What are your True Colors?

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Today's Agenda

9-9:30
Welcome ♦ Ice Breakers
Workshop Outcomes
Evolution Temperament Type

9:30-10
Intro to Colors ♦ Card Sort
Word Clusters

10-10:30
Brightening activity
Agenda (Continued)

10:30-11:00  Introversion/Extraversion
11:00 - 11:30  Color Work Cycles
11:30-12:00  Blended Activity
12:00 - 12:30  Closing
What are we doing here!
ICE BREAKERS

MAN

BOARD

Man over board
ICE BREAKERS

C C

G A R A G E

R R

Two Car Garage
ICE BREAKERS

1234Safety5678

“Safety in Numbers”
ICE BREAKERS

M C E
M C E
M C E

“Three Blind Mice”
ICE BREAKERS

1D
2R
3A
4C
5U
6L
7A

“Count Dracula”
ICE BREAKERS

D I C E

D I C E

“Paradise”
Workshop Outcomes

Participants will learn to recognize and appreciate

- Your own unique strengths and preferences
- Unique strengths and preferences at home and at work
- Value and importance of diversity
- Develop rapport and team building
IT IS IN UNDERSTANDING AND APPRECIATING OURSELVES AND OTHERS THAT WE ALL GAIN DIGNITY, PRIDE, SELF-RESPECT, AND ESTEEM.
Understanding Others

Nesting fingers exercise

• Personality - “persona” = Mask = what we display to the world
• Complex set of consistent responses = measurable behavior patterns (signs)
• Identifiable patterns = personality
How consistent is this?

- Think of # between 1-10
- Multiply that # by 9
- If it is a 2-digit #, add digits together
- Subtract 5 from that #
- Assign corresponding letter w/ # (A=1,)
- Country that starts with that letter
- Animal that starts w/ last letter in country name

ANSWER: Kangaroo or Koala Bear in Denmark
Evolution of True Colors

- 400 B.C. Hippocrates ➔ Four types
- 1921 Carl Jung ➔ Psychological type
- 1962 Isabel Myers ➔ MBTI
- 1967 David Keirsey ➔ Temperament types
- 1978 Don Lowry ➔ True Colors
Hippocrates
Sanguine; Choleric; Phlegmatic; Melancholic

Carl Jung – Psychological Type
Intuition; Feeling; Body; Intellect

Myers Briggs 16 Type Indicators:
Sensing – Intuitive; Thinking – Feeling
Judging – Perceiving; Introvert – Extravert

David Keirsey – Temperament Types:
Guardians (SJs), Artisans (SPs),
Idealists (NFs), Rationals (NTs)

Don Lowry – True Colors:
Gold, Orange, Blue, Green
Let's deal some cards!!!
What do you see in this card?
GOLD Characteristics

I need to follow rules and respect authority - **Loyal, Dependable, Prepared**
I have 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**, 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.
ORANGE

What do you see in this card?
ORANGE

Characteristics

I act on a moment’s 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 skill, resourcefulness, and courage - Physical, Immediate, Fraternal
I am a natural trouble-shooter, a performer, a competitor

AT WORK, I am bored and restless with jobs that are routine and structured and 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 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 thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to my loved one.

IN CHILDHOOD, of all the types of children, I had the most difficult time fitting into academic routine. I learn 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.
BLUE

What do you see in this card?
BLUE Characteristics

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, and a nurturer

**AT WORK,** I have a strong desire to influence others so they may lead more significant lives. I often work in the arts, communications, education, and the helping professions. I am adept at motivation 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 all relationship. I enjoy the symbols of romance such as flowers, candlelight, and music and 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 to competition.
What do you see in this card?
GREEN Characteristics

I seek the knowledge and understanding - Analytical, Global, Conceptual
I live life 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, and a problem solver

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 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 continuously 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, appeared to be older than my years and focused on my greatest 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.
From the Card Sort, list your four Colors from “Most Like Me” to “Least Like Me” here:

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In the boxes below are groups of words printed horizontally in rows. Read the four groups of words in each row. Decide which of the groups of words is most like you. Next to the letter at the bottom of the groups of words rank order the groups in that row from 4 – 1. Score each group of words giving yourself (4) for the group of words MOST like you, (3) for the next most like you, (2) for the next, and (1) for the group LEAST like you. Use the same process for each row.

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Word Clusters
What Colors are in this room?

Stand up and let’s see!!
- Line up by birth month
- By Colors
- By strongest Color
- Review percentages in population
THERE! PERFECTLY ORGANIZED FOR MY SPONTANEITY SESSION.
"I came in here to fix the leaky faucet, noticed that the toilet paper holder was loose, and one thing sort of led to another. What time is everyone coming for the dinner party?"
WHAT IS THE MEANING OF LIFE?
WHY AM I HERE? WHAT IS MY
REASON FOR BEING HERE?

I THINK IT'S TO PROVIDE CUDDLES
"I see by the current issue of 'Lab News,' Ridgeway, that you've been working for the last twenty years on the same problem I've been working on for the last twenty years."
Brightening Exercise

• Go to easel matching your primary color

• What are your Values, Joys, Strengths, and Needs?

• What causes you Stress or Frustration?
Introversion/Extraversion

• Another aspect of your personality
• Take I/E Test
INTROVERTS

• Tend to be quiet and reserved
• Prefer time alone for reflection
• Prefer to relate inwardly to people and the world, using solitude to sustain energy
• Learn better if concepts and ideas are presented before experience and action
EXTRAVERTS

• Like variety and action
• Enjoy being around people
• Prefer the outward energy of the world using interaction with people to sustain energy
• Learn better if experience and action come before concepts and ideas are taught
I/E and Color Types

GOLD
E= Out-going business leaders
I= Work behind the scenes dealing with facts and figures

ORANGE
E= Charismatic/Outgoing who work and play hard
I= Risk-takers who seek adventures on their own.
I/E and Color Types

BLUE

E = Friendly outgoing people. Often demonstrably physical
I = Think about the needs of others. Dedicated to world issues

GREEN

E = Prefer brainstorming with others
I = Think internally wrestle with problems by themselves
COLOR TEAMS
WORK CYCLE

PLANS IT
Green
Gold
FINISHES IT

SELLS IT
Blue
Orange
STARTS IT
Blending Activity – Structuring Your Office for Success

• Divide into blended groups
• Discuss how your company could best service personalities from all four Color groups
• Chart your results
Our differences are to be celebrated, for we truly need each other
• Evaluations
• Questions
• Comments

THANK YOU