

# True Colors

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

A _____ Active Opportunistic Spontaneous	B _____ Parental Traditional Responsible	C _____ Authentic Harmonious Compassionate	D _____ Versatile Inventive Competent
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Row 2

E _____ Curious Conceptual Knowledgeable	F _____ Unique Empathetic Communicative	G _____ Practical Sensible Dependable	H _____ Competitive Impetuous Impactful
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Row 3

I _____ Loyal Conservative Organized	J _____ Devoted Warm Poetic	K _____ Realistic Open-minded Adventuresome	L _____ Theoretical Seeking Ingenious
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Row 4

M _____ Concerned Procedural Cooperative	N _____ Daring Impulsive Fun	O _____ Tender Inspirational Dramatic	P _____ Determined Complex Composed
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Row 5

Q _____ Philosophical Principled Rational	R _____ Vivacious Affectionate Sympathetic	S _____ Exciting Courageous Skillful	T _____ Orderly Conventional Caring
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# SCORING SHEET

Add the numbers associated with the following letters:

$$A + H + K + N + S = \underline{\hspace{2cm}}$$

Color: Orange

$$C + F + J + O + R = \underline{\hspace{2cm}}$$

Color: Blue

$$B + G + I + M + T = \underline{\hspace{2cm}}$$

Color: Gold

$$D + E + L + P + Q = \underline{\hspace{2cm}}$$

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 from 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:	Helping People	Being of Service	Insights	Recognition
Appreciated for:	Unique Contributions	Accuracy and Thoroughness	Their Ideas	Creativity
Validated by:	Personal Acceptance	Appreciation of Service	Affirming Their Wisdom	Visible Results
At work they are:	A Catalyst	Procedural	Pragmatic	Flexible
Their specialty is:	Relationships	Results	Strategy	Energy
Overall mood:	Committed	Concerned	Cool, Calm, Collected	Enthusiastic
Key character trait:	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 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 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 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 them 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

## REFRAMING

### **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  
Curious, welcomes new ideas  
Superior ability to discriminate  
among options  
See shades of gray



### **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

# REFRAMING

## **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

## REFRAMING

### **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

# REFRAMING

## **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

## GOLD :

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

