



Taste of True Colors

Based on

Flying Your True Colors for True Success

by Don Lowry and Erica Echols

Showing Our True Colors by Mary Miscisin



Why True Colors for our students?

Develop the whole student

- Technical skills
- Soft skills – the unlisted job duties
 - Deal with conflict
 - Negotiate with management
 - Communicate with users at all levels
 - Work well in a team of diverse people
 - Possess self-confidence
 - Listen, listen, listen



What is True Colors?

- System for understanding human behavior
- Based from work of Dr. David Keirsey
- 85% Compatible w/Myers-Briggs Indicator (MBTI)
- Helps to build work teams and bridge gaps in communication
- Fun and easy to understand

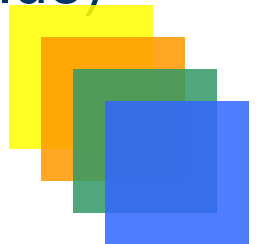


Who uses True Colors?



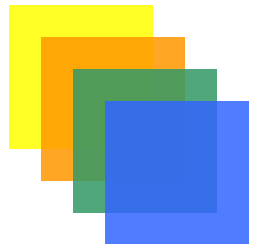
Let's Get Started!

- “Taste of True Colors” workshop today
- You'll need:
 - True Colors Cards
 - A pencil or pen
 - Badge - do not write your name on the name badge... wait for instructions
 - 4 colored sticker dots (gold, orange, green, blue)



Determine Your Color Profile

- Read the cards
- Sort the cards from most like you to least like you
- Score the cards from 4 most like you to 1 least like you



Determine Your Color Profile

- Pass out Word Cluster Worksheet
- For each row rate the word groups 1-4
 - 1 is least like you
 - 4 is most like you
 - Each row should have a 1, 2, 3 & 4
- Add up the numbers in the columns
- 4 column total should be 50
- Place the score from you cards in the card column
- Total score should be 60

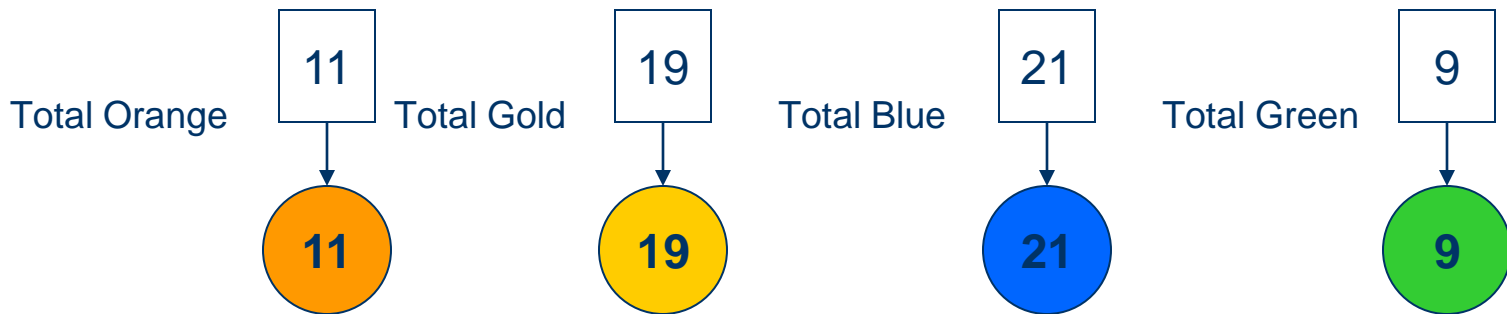


Total True Colors

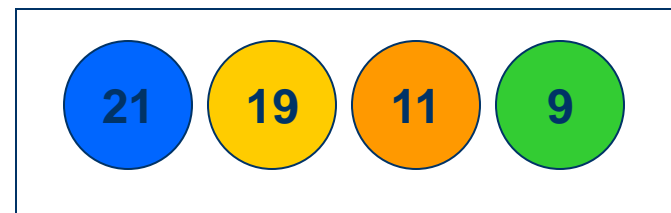
Blue Card	4	+	Total Blue (Word Clusters)	17	=	Total Blue	21
Gold Card	3	+	Total Gold (Word Clusters)	16	=	Total Gold	19
Orange Card	2	+	Total Orange(Word Clusters)	9	=	Total Orange	11
Green Card	1	+	Total Green (Word Cluster)	8	=	Total Green	9

Assemble Your Badge

- In dark, bold writing, jot your color totals on your colored stickers

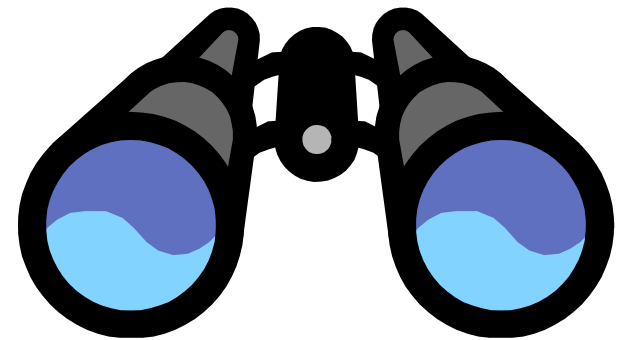


- Stick the dots on your name badge from highest to lowest color
- Put on your badge



Look around!

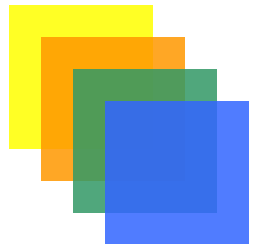
- What color profiles do others have?
- Please get up and arrange yourselves in your colors from highest to lowest



Group Activity

- Get in groups by color.
- Answer the following questions.
 - What things, types of people, personality characteristics, experiences, work atmosphere bring you JOY?
 - What brings you stress or frustration?
 - List 3 specific skills or personality traits that you feel make you valuable in the I.T. field.

**Write something down only if
the group is in general agreement**



Group Activity

- Assign each group another color
 - Gold is Orange
 - Orange is Gold
 - Green is Blue
 - Blue is Green
- Plan a trip as if you were that color
- Share the trips

What is Your Spectrum?

- Most of us are a combination of all the color characteristic
- Color One - is the one with the attributes most like you (Your Natural Self)
- Color Two – will have some major influences on your first
- Color Three – you may some of these characteristics as part of your temperament
- Color Four – these characteristics are least like you

You May be Balanced?

- You may be equally divided between two colors

OR

You may be divided equally among the colors:
means you are comfortable with all
spectrums

How Blues Communicate

Friendly	Take Time to Relate
Helpful	Creative
Express Emotions	Indirect
Optimistic	Reads between the lines
Fosters Harmony	Personal
Empathetic	Polite and Compassionate unless personal values are violated

Blues will work better with others if they:

- Practice Objectivity
- Add “No” to Their Vocabulary
- Speak Up
- Recognize the Difference Between Politeness and Interest
- Seek Other Avenues

Tips for Communicating with Blues

- Acknowledge Them
- Let Them Know You Care
- Recognize Their Contributions
- Pay Attention to Congruency
- Include Them
- Have Patience
- Listen for Feelings

Tips for Communicating with Blues

- Let Them Share What They Know
- Hear Them Out
- Show Appreciation
- Use Gestures of Friendship
- Be Tactful When Offering Feedback

How Golds Communicate

Communicate in Writing	Chronological
Purposeful	Detail Oriented
Task Focused	Status Quo
Appropriate	Judgments
Loyal	Closure
Predictable	Accountable

Golds will work better with others if they:

- Have Patience
- Consider Other Opinions
- Practice Peripheral Listening
- Accept Others
- Give It a Break

Tips to Communicating with Golds

- Be Specific
- Outline Procedures
- Plan Ahead
- Stay on Target
- Save Surprises and Novelty
- Don't Interrupt
- Apologize When Appropriate

Tips on Communicating with Golds

- Appeal to Their Strong Sense of Right and Wrong
- Acknowledge their Hard Work
- Maintain Composure
- Be Consistent
- Recognize Their Contributions

How Oranges Communicate

With Confidence	Brief
Loud	Straightforward
Casual	In Motion
Desire to speak in the moment	Flexible
“Now” oriented	Varied
Quick	Involved

Oranges will work better with others if they:

- Be Aware of How You Are Coming Across
- Wait for a Response before Proceeding
- Identify “Others” Requirements
- Notice When You Are Exaggerating
- When Listening to Others, Keep Your Mind Focused
- Pause before Making a Commitment or comment

Oranges will work better with others if they:

- Recognize Others
- Use Softeners When Making Request or Giving Directions
- Make a Decision and Stick to It
- Find Other Oranges

Tips for Communicating with Oranges

- Be Prepared to Listen for Straight Content
- Lighten Up
- Use Sound Bites
- Match Their Speed
- Appreciate Their Flair
- Move with Them
- Give Them an Audience

Tips for Communicating with Oranges

- Offer Options
- Make It a Challenge
- Recognize Their Contributions

How Greens Communicate

Purposeful	Theoretical
Private	Like the big picture
Logical	Love to share ideas
Think before they speak	Ask a lot of questions
Irritated at “stupid questions”	Use big words, and communicate with conviction
Abhor redundancy	Wry sense of humor

Greens will work better with others if they:

- Pay attention to other people's needs
- Add some detail, or not
- Ease up
- Allow emotions
- Learn to listen without fixing
- Acknowledge others' intent
- Save the debate

Green will work better with others if they:

- Make time for your relationships
- Inform others

Tips for Communicating with Greens

- Give them time to think
- Don't misinterpret their need for information as anything else
- Give to big picture
- Stick to logic
- Watch your vocabulary

Tips for Communicating with Greens

- Notice their humor
- Debate with them for fun
- Speak for a purpose
- Understand and heed
- Recognize Their Contributions

Difficult Personalities?



What characteristics do you have that **if taken to an extreme** could actually be annoying to people of other colors?



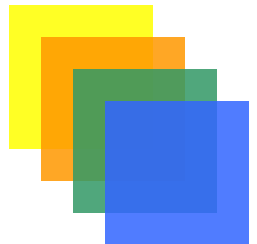
Reframing Oranges

Negative

- Rude/Blunt
- Irresponsible
- Self-Centered
- Rule Breakers
- Manipulative
- Easily Distracted
- Flaky

Positive...

- Straightforward
- Easy Going
- Living for the Moment
- Enjoys Freedom
- Good Negotiator
- Multi-tasker
- Spontaneous



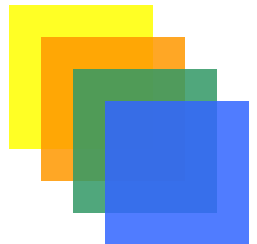
Reframing Greens

Negative...

- Heartless
- Anti-Social
- Critical
- Eccentric/Weird
- Intellectual Snobs

Positive...

- Task Oriented
- Independent
- Witty
- Innovative
- Knowledgeable



Reframing Golds

Negative...

- Rigid/Inflexible
- Uncompromising
- Judgmental
- Uptight
- Rigid idea of time
- Too Serious

Positive...

- Stable
- Good Planner
- Aware of right vs. wrong
- Responsible
- Punctual
- Goal Oriented



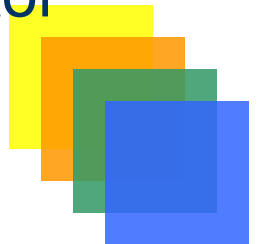
Reframing Blues

Negative...

- Overly Emotional
- Mushy
- Unrealistic/Naïve
- Wishy-Washy
- Bleeding Heart
- Talks Too Much
- Smothering

Positive...

- In Touch with Feelings
- Romantic
- Has Faith
- Flexible to Others Needs
- Cares about Others
- Good Communicator
- Caretaker



Resources

- Flying Your True Colors for True Success by Don Lowry and Erica Echols
- Showing Our True Colors by Mary Miscisin
- Follow Your True Colors to the Work You Love by Carolyn Lalil and Don Lowry