

# True Colors



**Personality Assessment  
The Power of Knowing Yourself and  
Others**

**<http://www.findinghappily.com>**

True Colors is a model of personality identification that is easy to understand, remember, and apply. Essentially the model stems from the work of Isabel Briggs-Myers, Katherine Briggs and David Keirsey. A student of David Keirsey, Don Lowry, developed the True Colors system to facilitate a deeper understanding of people's communication styles. His hope was to produce positive self-worth and self-esteem.

The True Colors System was designed to promote a mental, emotional, and spiritual model that would increase the understanding of the SELF and others, which in turn would reduce the conflict. The idea is that once you learn the your color and the color of your co-workers or people you relate to on a daily basis, you will have a better understanding of how others may see you, and also why they behave the way they do.

With the colors of Blue, Gold, Green and Orange –True Colors distills the elaborate concepts of personality theory into a user friendly, practical tool for fostering healthy productive relationships. True Colors has been utilized throughout corporations, education and therapeutical settings for over 25 years as a tool that improves communication, relationships, team-building, leadership, morale, and conflict resolution skills.

By taking this test you will:

- Learn how to create and sustain better relationships
- Learn to appreciate the differences in others and respect them
- Learn how to create instant rapport with the opposite sex
- Learn to respond to others more appropriately, consciously, and compassionately
- Maximize relationships through use of the True Color Personality Assessment Quiz

Each color is associated with certain personality traits or behaviors. Everyone has some degree of each color, but one color is predominant. The following quiz will identify your color spectrum. Print out the following five pages. Follow the directions carefully and transfer your score to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

## How to Use the True Colors Personality Quiz

Describe Yourself: In the boxes below are groups of word clusters printed **horizontally** in rows. Look at all the choices in the first box (A,B,C,D). Read the words and **decide which of the four letter choices is most like you**. Give that a “4”. Then rank order the next three letter choices from 3-1 in descending preference. You will end up with a box of four letter choices, ranked from “4” (most like you) to “1” (least like you). Continue this process with the remaining four boxes until each have a 4, 3, 2, and 1.

Box One			
A _____ active opportunistic spontaneous	B _____ parental traditional responsible	C _____ authentic harmonious compassionate	D _____ versatile inventive competent
Box Two			
E _____ curious conceptual knowledgeable	F _____ unique empathetic communicative	G _____ practical sensible dependable	H _____ competitive impetuous impactful
Box Three			
I _____ loyal conservative organized	J _____ devoted warm poetic	K _____ realistic open-minded adventuresome	L _____ theoretical seeking ingenious
Box Four			
M _____ concerned procedural cooperative	N _____ daring impulsive fun	O _____ tender inspirational dramatic	P _____ determined complex composed
Box Five			
Q _____ philosophical principled rational	R _____ vivacious affectionate sympathetic	S _____ exciting courageous skillful	T _____ orderly conventional caring

A,H,K,N,S orange = \_\_\_\_\_

B,G,I,M,T gold = \_\_\_\_\_

C,F,J,O,R blue = \_\_\_\_\_

D,E,L,P,Q green = \_\_\_\_\_

## BLUE

*I need to feel unique and authentic*  
**Enthusiastic, Sympathetic, Personal**  
*I look for meaning and significance in life*  
**Warm, Communicative, Compassionate**  
*I need to contribute, to encourage, and to care*  
**Idealistic, Spiritual, Sincere**  
*I value integrity and unity in relationships*  
**Peaceful, Flexible, Imaginative**  
*I am a natural romantic, a poet, a nurturer*

### **In childhood...**

- I was extremely imaginative and found it difficult to fit into the structure of school life.
- I reacted with great sensitivity to discordance or rejection and sought recognition.
- I responded to encouragement rather than competition.

### **In relationships...**

- I seek harmonious relationships.
- I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

### **At work...**

- I have a strong desire to influence others so they may lead more significant lives.
- I often work in the arts, communication, education, and helping professions.
- I am adept at motivating and interacting with others.

### **Leadership Style...**

- Expects others to express views
- Assumes “family spirit”
- Works to develop others’ potential
- Individuals oriented
- Democratic, unstructured approach
- Encourages change VIA human potential
- Change time allows for sense of security
- Expects people to develop their potential

### **Symptoms of a Bad day...**

- Attention-getting misbehaving
- Lying to save face
- Withdrawal
- Fantasy, day-dreaming, and going into a trance
- Crying and depression
- Passive resistance
- Yelling and screaming

## **GOLD**

*I need to follow rules and respect authority*  
**Loyal, Dependable, Prepared**  
*I have a strong sense of what is right and wrong in life*  
**Thorough, Sensible, Punctual**  
*I need to be useful and belong*  
**Faithful, Stable, Organized**  
*I value home, family, and tradition*  
**Caring, Concerned, Concrete**  
*I am a natural preserver, a parent, a helper*

### **In childhood...**

- I wanted to follow the rules and regulations of the school.
- I understood and respected authority and was comfortable with academic routine.
- I was the easiest of all types of children to adapt to the education system.

### **In relationships...**

- I am serious and tend to have traditional, conservative views of both love and marriage.
- I enjoy others who can work along with me, building secure, predictable relationships together.
- I demonstrate admiration through the practical things I do for the ones I love.

### **At work...**

- I provide stability and can maintain organization.
- My ability to handle details and to work hard makes me the backbone of many organizations.
- I believe that work comes before play, even if I must work overtime to complete the task.

### **Leadership Style...**

- Expects punctuality, order, loyalty
- Assumes “right” way to do things
- Seldom questions tradition
- Rules oriented
- Detailed/thorough approach - threatened by change
- Prolonged time to initiate any change
- Expects people to “play” their roles

### **Symptoms of a Bad day...**

- Complaining and self-pity
- Anxiety and worry
- Depression and fatigue
- Psychosomatic problems
- Malicious judgments about yourself or others
- Herd mentality exhibited in blind following of leaders
- Authoritarianism and phobic reactions

## ORANGE

*I act on a moment's notice **Witty,**  
**Charming, Spontaneous** I  
consider life a game, here and now  
**Impulsive, Generous, Impactful**  
I need fun, variety, stimulation, and excitement  
**Optimistic, Eager, Bold**  
I value skill, resourcefulness, and courage  
**Physical, Immediate, Fraternal**  
I am a natural trouble-shooter, a performer, a competitor*

### **In childhood...**

- Of all types of children, I had the most difficult time fitting into academic routine.
- I learned by doing and experiencing rather than by listening and reading.
- I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

### **In relationships...**

- I seek a relationship with shared activities and interests.
- I like to explore new ways to energize the relationship.
- In a relationship, I need to be bold and thrive on physical contact.
- I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

### **At work...**

- I am bored and restless with jobs that are routine and structured.
- I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools.
- I view any kind of tool as an extension of myself.
- I am a natural performer.

### **Leadership Style...**

- Expects quick action
- Works in the here and now
- Performance oriented
- Flexible approach
- Welcomes change
- Expects people to “make it fun”

### **Symptoms of a Bad day...**

- Rudeness and defiance
- Breaking the rules intentionally
- Running away and dropping out
- Use of stimulants
- Acting out boisterously
- Lying and cheating
- Physical aggressiveness

## GREEN

*I seek knowledge and understanding*

**Analytical, Global, Conceptual**

*I live by my own standards*

**Cool, Calm, Collected**

*I need explanation and answers*

**Inventive, Logical, Perfectionist**

*I value intelligence, insight, fairness, and justice*

**Abstract, Hypothetical, Investigative**

*I am a natural non-conformist, a visionary, a problem solver*

### **In childhood...**

- I appeared to be older than my years and focused on my greater interests, achieving in subjects that were mentally stimulating.
- I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

### **In relationships...**

- I prefer to let my head rule my heart.
- I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

### **At work...**

- I am conceptual and an independent thinker. For me, work is play.
- I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with innovation.
- Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

### **Leadership Style...**

- Expects intelligence and competence
- Assumes task relevancy
- Seeks ways to improve systems
- Visionary
- Analytical
- Encourages change for improvement
- Constantly “in process” of change
- Expects people to follow through

### **Symptoms of a Bad day...**

- Indecisiveness
- Refusal to comply or cooperate; the silent treatment
- Extreme aloofness and withdrawal
- Snobbish, put-down remarks, and sarcasm
- Perfectionism due to severe performance anxiety
- Highly critical attitudes toward yourself or others

## BLUE

### BLUE ATTRIBUTES

Mediators	Need to Feel Special
Optimistic	Always has a kind word
Caretakers	Enjoys symbols of romance
Passionate	Strong sense of spirituality
Peacemakers	Sensitive to needs of others
True Romantics	Peace harmony and relationship

### BLUE MAY SEE SELF AS:

### OTHERS MAY SEE BLUE AS:

Warm	Affirming	Over-Emotional	Aloof, unfeeling
Caring	Expressive	“Bleeding Heart”	Too Trusting
Compassionate	Caretaker	Mushy	Smothering
Romantic	Idealistic	Other-worldly	Slick,
Spiritual	Empathetic	Flaky	Manipulative
Creative	Inspiring	Hopelessly Naïve	Ignores policy
Likes to Please	Social Expert	Chatterbox	Easily Duped
			Teachy

## GOLD

### GOLD ATTRIBUTES

“Be Prepared	Strives for a sense of security
Loves to plan	Punctual, predictable, precise
Detailed oriented	Value order and the status quo
Service oriented	Duty, loyalty, useful, responsible
Values family traditions	There is a right way to do everything
Helpful and trustworthy	Tends to be left-brain and analytical
Conservative and stable	Strong belief in policies, procedures and rules
“Shoulds” and “Should not”	Most comfortable with format environment
Never breaks the speed limit	

### GOLD MAY SEE SELF AS:

### OTHERS MAY SEE GOLD AS:

Stable	Executive type	Rigid	Limited flexibility
Provides security	Dependable	Controlling	Uptight
Firm	Always has a view	Dull, boring	Sets own agenda
Efficient	Realistic	Stubborn	Predictable
Decisive	Orderly, neat	Opinionated	Rigid idea of time
Good Planner	Punctual	System-bound	End justifies the means
Organized	Finish what starts	Unimaginative	Limited
Realistic		Judgmental	



## ORANGE

### ORANGE ATTRIBUTES

<b>Playful</b>	<b>“Let’s Make a deal”</b>
<b>Energetic</b>	<b>Natural Entertainer</b>
<b>Charming</b>	<b>High Need for mobility</b>
<b>Risk Taker</b>	<b>Visual and kinesthetic</b>
<b>“Just do it”</b>	<b>Pushes the limits</b>
<b>Tests limits</b>	<b>Natural Non-Conformist</b>
<b>Quick Witted</b>	<b>Thrives on Competition</b>
<b>Master Negotiator</b>	<b>Likes tangible rewards</b>
<b>Creative, Inventive</b>	<b>External locus of control</b>
<b>Impulsive</b>	<b>Appreciates immediate feedback</b>

### ORANGE MAY SEE SELF AS:

### OTHERS MAY SEE ORANGE AS:

<b>Fun Loving</b>	<b>Enjoys Life</b>	<b>Irresponsible</b>	<b>Manipulative</b>
<b>Spontaneous</b>	<b>Here &amp; now</b>	<b>Flaky</b>	<b>Wishy-washy</b>
<b>Flexible, adaptable</b>	<b>person</b>	<b>Scattered</b>	<b>Cluttered</b>
<b>Carefree</b>	<b>Multi-Tasker</b>	<b>Not serious</b>	<b>Uncontrollable</b>
<b>Proficient</b>	<b>Eclectic</b>	<b>Indecisive</b>	<b>Disobeys rules</b>
<b>Problem Solver</b>	<b>Can deal with chaos</b>		
	<b>Curious</b>		

## GREEN

### GREEN ATTRIBUTES

<b>“Should I be able to”</b>	<b>Visionaries, futurists</b>
<b>“Why?”</b>	<b>Can never know enough</b>
<b>Intellectual</b>	<b>Cool, calm, collected</b>
<b>Theoretical</b>	<b>Work is play, play is work</b>
<b>Idea People</b>	<b>Often not in the mainstream</b>
<b>Philosophical</b>	<b>Abstract, Conceptual, Global</b>
<b>Very complex</b>	<b>Need for independence and private time</b>
<b>Perfectionists</b>	<b>Explores all facets before making decisions</b>
<b>Standard setters</b>	<b>Can spell and pronounce big words</b>

### GREEN MAY SEE SELF AS:

### OTHERS MAY SEE GREEN AS:

<b>Superior Intellect</b>	<b>Calm</b>	<b>Intellectual Snob</b>	<b>Cool, aloof,</b>
<b>98% right</b>	<b>Under control</b>	<b>Arrogant</b>	<b>unfeeling</b>
<b>Tough-minded</b>	<b>Precise</b>	<b>Heartless</b>	<b>Afraid to open up</b>
<b>Efficient</b>	<b>Able to find flaws</b>	<b>Unrealistic</b>	<b>Ruthless</b>
<b>Powerful</b>	<b>Creative</b>	<b>Eccentric</b>	<b>Not on my side</b>
<b>Organized</b>	<b>Seeking justice</b>	<b>Unfair</b>	<b>Weird</b>
<b>Rational</b>			<b>Unappreciative</b>

## HOW COLORS SPEAK

### BLUE

#### In Conversations with others, Blues:

Love to talk  
Tend to be direct and honest  
Talk about how they feel  
Voice appreciation to others  
Avoid issues that might end in conflict  
Are verbally expressive and outgoing  
Ramble and get off the subject  
Are willing to talk about anything and everything  
Prefer dealing with people concerns, not facts  
Are very sympathetic  
Pay attention to nonverbal communication  
Personalize the situation

### GREEN

#### In Conversation with others, Greens:

Tend to rely on the facts  
Ask many questions  
Say things only once  
Avoid small talk  
Take a long time to make up their mind  
Argue both sides of an issue  
Use large vocabulary  
Wander from idea to idea  
Take logical approach  
Worry they are not understood  
State things in overly technical terms  
Are unaware of nonverbal cues  
Appear to be indecisive

### ORANGE

#### In conversations with others, Oranges:

Say just the right thing  
Use languages as a tool to make their point  
Dominate what is being said  
Cut in on others  
Get right to the point  
Make decisions quickly  
Want to know what has been done already  
Want to get on with things  
Want to limit the conversations to the basics  
Argue for argument sake  
Create energy and excitement  
Focus on results

### GOLD

#### In conversations with others, Gold:

Use clear and precise language  
Reach conclusions quickly  
Do not want to get sidetracked  
Want to keep the conversation in order  
Want to follow an agenda or plan  
Establish goals for follow-up  
Focus on things that need to be done  
Talk about fulfilling duties  
Focus on how efficient things are  
Cut the small talk