: You demonstrate social awareness when you show empathy, the ability to relate to another person's pain vicariously, when you seek to demonstrate the skill of being able to interact with people according to their emotional reactions.

Relationship Management: Are you effective at relationship management? Ask yourself if you are interested in helping others, good at conflict resolution, promote teamwork and collaboration, and are able to find a shared vision to find solutions to complex problems.

You have the power to manage stress and grow your emotional intelligence. This will impact how you see yourself and interact with others. Let's explore how each personality feels stress and tips for dealing with stress.

BALANCE IN LIFE

STRESS

- Unplanned change
- Interruptions
- Unclear expectations
- Lack of follow-through
- Missed deadlines
- Lack of family time

TIPS

- Be responsible for yourself
- Allow time for projects
- Accept differences
- Acknowledge achievements
- Look for efficiencies
- Take personal time

Golds like a balance in life. They don't want too much responsibility. Gold's like projects to be completed.

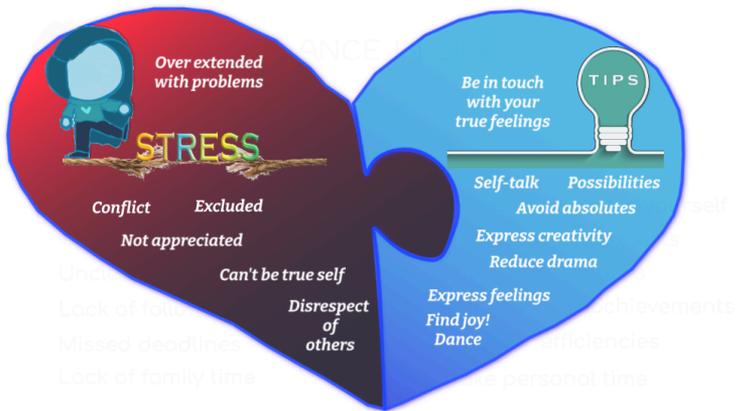
Stress builds when there is a lot of:

- ▶ unplanned change,
- ▶ there are interruptions,
- ▶ unclear expectations,
- ▶ a lack of follow-through when others don't do as promised,
- ▶ missing deadlines, and
- ▶ lack of family time.

TIPS

When feeling stressed it will help to:

- ▶ take responsibility for your own wellness - take time to care for yourself;
- ▶ allow extra time to complete projects, make a list of priority tasks, delegate tasks when you can;
- ▶ remember, a different approach doesn't mean it's wrong; be patient, forgive yourself and others for past problems;
- ▶ keep track of, and acknowledge your achievements;
- ▶ look for efficiencies;
- ▶ take personal time for family, relax and re-energize.



Blue's are all about connections and relationships.

Stress builds when:

- ▶ they become overextended in dealing with other's problems;
- ▶ there is a lot of conflict;
- ▶ they are not part of the group;
- ▶ they are not appreciated, they feel rejected;
- ▶ they are not able to show their true colors;
- ▶ they feel others are being disrespected.

TIPS

You can reduce stress by

- ▶ being in touch with your true feelings;
- ▶ using self-talk;
- ▶ thinking about possibilities;
- ▶ avoiding absolutes like "i'll never do that" or "i'll never forgive";
- ▶ finding ways to express your creativity;
- ▶ letting go of other people's drama, give people distance, don't always be connected to others emotions;
- ▶ expressing your feelings, respectfully;
- ▶ seeking out places to dance, smile, and find joy with others.



Oranges are action oriented. They tend to live on the edge.

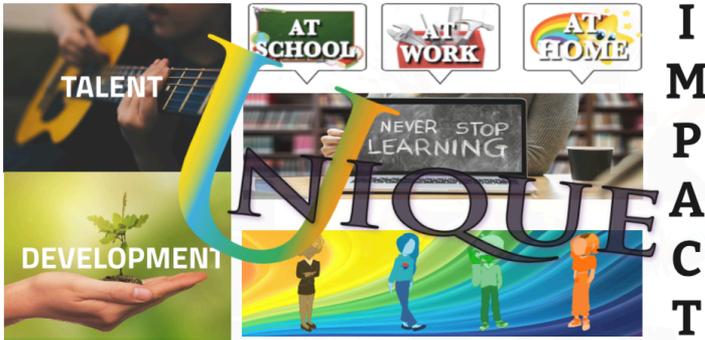
Stress builds when

- ▶ nothing is happening, they have to wait, and physical activity is limited;
- ▶ interaction and social engagement with others is constrained, freedom to choose is limited;
- ▶ they are forced to keep quiet;
- ▶ their abilities and skills are ignored;

TIPS

To reduce stress:

- ▶ focus on one thing at a time, limit distractions, create a parking lot where new ideas can be saved for later;
- ▶ be proud of your accomplishments, visualize your achievements, share with others;
- ▶ use your negotiating skills to get to win-win;
- ▶ involve yourself in competitive activities, games; make it a contest with yourself;
- ▶ focus on healthy habits, avoid excessive or extreme behaviors;
- ▶ celebrate, be yourself.



The secret to high performance and satisfaction at school, at work, and at home is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. (Daniel Pink)

Talent development is a way to influence yourself and others. It involves choosing to take a natural talent and learning how to develop it to mastery. Your personality is the most personal talent you have.

Our uniqueness influences everything we do. You have the power to choose what talents, what colors to develop. Begin your talent development today.

CREDITS



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True Colors, Don Lowry

The 7 Habits of Highly Effective People, Stephen Covey

Drive, Daniel Pink

Out of Our Minds, Sir Ken Robinson

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