

What are your TRUE COLORS?

This activity is a fun and insightful way to learn about your own personality style, leadership skills, and what makes you tick. This is a great tool to do with your friends, chapter leadership team, or family. Share and compare your leadership styles! What did you learn about yourself and others? Are you similar or different? What are the biggest similarities and difference? How can this information help navigate your relationships and leadership team? Get on a group chat or video call and discuss!

### Outcomes

- Discover the qualities and characteristics of their own particular personality style or type
- Gain an understanding of other personality styles.

### Key Concepts

- True Colors is a metaphor.
- Each person is a unique blend of the four colors or styles—a spectrum.
- There are no bad or good colors.
- There are wide individual variations within each color spectrum.

Each of us has a different and unique personality; however, there are commonalities that we share. True Colors is an attempt to identify various personality styles and label them with colors. This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of Isabel Briggs-Myers, Katherine Briggs, and David Keirse. Don Lowry, a student of Keirse, developed the system called True Colors which uses four primary colors to designate personality types and behavioral styles.

Lowry's objective was the application of temperament or personality style to facilitate deeper communications and understanding. He hoped it would result in positive self- worth and self-esteem. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities. The ease of understanding and use in all human relationships and interactions make this model very functional.

The belief is that with increased understanding of ourselves and others that conflict will decrease. Once you learn your color and that of your co-workers, you will have a better understanding of why they behave the way they do!

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 two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

# Discovering Our Leadership Style – TRUE COLORS

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Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. **Score each of the four boxes in each row from most to least as it describes you:** 4 = most, 3 = a lot, 2 = somewhat, 1 = least.

<b>Row 1</b>	<p><b>A</b> Active Variety Sports Opportunities Spontaneous Flexible</p> <p><b>Score:</b></p>	<p><b>B</b> Organized Planner Neat Parental Traditional Responsible</p> <p><b>Score:</b></p>	<p><b>C</b> Warm Helpful Friends Authentic Harmonious Compassionate</p> <p><b>Score:</b></p>	<p><b>D</b> Learning Science Quiet Versatile Inventive Competent</p> <p><b>Score:</b></p>
<b>Row 2</b>	<p><b>E</b> Curious Ideas Questions Conceptual Knowledgeable Problem Solver</p> <p><b>Score:</b></p>	<p><b>F</b> Caring People Oriented Feelings Unique Empathetic Communicative</p> <p><b>Score:</b></p>	<p><b>G</b> Orderly On-time Honest Stable Sensible Dependable</p> <p><b>Score:</b></p>	<p><b>H</b> Action Challenges Competitive Impetuous Impactful</p> <p><b>Score:</b></p>
<b>Row 3</b>	<p><b>I</b> Helpful Trustworthy Dependable Loyal Conservative Organized</p> <p><b>Score:</b></p>	<p><b>J</b> Kind Understanding Giving Devoted Warm Poetic</p> <p><b>Score:</b></p>	<p><b>K</b> Playful Quick Adventurous Confronter Open Minded Independent</p> <p><b>Score:</b></p>	<p><b>L</b> Independent Exploring Competent Theoretical Why Questions Ingenuous</p> <p><b>Score:</b></p>
<b>Row 4</b>	<p><b>M</b> Follow Rules Useful Save Money Concerned Procedural Cooperative</p> <p><b>Score:</b></p>	<p><b>N</b> Active Free Winning Daring Impulsive Risk Taker</p> <p><b>Score:</b></p>	<p><b>O</b> Sharing Getting Along Feelings Tender Inspirational Dramatic</p> <p><b>Score:</b></p>	<p><b>P</b> Thinking Solving Problems Perfectionistic Determined Complex Composed</p> <p><b>Score:</b></p>
<b>Row 5</b>	<p><b>Q</b> Puzzles Seeking Info Making Sense Philosophical Principled Rational</p> <p><b>Score:</b></p>	<p><b>R</b> Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic</p> <p><b>Score:</b></p>	<p><b>S</b> Exciting Lively Hands On Courageous Skillful On Stage</p> <p><b>Score:</b></p>	<p><b>T</b> Pride Tradition Do Things Right Orderly Conventional Careful</p> <p><b>Score:</b></p>



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<b>Orange Score</b> Add together letters: A, H, K, N, S  Total:	<b>Green Score</b> Add together letters: D, E, L, P, Q  Total:	<b>Blue Score</b> Add together letters: C, F, J, O, R  Total:	<b>Gold Score</b> Add together letters: B, G, I, M, T  Total:
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*If any of the scores in the colored boxes are less than 5 or greater than 20, you have made a mistake. Please go back and re-add your totals or re-read the instructions.*

The color you scored the highest in, is your TRUE COLOR of leadership.

<p style="text-align: center;"><b>Orange</b></p> <ul style="list-style-type: none"> <li>• Free and spontaneous</li> <li>• Impulsive</li> <li>• Risk-taker</li> <li>• Optimistic</li> <li>• On crises</li> <li>• Tolls</li> <li>• Like to be the center of attention</li> <li>• Great endurance</li> <li>• Drawn to action jobs</li> <li>• Needs variety</li> <li>• Animated</li> <li>• Sometimes oblivious to emotions</li> <li>• Generous</li> <li>• Relationship-centered</li> <li>• Excitement to society</li> </ul>	<p style="text-align: center;"><b>Green</b></p> <ul style="list-style-type: none"> <li>• Innovated</li> <li>• Seek to understand the world</li> <li>• Need to be competent</li> <li>• Curious and resist commitment</li> <li>• Question authority</li> <li>• Push themselves to improve</li> <li>• Seek perfection</li> <li>• Slow to make decisions</li> <li>• Value concise communication</li> <li>• Enjoy intriguing discussion</li> <li>• Believe work is play</li> <li>• Enjoy analyzing and rearranging systems</li> <li>• Focus on the future</li> <li>• Bring innovation to society</li> <li>• Draw to technical operations</li> </ul>
<p style="text-align: center;"><b>Blue</b></p> <ul style="list-style-type: none"> <li>• Need to feel unique</li> <li>• Must be true to themselves</li> <li>• Always look for symbolism</li> <li>• Value close relationships</li> <li>• Encourage expression</li> <li>• Desire quality time with loved ones</li> <li>• Need opportunities to be creative</li> <li>• Compromise and cooperative</li> <li>• Nurturing</li> <li>• Adaptable</li> <li>• Look beyond the surface</li> <li>• Drawn to literature</li> <li>• Need harmony</li> </ul>	<p style="text-align: center;"><b>Gold</b></p> <ul style="list-style-type: none"> <li>• Need to be useful</li> <li>• Want to be self-sufficient</li> <li>• Value organization</li> <li>• Desire punctuality</li> <li>• Schedule their lives</li> <li>• Make and keep commitments</li> <li>• Goal-oriented</li> <li>• Value rules</li> <li>• Prepare for the future</li> <li>• Inclined to join groups</li> <li>• Responsible and dedicated</li> <li>• Prefer order and cleanliness</li> <li>• Enjoy positions of authority</li> </ul>

