



True Colors®

Communication in Color





Welcome



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Perspective

“I know you think you understand
what you thought I said, but I’m
not sure you realize that what
you heard is not what I meant.”

--Mary Miscisin



Objectives

Understand...



Your color personality



Similarities & differences within your staff



Importance of how your communication personality influences each other



True Colors Theory

Hippocrates

24 centuries ago identified 4 types of humans

Carl Jung

Described these differences in 1921

Meyers/Briggs

MBTI- behavior can be characterized by personality types

Dr. David Keirsey

Please Understand Me, describes 4 different personality types

Don Lowry

Created *True Colors* metaphor- easy & entertaining way to understand ourselves and others

FIRST THING
YOU SEE?











What Are Your Colors?



Any questions with completing the Word Cluster Assessment?



Can you add your color to your name?



Color Order



Ties and distance between colors



20-15-10-5 vs. 14-13-12-11



BRIGHTEST



Most dominate; comfortable



SECOND



Influences #1; may use at work, play or home



THIRD



Often closely related to #2



PALEST



Least natural to you; may admire them in others



Core Needs & Values ➤ ORANGE



Risk Taker

Freedom



Attributes ➤ ORANGE

- Playful, Energetic
- Risk-taker, “Just do it”
- Test limits
- Master negotiator
- “Let’s make a deal”
- High need for mobility
- Natural nonconformist
- Impulsive and spontaneous
- Appreciates immediate feedback
- Most productive in informal environments

- I ACT ON A MOMENTS NOTICE
- I CONSIDER LIFE A GAME, HERE AND NOW
- I NEED FUN, VARIETY, STIMULATION, AND EXCITEMENT
- I VALUE SKILL, RESOURCEFULNESS AND COURAGE
- I AM A NATURAL TROUBLE-SHOOTER, A PERFORMER, A COMPETITOR



Perspective ➤ ORANGE

OTHERS MAY PERCEIVE ORANGE AS:

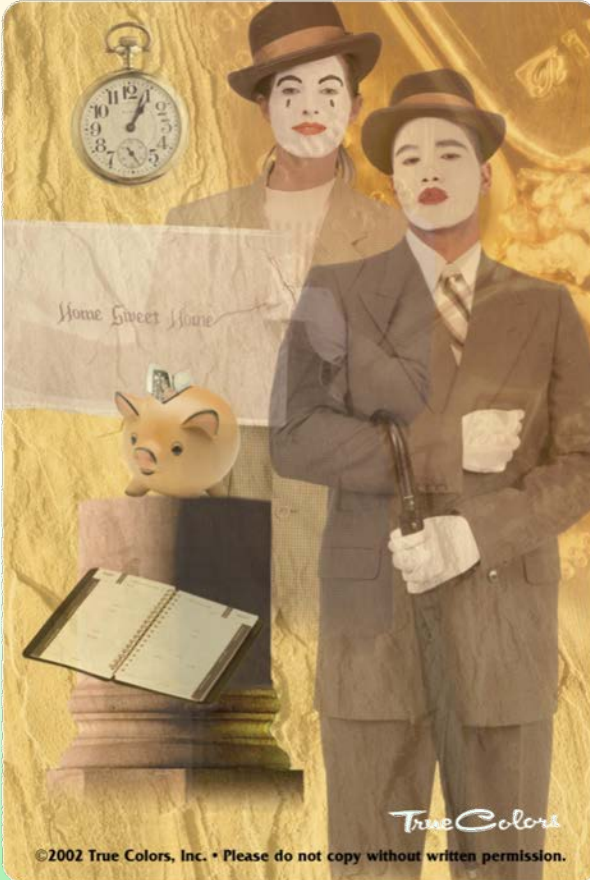
- Goofing off too much
- Manipulative
- Untrustworthy
- Unable to stay on task
- Taking unnecessary risks
- Obnoxious
- Immature
- Self-centered

ORANGE MAY PERCEIVE SELF AS:

- Flexible, easy-going
- Having a playful attitude
- Exploring new possibilities
- Clever, good negotiator
- Multi-tasker
- Adventurous, courageous
- Fun-loving, enjoying life
- Bold, assertive



Core Needs & Values ➤ GOLD



Duty

Responsibility



Attributes ➤ GOLD

- Detail-oriented /Planner/Order
- Service-oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- “Should” and “should not”
- Punctual, predictable, precise
- Duty, loyalty, useful, responsible
- Strong belief in policies, procedures, rules
- Most comfortable with a formal environment

- I FOLLOW THE RULES AND RESPECT AUTHORITY
- I HAVE A STRONG SENSE OF WHAT IS RIGHT AND WRONG IN LIFE
- I NEED TO BE USEFUL AND TO BELONG
- I VALUE HOME, FAMILY, AND TRADITION
- I AM A NATURAL PERSERVERER, A GOOD CITIZEN AND HELPFUL



Perspective ➤ GOLD

OTHERS MAY PERCEIVE GOLD AS:

- Rigid, inflexible
- Controlling, bossy
- Too serious
- Resistant to change
- Lacking imagination
- Judgmental
- Boring or uptight
- Predictable

GOLD MAY PERCEIVE SELF AS:

- Consistent/Dependable
- Providing structure
- Goal-oriented
- Firm or traditional
- Having leadership ability
- Knowing right from wrong
- Loyal to organization
- Realistic



Core Needs & Values ➤ BLUE



Relationships

Authenticity



Attributes ➤ BLUE

- Mediators
- Optimistic
- Caretakers
- Passionate
- Peacemakers
- Sensitive to needs of others
- Enjoys symbols of romance
- Peace, harmony, relationships
- Motivate and encourage others
- Cooperative rather than competitive

- I FEEL UNIQUE AND AUTHENTIC
- I LOOK FOR MEANING AND SIGNIFICANCE IN MY LIFE
- I NEED TO CONTRIBUTE, TO ENCOURAGE, AND TO CARE
- I VALUE INTEGRITY AND UNITY IN RELATIONSHIPS
- I AM A NATURAL ROMANTIC, A POET AND A NURTURER



Perspective ➤ BLUE

OTHERS MAY PERCEIVE BLUE AS:

- Very emotional
- Overly sensitive
- Mushy
- Easily persuaded
- Too nice
- Too trusting
- Smothering
- Talking too much

BLUE MAY PERCEIVE SELF AS:

- Having feelings
- Compassionate & Empathetic
- Romantic
- Seeing best in others
- Nurturing
- Liking to please people
- Wanting harmony
- Great communicator



Core Needs & Values ➤ GREEN



**Intellectual
Competence
Knowledge**



Attributes ➤ GREEN

- “Should be able to”; “Why?”
- Intellectual, theoretical
- Idea, complex people
- Perfectionists
- Visionaries, futurists
- Can never know enough
- Cool, calm and collected
- Need for independence and private time
- Explores all facets before making decisions
- Knows how to spell and pronounce “big” words
- Logical approach to interpersonal relationships

- I SEEK KNOWLEDGE AND UNDERSTANDING
- I HAVE HIGH STANDARDS OF OTHERS
- I NEED EXPLANATION AND ANSWERS
- I VALUE INTELLIGENCE, INSIGHT, FAIRNESS, AND JUSTICE
- I AM A NATURAL NON-CONFORMIST, A VISIONARY, A PROBLEM-SOLVER



Perspective ➤ GREEN

OTHERS MAY PERCEIVE GREEN AS:

- Arrogant, a know it all
- Cold, hard
 - Perhaps insensitive
- Afraid to open up
- Critical, fault-finding
- Lacking compassion
- Unappreciative of others
- Argumentative

GREEN MAY PERCEIVE SELF AS:

- Confident
- Logical, rational
- Visionary, inventive
- Self-controlled
- Good at analysis
- Objective
- Enjoying one's own company
- Knowledgeable



Combinations

➤ Gold-Blue:

➤ Strong desire to influence others; Obligation, responsibility and duty will be prioritized along with the people involved

➤ Orange-Gold:

➤ Tend to act now...regret later (due to the gold); may beat themselves up for being irresponsible & make sure others are abiding by the rules;
Organize their world to free up time for fun!

➤ Orange-Green:

➤ May charge ahead before they have gathered all data or gained the skills needed to succeed; tend to live by own standards; variety & change are needed!



Combinations

➤ Orange-Blue:

➤ wit, charm & spontaneity can positively enhance enthusiasm, empathy and love for people; need for freedom & flexibility may overpower the need to connect with people

➤ Green-Gold:

➤ Has high expectations; competent, capable & dependable; likes to think before acting; data & details.

➤ Green-Blue:

➤ tend to be hardest to read; ambition for perfectionism & high standards may alienate them from people; however, will tend to take things personally & may hold on to the hurt for a while.



BRIGHT ACTIVITY

- On a piece of paper:
- List characteristics/behaviors you **don't** like, frustrate you or drive you crazy about other people.
- Are these frustrations the “bright” parts of a color other than yours?
- What can we do to avoid frustration?
 - Communicate your differences
 - Understand that most of these behaviors are not intentional but more unconscious.



Stressors/Frustrations

BLUE

- Broken promises
- Conflict
- Insincerity
- Lying
- Rejection
- People talk behind back
- Too much neg. criticism
- Not discussing what is occurring

GOLD

- Incomplete tasks
- Ambiguous tasks
- Unorganized
- People who don't follow through
- Non-conformity
- Changing details

GREEN

- Lack of control
- Lack of independence
- Incompetence
- Emotional displays
- Lack of options
- Routine
- Social functions
- Small-talk

ORANGE

- Too much responsibility
- Redundance
- Deadlines
- Rules & Regs
- Stuck at a desk
- Criticism
- Required to read directions
- Imposed structure



COVID-19 EXAMPLE



How are you coping with the COVID-19 outbreak?
Now vs. 2 weeks ago?



Orange: I have to do something! Jump into action!
Facebook Live, YouTube entertainment/entertainer, etc



Gold: Plan, plan, plan. Routine is important.
Responsible for family, players, staff. Frustrated with
change in routine.



Blue: Empathy for everyone. Caring for special people.
Emotional attachment to the news.



Green: Obsessed with the facts & learning about it.
Frustration with ambiguity of directives. Likely ok with
working from home.



REFRAMING

- 🏐 How is each color important to the success of your group/team/unit?
- 🏐 What do greens bring to the group?
 - 🏐 Blues?
 - 🏐 Golds?
 - 🏐 Oranges?
- 🏐 Can we learn to use our strengths for the good of the group?



Using Your Full Color Spectrum

- Write your name with your dominate hand.
- Write your name with your non-dominate hand.
- How did it feel to write with your dominate hand?
- How did it feel to write with your non-dominate hand?
- You prefer the easy, “normal” one...but you CAN do the hard one.
- Same is true with your “colors”. Brighten the ones that you need!



Know Yourself . . .

. . . and learn about those around you.

- **Beware of O.P.P.!**
 - What are my colors?
 - You may only see what others want you to see.
- **Knowing True Colors® you can...**
 - Enable understanding
 - Increase communication
 - Create harmony



Helpful References

Websites:

www.truecolor.org

www.positivelyMary.com

Mary Miscisin

Books:

Follow Your True Colors to the Work You Love by
Carolyn Kalil

Showing Our True Colors by Mary Miscisin



True Colors®

THANK YOU!

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