

TRUE COLORS WORD SORT

Describe yourself: In the rows of boxes below are groups of words. Score each row of words, giving yourself (4) for the most like you, (3) for the second, (2) for the third, and (1) for the least like you.

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

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

Row Three:			
I _____	J _____	K _____	L _____
Loyal	Devoted	Realistic	Theoretical
Conservative	Warm	Open-minded	Seeking
Organized	Poetic	Adventuresome	Impactful

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

Row Five:			
Q _____	R _____	S _____	T _____
Philosophical	Vivacious	Exciting	Orderly
Principled	Affectionate	Courageous	Conventional
Rational	Sympathetic	Skillful	Caring

Total the scores for each of the following letters:

1. A + H + K + N + S = _____
2. C + F + J + O + R = _____
3. B + G + I + M + T = _____
4. D + E + L + P + Q = _____

The highest total is your primary color and the second highest total is your secondary color.

- 1 = Orange
- 2 = Blue
- 3 = Gold
- 4 = Green

BLUE – Personal and Interactive

When communicating, Blues like to take time to relate. Often thought of as "good listeners." Blues will try to establish good eye contact, and "be there" for others as a confidant, friend and supporter. Blues feel most comfortable in conversation if they feel they have made a personal connection so they may share personal aspects of their life. They feel extra special or connected if the other person in turn shares something of a similar personal nature with them.

They generally communicate to connect with others. It is in the nature of Blues to speak from the heart, trying to find a common ground to relate to the other person. They tend to be subjective, paying attention to what their emotions are telling them and are most comfortable making decisions and responding to others based on their own intuition. They will try to communicate in a way that fosters cooperation, harmony, team, and togetherness.

Motivations

Blues feel good about a conversation when it is enhancing and nurturing for people. Personal growth and self development are of great interest to Blues who can be an inspirational mentor to others, helping to make a difference in their lives. Generally optimistic and positive, Blues enjoy interactions that feel good for everyone involved. They find conversations that bolster self esteem or confidence in others especially rewarding.

Blues tend to talk about relationships and people. They are intrigued by human behavior and interaction, often wondering about a person's intention for acting a certain way or what the other person is actually trying to communicate. Blues will try to read between the lines for deeper meaning. Their conversations are often focused on understanding values and beliefs as well as discovering one's path or purpose in life.

Frustrations

Blues dislike negativity and will try to avoid conflict. They like to be inclusive and considerate of the feelings of others. They'll gauge the mood of their listener and can be sensitive to body language that might indicate openness or resistance.

Blues can get upset when they feel someone is barking orders, talk "down to" or trying to manipulate them. Blues prefer others to pause, hear them out, and take into consideration their thoughts and feelings before responding. When it comes to criticism and critique, Blues really need to hear that you value them as a person before you share feedback that suggests areas for improvement.

In a word: Friendly

Blues are commonly approachable and welcome conversation with others. Even when a Blue may be feeling down, they may try to keep an inviting smile on their face as to not drag others down. When people watch Blues in communication they would notice that Blues often show empathy and appreciation for others.

When communication with them, Blues like people to be kind. Blues try to think about how to phrase something so it lands softly with the other person and appreciate it when others do the same for them.

ORANGE: Active and Straightforward

When communicating, Oranges tend to be direct, yet playful. They like to get to the point quickly and keep moving from there. They have a propensity for taking risks, trouble-shooting, and seizing opportunities. Oranges tend to make swift decisions. They sum up a situation in an instant, identify an expedient solution and want to implement it immediately. However, Oranges are likely to ditch their earlier decision if a greater opportunity or more thrilling option appears.

Attracted by variety, new experiences and fun, they tend to talk about adventures, tell jokes, and share (or brag about) their accomplishments along the way. Most Oranges rather enjoy the spotlight and the attention they attract when expressing themselves. Oranges are also notorious for moving around during conversation. They may pace, play with a rubber band, doodle or even text on their cell phone while "listening" to others.

Motivations

Oranges feel good about a conversation with it is entertaining, fun and interactive. Oranges can rarely sit on the sidelines of a discussion without getting bored. They either need to be amused and captivated by the person speaking or get involved themselves. When communicating with Oranges, they want people to appreciate their flair. Oranges can be boisterous, intense, and prone to exaggerate. Whether they are familiar with the topic being discussed or not, they often come across confidently and persuasively. It is a relief to Oranges when others can understand their gusto and value their enthusiasm.

In an ideal world, Oranges would like others to move with them -- from subject to subject, room to room, decision to decision. Oranges enjoy options, excitement and physical activity. Put it all together and you have a natural multitasker. Most individuals have become accustomed to having "good" eye contact during communication and can find it rude when they don't have it. You may just accomplish more by having a conversation with them during a racquet ball game than if you demanded that they sit still and give you their full attention.

Frustrations

Oranges can find protocol and etiquette cumbersome and want others to just lighten up. They get frustrated when their playful approach is interpreted as careless and wish others could understand their intent is to have everyone enjoy the process, no matter how tough the task.

In communication Oranges dislike hesitation. They want action...and they want it now. If someone pauses during conversation, Oranges may perceive it as an opportunity to switch subjects, add their comments or spice things up a bit. Even a slow paced interaction can seem like slow death to an Orange who want to get the show on the road.

In a word: Impactful

Oranges like to communicate to have fun and make an impact. Whether this impact is to accomplish a goal or to entertain, Oranges like to punctuate their communication and engage others. From the shock of using colorful language to springing a surprise ending to a story, Oranges often use large gestures and animated facial expressions to get their point across.

GREEN - Objective and Strategic

When communicating, Greens tend to reflect upon a conversation before responding. They like to analyze what they have just heard, explore the many ways they could respond and choose the reply that most accurately and pertinently expresses their thoughts on the matter. Their goal is to obtain information so they can figure out, fix, improve, or invent something as a result.

They have a tendency to bypass emotional bonding with others and go straight for the data. This objective information-gathering approach can come across as an interrogation to others and get Greens into communication hot water with those seeking to receive an emotional connection first. When people watch Greens in communication they would notice that Greens seem to go into auto-analyze mode: Were the words used accurately? Is the statement true? Can I find exceptions? How could I improve upon what was said? Are there important ideas to explore here? What is the logic behind this idea and where is the data? Can I solve this problem?

Motivations

Greens like to talk about theories, new ideas, and future plans. Their conversations can be expansive and global, envisioning new frontiers and possibilities. Other times they can get excited describing every aspect and detail of a theory or project that they are working on. They may debate with the other person if they think the data does not support the statement, and they think it is a point worth arguing. Greens feel good about a conversation when it can be expanded and lead to new ideas.

In group conversation, Greens appreciate having time to think before they speak. They might be viewed as the silent, but rest assured in their heads is a very active internal world of new ideas, possibilities and thoughts.

Frustrations

In communication Greens dislike looking stupid. They strive to be competent in their endeavors and will gather data, examine the possible objections and pitfalls, perhaps make prototypes, test theories, and choose precise working before presenting their ideas. They'd rather say nothing than say something wrong.

When communicating with them, Greens like people to skip the small talk. If the Green has known the other person for awhile or works with them on a daily basis, they usually prefer simple greetings such as a nod of the head or a quick hello to a personal conversation before getting to the purpose for the communication. Greens wish others would not get insulted if they are not fascinated by their interests.

In a word: Objective

In one word, the communication style of Greens could be described as objective. They use wording such as "I think" much more often than "I feel." They are most comfortable when in control of their emotions and don't usually show their feelings readily. Unless extremely extroverted, Greens usually have rather contained body language that may be hard to read. They typically talk more about ideas, information, and strategies than relationships and personal matters.

GOLD: Purposeful and Procedural

When communication, Golds tend to be goal oriented. Generally they initiate a conversation to get specifics so they can fulfill their responsibilities. They like to communicate things in chronological order, step by step. If you interrupt a Gold while they are explaining something, they are likely to start over from the beginning to make sure they haven't missed a step. In turn Golds like others to finish their sentence or complete their thoughts before switching subjects.

Golds tend to talk about the "right way" of doing things. There usually isn't very much room for "in between" with Golds...there is a right way and a wrong way. They also have a tendency to speak in "all or nothing" terminology, using words like "always" or "never," "have to," "must," "should" and "shouldn't". When people watch Golds in communication they would say that they tend to refer to rules, "What is the procedure for this? What regulation applies? What is the protocol?"

Motivations

Golds feel good about a conversation when it is practical, realistic and concrete. When communicating with them, Golds like people to be specific about expectations. They prefer others to state their reason for communicating "up front" and be clear about what particular actions are to be taken. Golds love to make "to do" lists. They especially appreciate receiving instructions in writing so they can use them as a guideline, refer back to them and (of course) -- cross them off their list.

Reverent of lessons learned from history, Golds commonly rely on the past to help them make decisions about the future. They will examine what has worked before and discuss how it applies to the current situation.

Frustrations

In communication, Golds dislike nonconformity and disdain those that disregard authority, try to beat the system, or go around others. They can be strongly opinionated and firm supporters of the organizations for which they work, the communities which they live, and the nation they serve. If someone opposes the norms of this group, Gold can be steadfast and determined to assist others by pointing out the errors of their ways and redirecting them to established customs.

Gold get frustrated if they feel they are wasting time chatting or "brainstorming" instead of getting things done. If their second color is Blue, they may join conversations for the pure pleasure of connecting, but more often they are on a mission to get something completed and may find long conversations annoying because they delay them from finishing the task at hand.

In a word: Appropriate

Gold try to use proper language, avoiding slang or politically incorrect wording. When it comes to humor, they will survey a situation before telling a joke to make sure it is suitable for their current audience. Golds endeavor to follow rules of etiquette and demonstrate good manners.

Overall, Golds prefer expectations to be stated at the beginning of a conversation, like to stay on track, and wish everyone involved would be respectful when responding.

True Colors Table

	GOLD	BLUE	GREEN	ORANGE
Roles in organizations or groups	Challenges the process and is conscious of the role in the group, does the work but may not encourage heart or inspire.	Encourages the heart but may not challenge the process.	Modeling the way but may not inspire vision.	Will inspire vision and encourage the heart, but doesn't necessarily do the work or model the way.
Values and personality traits	You are truly the gold card holder of life, enjoying the status and security it brings. Your sense of esteem is based on you behaving responsibly, always checking the balance sheet of life, preserving the "tried and true." You have an instinct for keeping the product in production, maintaining the structure, supporting rules and changing the oil in your car on a regular basis. You plan ahead, making sure everything follows a predictable step-by-step procedure.	You are the natural romantic in life, idealizing the perfect moment, that gesture of love. You seek ways to find unity with your inner self and its outer expression. You esteem yourself by being authentic, sincere, and sympathetic. You are the most satisfied when you are nurturing the potential in others, bring out the best in them. You find yourself in teaching, counseling -- a facilitator of human potential.	"Knowledge is power." Your curious mind explores every facet of a problem or a new idea to control the realities of life. You always seek universal truths. You are like the "little green people" from another planet who have come to examine these "weird people" on earth. You are a complex individualist with great analytical ability. Even though you may appear unemotional, underneath you are a deeply emotional and caring person.	Go for the gusto! That's your motto. You live in the here and now for who know what tomorrow may bring. You esteem yourself by being skillful through a "hands on" approach no matter what you choose to do. You enjoy using tools, driving a truck, wielding a scalpel. It's your impulsiveness that drives everything you do, so why not test the limits?
Dreams of:	assets, wealth, influence, status	love, affection, authenticity	truth, perfection, accuracy	being free, spontaneous, impetus skills
Values:	dependability, accountability	compassion, sympathy, rapport	answers, resolutions, explanations	grace, finesse, charisma
Searches for:	security, belongings, safety, assurance	meaning, significance, identity	knowledge, effectiveness	stimulation, risk
Dislikes:	disobedience, non-conformity	hypocrisy, deception, insincerity	injustice, unfairness	rigidity, authority, weakness
A mood of:	concern, stability, purpose	vivacity, enthusiasm, inspirational	cool, calm, collected, reservation	optimism, impatience, confidence
Fostering of:	institutions, traditions	potential growth in people, harmony	inventions, technology	recreation, fun, enjoyment
Respected for:	service responsibility	nurture, empathize, share feelings	expert, efficient, knowledgeable	artful, handy, skilled
Promotes:	group ties, bonds, associations	growth in others, unfolding of others	efficiency, increased output	opportunities, options, competition

	GOLD	BLUE	GREEN	ORANGE
At work:	I provide stability and can maintain organization. My ability to handle details and 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.	I have a strong desire to influence others so they may lead more significant lives. I often work in the arts, communications, education, and other helping professions. I am adept at motivating and interacting with others.	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 by others.	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. I am a natural performer.
In love:	I am serious and tend to have tradition, conservative view 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.	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 relationships. I enjoy symbols of romance such as flowers, candlelight, and music and cherish the small gestures of 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.	I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. I enjoy giving extravagant gifts that bring happiness to my loved one.
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.	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.	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 and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.	Of all 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.