

UNDERSTANDING

YOURSELF

AND OTHERS

INFORMATION TAKEN FROM *TRUE COLORS* BY DON LOWRY
BASED ON *PLEASE UNDERSTAND ME* BY DR. DAVID KEIRSEY

**TRUE COLORS WORD SORT**

Describe Yourself: In the boxes below are groups of word clusters printed horizontally in rows. Look at all the sets of words in the first box (A, B, C, D). Read the words and decide which of the four sets is most like you. Give that set a “4” (most like you). Then rank order the next three sets of words from 3-1 in descending preference. Continue this process with the remaining four boxes. Each box should have a 1, 2, 3, and 4.

Row 1

P

A

B

C

D

Active Parental Authentic Versatile

Opportunistic Traditional Harmonious Inventive

Spontaneous Responsible Compassionate Competent

E

F

G

H

Curious Unique Practical Competitive

Conceptual Empathetic Sensible Impetuous

Knowledgeable Communicative Dependable Impactful

I

J

K

L

Loyal Devoted Realistic Theoretical

Conservative Warm Open-minded Seeking

Organized Poetic Adventuresome Ingenious

M

N

O

Concerned Daring Tender Determined

Procedural Impulsive Inspirational Complex

Cooperative Fun Dramatic Composed

Philosophical Vivacious Exciting Orderly
Principled Affectionate Courageous Conventional

Rational Sympathetic Skillful Caring

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Q |  | R |  | S |  | T |  |
|  |  |  |  |  |  |  |  |

**SCORING SHEET**

Add the numbers associated with the following letters:

A + H + K + N + S = Color: Orange

C + F + J + O + R = Color: Blue

B + G + I+ M + T = Color: Gold

D + E + L + P + Q = Color: Green

**BLUE**

Value HARMONY above all else
Good at reading people, understanding human dynamics
Sensitive to others
Appreciate and know how others feel
Emotionally based decision making
Time is circular
Perceptive, “people pleaser”, a real team player
Use poetry, music, quotations to express affection in romance and friendships
Sympathetic, empathetic, compassionate
Think about the possibilities in people
Centered on people, relationships, interaction

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

**At work/school...**

I have a strong desire to influence others so they may have more significant lives.

I often work in the arts, communications, education, and the helping professions.

I am adept at motivating and interacting with others.

**In love...**

I seek harmonious relationships.

I am a true romantic and believe in perfect love that lasts forever.

I bring drama, warmth, and empathy to relationships.

I enjoy the symbols of romance such as flowers, candlelight, and music, and I cherish the small gestures of love.

**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.

**GOLD**

Value responsibility and sense of DUTY above all else
Will follow through at all costs, dependable, true
Good at organizing vague, random thoughts and putting things into action
Detail oriented, predictable
Focus on the “here and now”
Serious, duty-oriented, aware of what one is “supposed to do”
Gather information form their senses
Steadfast, stable, “salt of the earth”
Practical and realistic
Like the Boy Scouts’ motto: Be prepared!
A deep commitment to the standards of our society
Heritage, history, family are important values
A high priority to belong to social units

I need to follow the rule 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 to belong

Faithful...Stable...Organized

I value home, family, and tradition

Caring...Concerned...Concrete

I am a natural preserver, a parent, a helper

**At work/school...**

I provide stability and can maintain organization.

My ability to handle details and to work hard make me the backbone of many organizations.

I believe that work comes before play, even if I must work overtime to complete the job.

**In love...**

I am serious and tend to have traditional, conservative views of both love and marriage.

I want a mate who can work along with me, building a secure, predictable life together.

I demonstrate love and affection through the practical things I do for my loved ones.

**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 educational system.

**GREEN**

Strong urge to be COMPETENT
Good at solving problems, figuring things out, wondering all the time “What if...?”
Ask frequently “Why?”
Theoretical, puzzlers, need to know the reasons behind something
Objective, quantitative
Value cause and effect (if A then B)
Help us figure out a dozen possibilities
Most self-critical of the types
Badgers others about mistakes with resolve to improve
Respects abilities, skills, and ingenuity
Is hooked on storing up wisdom
Individualistic, can do work well independently
Can be vulnerable to “all work and no play”

I seek knowledge and understanding

Analytical...Global...Conceptual

I live life by my own standards

Cool...Calm...Collected

I need explanations and answers

Inventive...Logical...Perfectionistic

I value intelligence. Insight, fairness, and justice

Abstract...Hypothetical...Investigative I am a natural nonconformist, a visionary, a problem solver

**At work/school...**

I am conceptual and am 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 the innovative.

Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

**In love...**

I prefer to let my head rule my heart.

I dislike repetition, so it is difficult for me to continually express feelings. I believe that once feelings are stated, they are obvious to a partner.

I am uneasy when my emotions control me.

I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

**In childhood...**

I appear to be older than my years and focused on my greatest interests, achieving in subjects that were mentally stimulating.

I was impatient with drill routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

**ORANGE**

Good at adding spice to any situation
The best of all of us at living in the moment and using their physical senses to
Understand what is going on in any given situation
Future oriented
Gather information from their intuition
Exuberant and generous in gift-giving
May have short attention span
Especially interested in ACTION
Respond to tactile, tangible activities
Optimistic, bold, eager
At time, can be a bit of a “show off”
Our best performers, athletes, and actors

I act in a moments notice

Witty...Charming...Spontaneous

I consider life as a game, here and now

Impulsive...Generous...Impactful

I need fun, variety, stimulation, and excitement

Optimistic...Eager...Bold

I value integrity and unity in relationships

Physical...Immediate...Fraternal

I am a troubleshooter, a performer, a competitor

**At work/school...**

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 and an extension of self.

I am a natural performer.

**In love...**

I seek a relationship with shared activities and interests.

With my mate, I like to explore new ways to energize the relationship.

As a lover, I need to be bold and I thrive on physical contact.

I enjoy giving extravagant gifts that bring pleasure to my loved one.

**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 need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.

WHAT’S YOUR COLOR?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | BLUE | GOLD | GREEN | ORANGE |
| Esteemed by: | HelpingPeople | Being ofService | Insights | Recognition |
| Appreciatedfor: | UniqueContributions | Accuracy andThoroughness | Their Ideas | Creativity |
| Validated by: | PersonalAcceptance | Appreciation ofService | Affirming TheirWisdom | Visible Results |
| At work theyare: | A Catalyst | Procedural | Pragmatic | Flexible |
| Their specialtyis: | Relationships | Results | Strategy | Energy |
| Overall mood: | Committed | Concerned | Cool, Calm,Collected | Enthusiastic |
| Key charactertrait: | Authenticity | Responsibility | Ingenuity | Skillfulness |

IMPROVING PERSONAL RELATIONSHIPS

With a Bright Green By
Recognizing their need for independence  Valuing
their abstract thinking  Helping them with day-to-day
details  Preserving their privacy to think and read 
Accepting their lack of romantic gestures  Realizing
their stress comes from fear of feeling foolish 
Allowing them to be self critical  Understanding that
they esteem themselves by being competent 
Praising with ingenuity

With a Bright Blue By
Making romantic gestures  Having intimate talks 
Recognizing their need to contribute () Providing the
warm touch and embrace  Reassuring your loving
commitment  Expressing your feelings  Being open
and responsive

With a Bright Orange By
Recognizing their need for freedom  Valuing their
playfulness  Helping them think before they act 
Spontaneously playing with them  Realizing their
stress comes from lack of excitement  Reinforcing
their optimism  Praising their skills  Responding to
their generosity

With a Bright Gold By
Caring about their need for security  Doing some
reasonable planning  Praising their responsible
actions  Remembering sentimental moments 
Acknowledging their stability  Responding to
important dates

IMPROVING JOB PERFORMANCE

Of a Bright Green By
Assigning projects which require analytical thinking
and problem solving  Discussing your “big picture”
with them and by eliciting their universal outlook 
Inspiring them with futuristic ideas and potentialities 
Respecting their inclination to go beyond the
established rules of the system  Taking their ideas to
the next step and encouraging them to think
independently  Praising their inventiveness and
ingenuity  Understanding their need to avoid
redundancy and repetitive tasks  Recognizing and
appreciating their competence in the job

Of a Bright Orange By
Assigning projects which are action-packed and which
require a hands-on approach  Providing
opportunities to be skillful and adventurous  Using
their natural abilities as a negotiator  Allowing them
the freedom to do the job in their own style and in non‑
traditional ways  Keeping a good sense of humor and
avoiding boredom while on the job  Encouraging
them to use their gifts of originality and flair 
Providing opportunities for job competition  Allowing
freedom of movement and understanding their
preference for action over words  Praising their
performance and skillfulness while on the job

Of a Bright Blue By
Creating a warm and personal working atmosphere 
Interacting as much as possible with openness and
honesty  Establishing a harmonious working
environment and avoiding conflict and hostility 
Showing your support, caring, and appreciation by
offering a touch, a hug, or a hand-shake  Allowing
then the freedom to express feelings and the time to
heal emotional wounds  Making use of their natural
gifts of communication, nurturing, and people oriented
ideas  Praising their imaginative and creative
approach to the job  Providing them with one-on-one
feedback

Of a Bright Gold By
Assigning work which requires detailed planning and
careful follow-through  Defining the tasks in clear and
concrete terms  Being punctual and reliable 
Providing a well structured, stable work environment
by avoiding abrupt changes  Giving standard rules
and regulations and setting a good example  Sharing
in the responsibilities and duties of the work place and
by taking the work ethic seriously  Praising their
neatness, organizational capabilities and efficiency 
Giving feedback every step of the way on any project
to reassure them that they are on the right track 
Recognizing their need to be straight forward,
dependable, responsibly, and business minded 
Giving tangible recognition for their work

**Orange May See Self As:**Fun-loving, enjoys self
Spontaneous
Flexible, adaptable
Carefree
Proficient, capable
Hands-on person
Practical
Problem-solver
Good negotiator
Here and now person
Do many things at once
Eclectic
Can deal with chaos
Curios, welcomes new ideas
Superior ability to discriminate
among options
See shades of gray

REFRAMING



**Others See Orange As:** Irresponsible

Flaky

Wishy-washy

Not serious

Spends time at things they enjoy Not interested in ideas

Disobey rules

Manipulative, not to be trusted Turn-off to past-oriented blue and future-oriented green

Not able to stay on task

Scattered, cluttered Uncontrollable, resists closure or decision

Indecisive

**Blue May See Self As:**Warm, Compassionate
Caring, Caretaker
Romantic
Spiritual
Creative
Idealistic
People person
Willing to work tirelessly for cause
Trusting, Unselfish
Empathic, Sympathetic
Affirming
Expressive, expansive
Promoting growth, well being
Social interaction expert
Able to see need for exceptions
Conscious of past relationships
Great communicator
Wanting Harmony
Individualized personal values



**Others See Blue As:** Over-emotional

“Bleeding Heart”

Mushy

Other-worldly

Flaky, unrealistic

Hopelessly naïve, too trusting Too tender hearted

Easily duped

Too “Touchy Feely”

Just pathetic

Too nice

Smothering

Teaching non-essentials Slick, manipulative

Ignores policy, creates chaos Stuck in or lives in past Groveling, fawning, soft Obscures the issues

Illogical, incomprehensible

**Gold May See Self As:**Stable
Providing security
Dependable
Firm
Always has a view
Efficient
Realistic
Decisive
Executive type
Good planner
Orderly, neat
Organized person
Punctual, expects same
Goal oriented
Finish what I started
Good at sorting, weeding out



**Others See Gold As:**

Rigid

Controlling

Dull, boring Stubborn, pigheaded Opinionated System-bound Unimaginative Judgmental

Bossy

Limiting flexibility

Uptight

Sets own agenda Predictable

Rigid idea of time

End justifies the means Limited, not able to do many things at once

Throws away good items needlessly

**Green May See Self As:**Superior intellect
98% right
Tender-minded
Efficient
Powerful
Creative, visionary
Original, unique
Eminently reasonable
Rational
Calm, not emotional
Under control
Precise, not repetitive
Able to find flaws
Objective
Task/goal focus
Holding firm to policy
Seeking justice
Assuming things will be done well
Firm-minded, able to reprimand
Great planner



**Others See Green As:** Intellectual snob

Arrogant

Heartless

Doesn’t care about people Ruthless

Unrealistic

Eccentric, weird

Emotionally controlled Ignores people values Cool, aloof, unfeeling Afraid to open up

Covers subject from all angles Critical, fault finding

Not on my side

Devaluing relational aspects Having limited ability to see obvious differences

Lacking mercy, unfair Unappreciative, stingy with praise Nasty, hatchet man

Doesn’t consider people in plans

LEADERSHIP STYLES

ORANGE :

 Expects quick action

 Assumes flexibility

 Works in the here and now  Performance oriented

 Flexible approach

 Welcomes change

 Institute change quickly

 Expects people to “make it fun”

BLUE :

 Expects others to express views

 Assumes “family spirit”

 Works to develop others potential

 Individuals oriented

 Democratic, unstructured approach

 Encourage change via human potential  Change time allows for sense of security

 Expects people to develop their potential

 Expects punctuality, order, and loyalty  Assumes “right” way to do things

GOLD :

 Seldom questions tradition

 Rules oriented

 Detailed/thorough approach, threatened by change  Prolonged time to initiate change

 Expects people to “play” their roles

GREEN :

 Expects intelligence and competence  Assumes task relevancy

 Seeks ways to improve system

 Visionary

 Analytical

 Encourages change for improvement  Constantly “in process” of change

 Expects people to follow through