

# True Colors

Wayne State University  
Learning Communities Program

# What is True Colors?

- ▶ A model for understanding yourself and others based on your personality temperament
- ▶ 4 Colors are used to differentiate the four central personality styles
  - ▶ Gold, Green, Blue, and Orange



## What Color are You?

Use the “True Colors Quiz” on Canvas

Directions on how to calculate your scores on following slides

# Finding Your Color

- ▶ Compare each “Box” and get a sense of the words in each lettered grouping
- ▶ Rank the groupings in each box using 1-4: 4 being the most like you and 1 being least like you
- ▶ Within each box, use the the numbers 1-4 one time each

Box One			
A _____	B _____	C _____	D _____
active	parental	authentic	versatile
opportunistic	traditional	harmonious	inventive
spontaneous	responsible	compassionate	competent

# Finding Your Color (cont.)

Once you have completed the rankings on each Box, the scores rankings will be added up in the following way:

$$\text{Orange} = A + H + K + N + S$$

$$\text{Gold} = B + G + I + M + T$$

$$\text{Blue} = C + F + J + O + R$$

$$\text{Green} = D + E + L + P + Q$$

# The Colors at a Glance

## Oranges - Artisan

- ▶ Their strengths include their ability to do a variety of tasks with ease and their sense of urgency when the situation demands it. These are the **organizational troubleshooters**. Their weaknesses include their disinterest in routine and being too present-oriented, at the expense of long-term thinking.

## Gold - Guardian

- ▶ Their strengths include their strong sense of responsibility and duty to the organization. These are the **organization's backbone**. Their weaknesses include their rigidity and narrow focus on meeting rules and regulations.

## Blues - Idealist

- ▶ Their strengths include their ability to persuade and cooperate. These are the **team builders**. Their weaknesses include an over-personalization of organizational problems and their tendency to carry grudges.

## Green - Rational

- ▶ Their strengths include their ability to think systematically and strategically. These are the **natural analysts**. Their weaknesses include their tendency to make things more complex than necessary and their impatience with incompetence.

# ORANGE

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- **Self-Confident**
- **Accepts Challenges**
- **Makes Quick Decisions**
- **Immediate Results**
- **Enjoys Solving Problems**
- **Desires Change**
- **Competitive**
- **Independent**
- **Takes Initiative**
- **Seeks High Visibility**
- **Practical**
- **Able to Act in Crisis**
- **Great Negotiator**
- **Creative/Inventive**
- **Quick-witted/Humorous**
- **Likes Tangible Rewards**
- **Questions Status Quo**
- **High Need for Mobility/Variety**
- **Direct/Clear Communication**

# **GOLD**

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- **Well Organized/Orderly**
- **Performs Consistently/Predictably**
- **Develops Specialized Skills**
- **Creates a Stable Work Environment**
- **Dependable & Reliable**
- **Supportive of Work Requirements**
- **Perfectionistic about Procedures**
- **Important to “Be Prepared”**
- **Respects Authority & Rules**
- **Prefers a Structured Environment**
- **Conservative & Stable**
- **Will Implement, Execute, & Follow Through**
- **Strives for a Sense of Security & Values Order**
- **Shows Loyalty**
- **Detail & Service Oriented**
- **Belief in Policies**



# **BLUE**

- **Contacts & Relates Well to Others**
- **Makes a Favorable Impression**
- **Creates a Motivational Environment**
- **Good Group/Team Participant**
- **Enthusiastic & Persuasive**
- **Stimulating & People Oriented**
- **Optimistic/Mediator**
- **Sensitive to the Needs of Others**
- **Appreciates Harmony**
- **Encourages Others**
- **Empathic & Growth Oriented**
- **Inspirational & Imaginative**
- **Animated & Expressive**
- **Empathic & Engaging**

# **GREEN**

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- **Standard Setter**
- **Visionary/Futurist**
- **Perfectionistic/Quality Conscious**
- **Explores All Facets before Making Decisions**
- **Uses a Systematic Approach to Situations/Activities**
- **Persistent/Conscientious**
- **Competent/Knowledgeable**
- **Thinks Analytically**
- **Seeks Information**
- **Intellectual/Insightful**
- **Theoretical/Conceptual**
- **Seeks the “Big Picture”**
- **Very Complex**
- **Can Never Know Enough**
- **Appears Cool, Calm, & Collected**
- **Needs Independence/Private Time**
- **Inquisitive/Philosophical/Serious**

# Reflection Questions

- ▶ Which characteristics do you think accurately describe you?
- ▶ Are there any traits you disagree with?
- ▶ How has your color been present in your transition to college?
- ▶ What are your color's strengths? What makes you feel successful or satisfied?
- ▶ What are its weaknesses? What makes you feel challenged or stressed?
- ▶ What is one thing that is misunderstood about your color?

# Working with Different Colors

- ▶ What might the different colors value in a supervisor?  
a co-worker? a mentor?
- ▶ What roles would different colors take in a group assignment?
- ▶ How might conflict arise between people of different colors?