

# True Colors

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# Disclosure

- No financial relationships to disclose
- We have had no professional training
- Anything graphically pleasing was created by Pamela



# Background

- Introduced in 1978 by Don Lowry
  - Combination of Hippocrates, Jung, Myers/Briggs, and Keirsey concepts of human behavior
- Easier to understand and remember than Myers/Briggs

<b>Myers/Briggs</b>	<b>ENFJ INFJ ENFP INFP</b>	<b>ENTJ INTJ ENTP INTP</b>	<b>ESTJ ISTJ ESFJ ISFJ</b>	<b>ESFP ISFP ESTP ISTP</b>
Lowry True Colors	Blue	Green	Gold	Orange

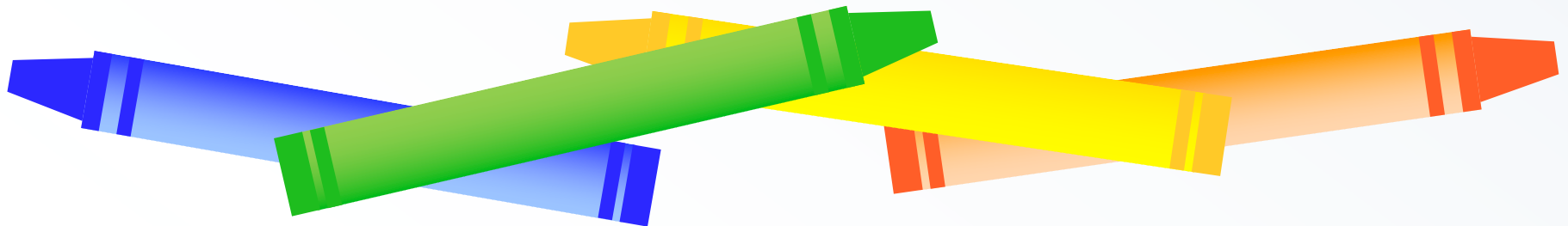
# Caveats

## **Do *not* use to:**

- Label or stereotype
- Make excuses for bad behavior
- Change others

## **Do use to:**

- Identify commonalities
- Acknowledge individuality
- Appreciate the gifts of others
- Value methods of others

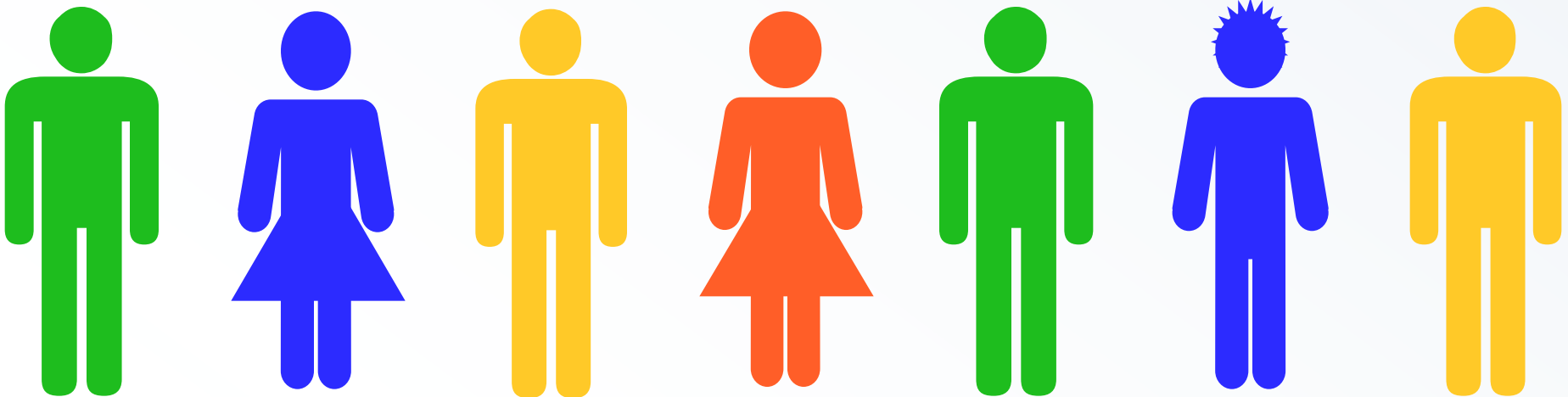


# Color Assessment



# Discovering Your True Colors

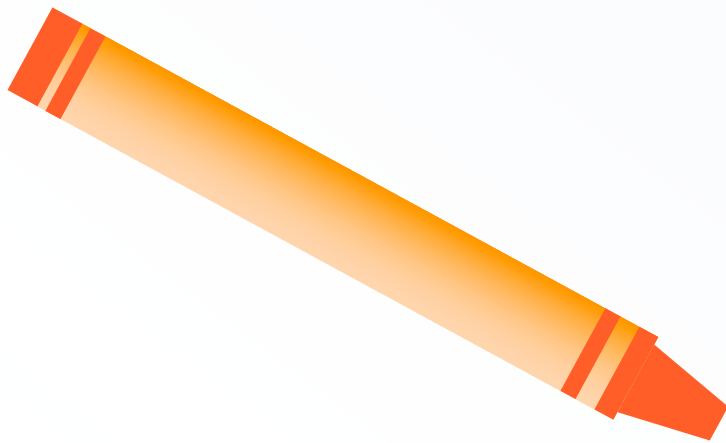
- People usually have characteristics from all four of the color styles
  - One or two colors are typically dominant
- Colors may change depending on circumstances/environment
- Can have introverts and extroverts of each color



# Your Scores

## Highest score

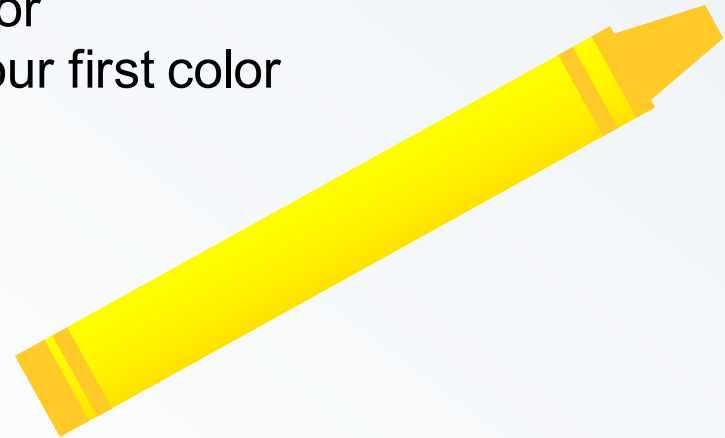
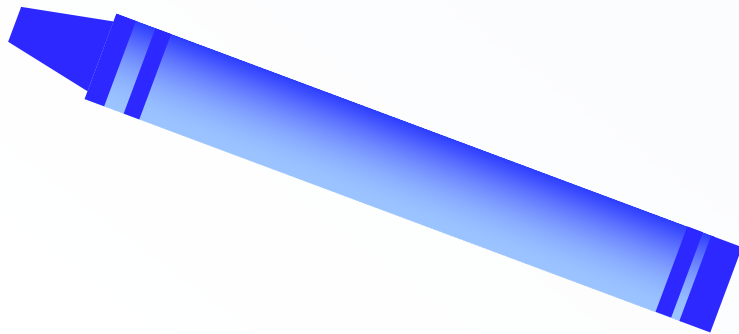
- Dominant color
- Attributes are familiar to you
- You're comfortable displaying these characteristics
- Happen automatically



# Your Scores

## Second highest score

- Major influence on your first color
- May be interchangeable with your first color





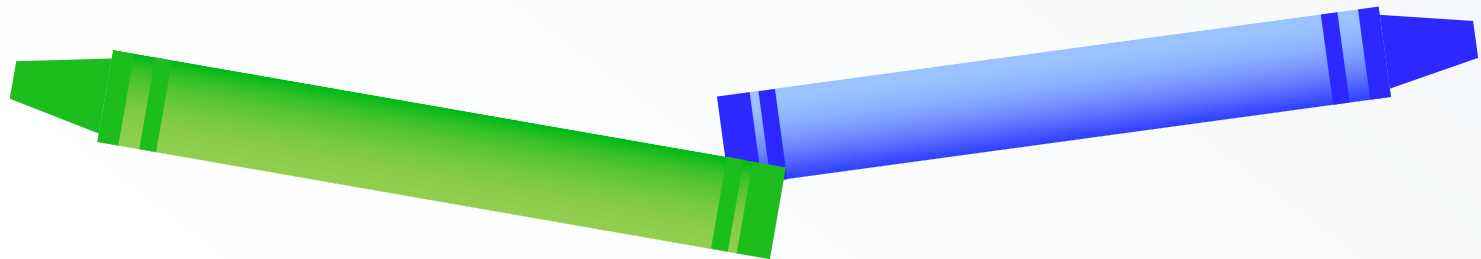
# Your Scores

## **Third score? (3 colors with almost same score)**

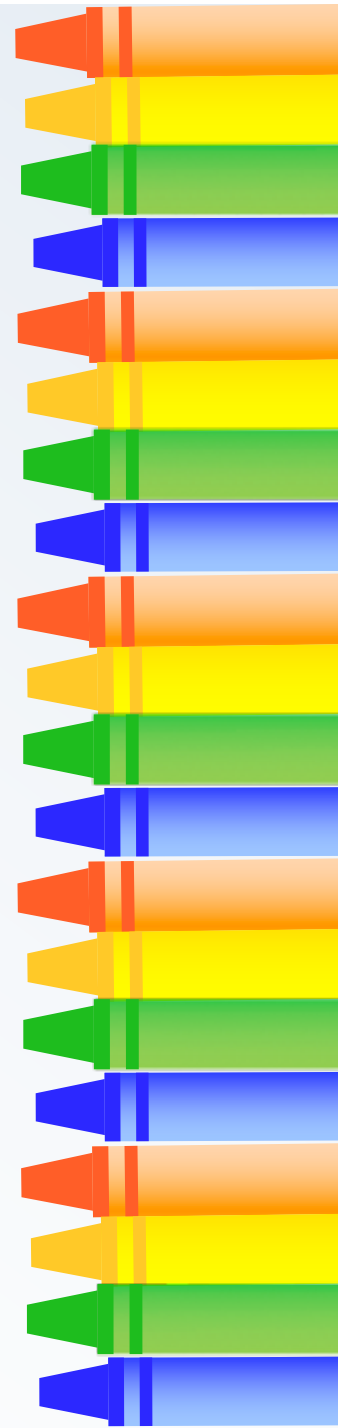
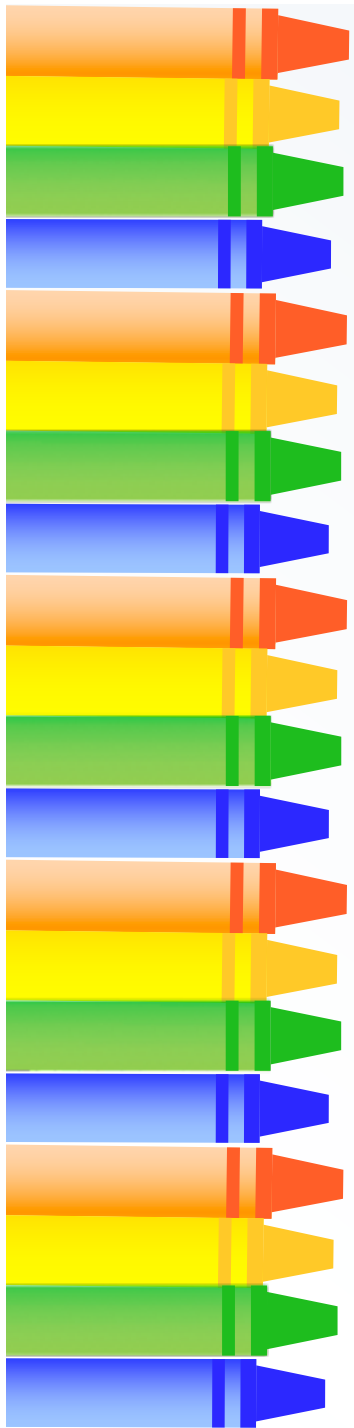
- You have traits from three colors (rare)

## **Third and Fourth colors (low scores)**

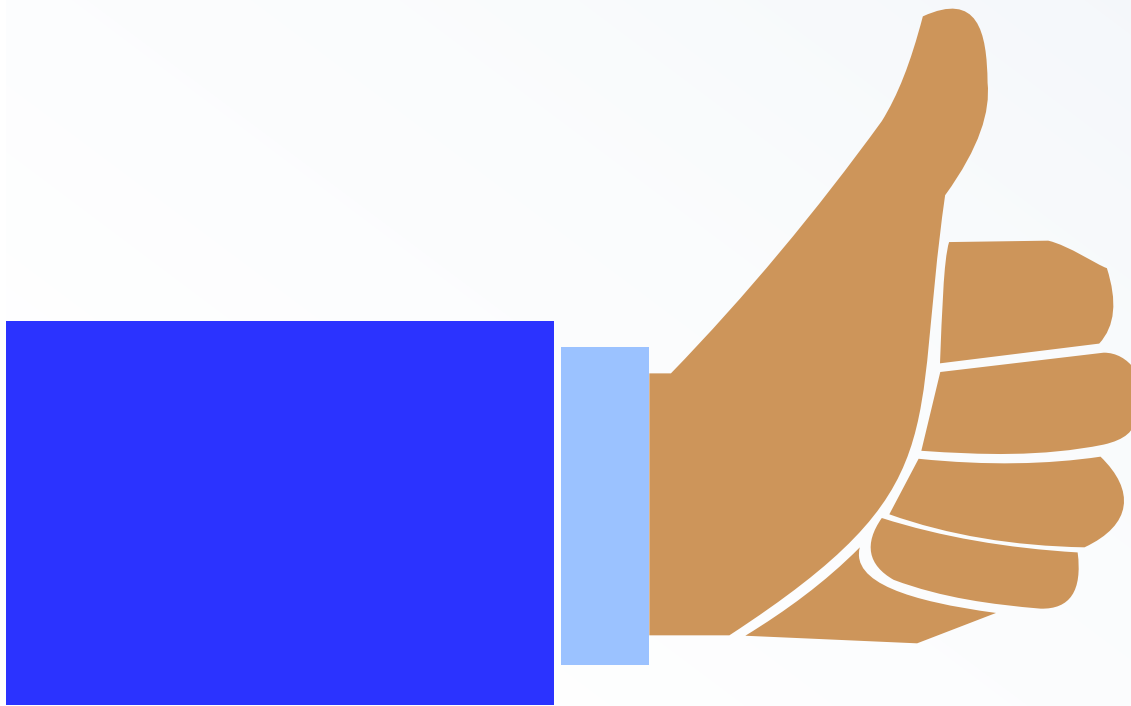
- Unnatural
- Underdeveloped qualities
- May admire those qualities in others
- May cause the most conflict with others



# Colors



# Blues



# Blues

- Optimistic
- Accepting
- Supportive
- Caretaker
- Enthusiastic
- Passionate
- True romantic
- Peacemaker
- Cooperative
- Spiritual
- People-oriented



# Blues

## Stressors:

- Conflict
- Saying “no”
- Isolation
- Rejection
- Negativity
- Being “used”
- Apathy
- Insincerity
- Lack of acknowledgement or appreciation
- Unable to be genuine
- Unable to share



# Perceptions

**See themselves as...**

**Others may see them as...**

Caring/Romantic



Too emotional

Trusting; Giving benefit of doubt



Naive

Tirelessly working for a cause



Over-Committed

Supportive



Smothering

Genuinely interested in others



Nosy

# Relating to Work

## Talking to a blue:

- Acknowledge them
- Be personable
- Listen for feelings (talk privately)
- Hear them out (want to know you care)
- Feedback sandwich
- No sarcasm and teasing



## If you are blue:

- Recognize if you are reading between the lines
- Add “No” to your vocabulary
- Speak up and to - it’s okay to be more direct
- Discern when you are rambling - know when to get to the point

# Blues

The benefits of **blues** on your team:

- Enthusiasm
- Mentoring
- Team building
- Support
- Empathy





# Famous Blues



# Gold's



# Gold's

- Prepared
- Likes a structured environment
- Well-organized
- Follows through
- Detail-oriented
- Loves to plan
- Punctual
- Procedural
- Follows rules
- Values traditions
- Frugal



# Gold's

## Stressors:

- Lack of follow through
- Not adhering to schedule or plans
- Change
- Unclear expectations
- Not knowing where they fit, not belonging
- Lack of consistency, leadership, or master plan
- Forced to neglect family time or traditions
- Missing deadlines
- Rule breakers

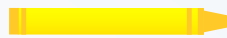


# Perceptions

**See themselves as...**

**Others may see them as...**

Stable, dependable



Rigid, stubborn

Knowing what's best



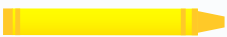
Judgmental

Responsible



Bossy, controlling

Goal-oriented



Workaholic

Punctual



Rigid about time

# Relating to Work

## Talking to a **gold**:

- Communicate in writing
- Don't interrupt
- Be specific
- Closure
- Stay on target (task/topic and time)
- Be consistent



## If you are **gold**:

- Have patience when others talk in different directions
- Be open-minded and consider other options
- Be aware of how hard you are driving yourself and others; ease up
- Accept others' way of doing things if the ultimate goal is the same

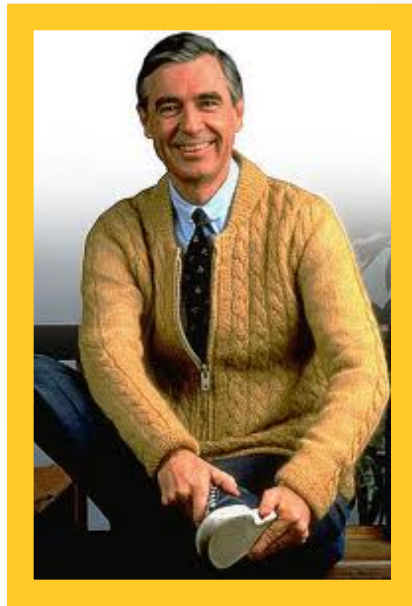
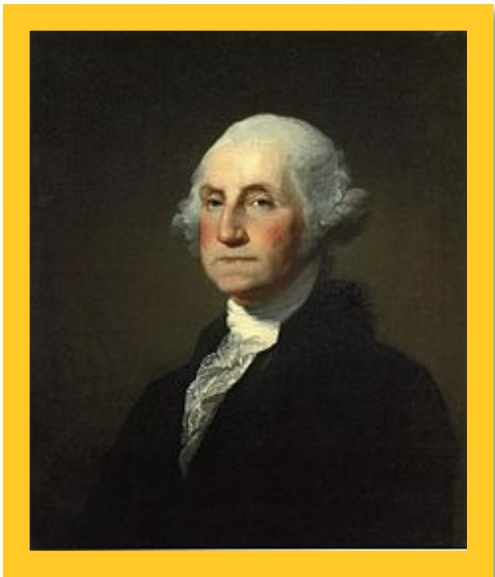
# Gold's

The benefits of **gold's** on your team:

- Planning
- Supervision
- Rules or policies
- Accuracy
- Organization & categorization



# Famous Golds



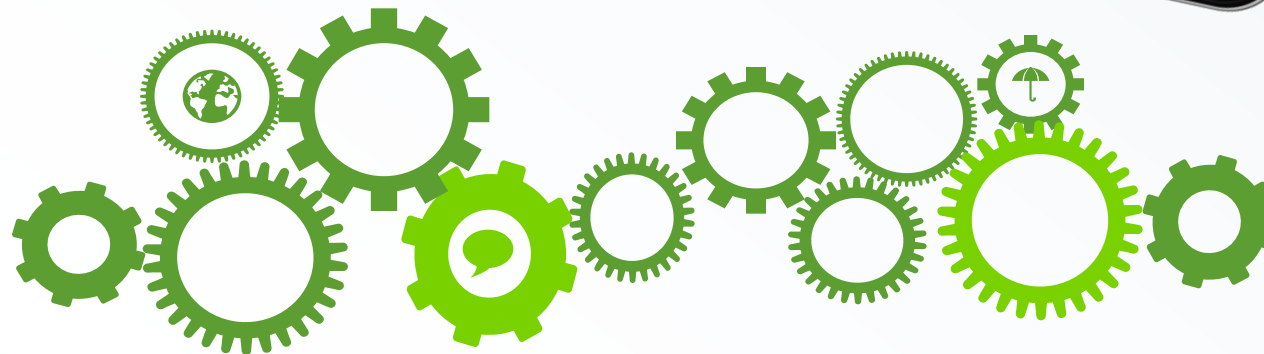


# Greens



# Greens

- Innovative and inventive
- Problem solver
- “Why” mentality
- Cool, calm, collected
- Intellectual
- Independent
- Analytical and strategic
- Relationships are logical
- Perfectionistic
- Usually tech savvy



# Greens

## Stressors:

- Overly sensitive people
- Lack of independent thinking
- Small talk
- Mistakes or ineptitude in self or others
- Decisions made with no data
- Redundancy or routine
- Red tape
- Nothing new to look forward, no variety
- None problem solvers
- Made to look incompetent



# Perceptions

**See themselves as...**

**Others may see them as...**

Knowledgeable



Intellectual snobs

Confident



Arrogant

Innovative



Eccentric, weird

Independent



Anti-social

Logical



Heartless

# Relating to Work

## Talking to a **green**:

- Give them time to think
- Give independence
- Stick to logic
- Recognize their contributions and intelligence
- Don't misinterpret their need for information

## If you are a **green**:

- Ease up on the "whys"
- Let others express their emotion
- Learn to listen without "fixing"
- Save the debate
- Inform others when you are processing



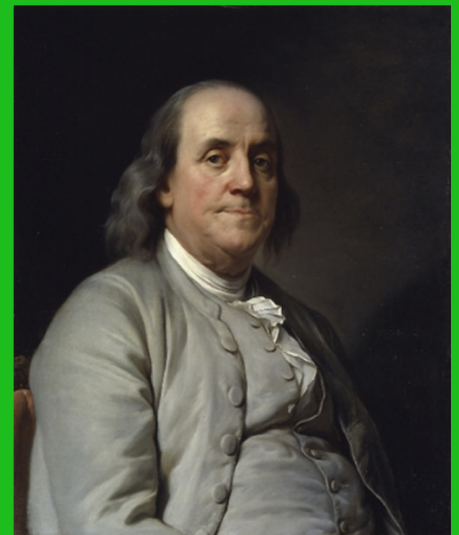
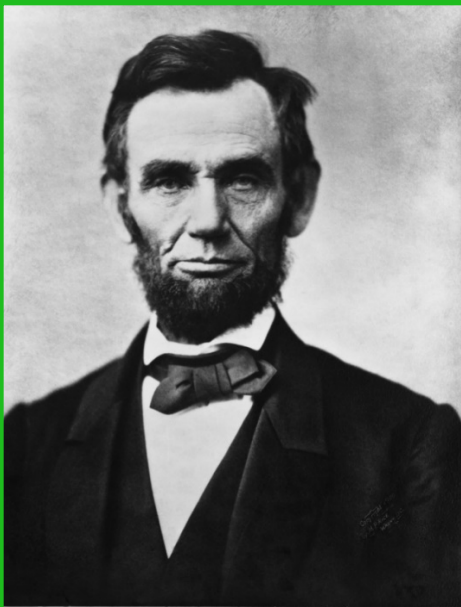
# Greens

The benefits of **greens** on your team:

- Information
- Ideas
- Creativity
- Objective decision-making
- Firmness
- Critique
- Improvement



# Famous Greens



# Oranges





# Oranges

- Energetic
- Likes change
- Playful
- Master negotiator
- Natural entertainer
- Pushes boundaries
- Fine with chaos
- Makes things happen
- Spontaneous and carefree
- Thrives in non-structured environments



# Oranges

## Stressors:

- Lack of freedom or choices, feeling trapped
- Not being able to use their skills
- Forced to keep quiet or not participate
- Insufficient attention
- Waiting, slow actions
- Indecisiveness
- Routine
- Lack of physical contact
- Details, paperwork
- Inactivity, restriction of physical movement

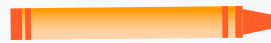


# Perceptions

**See themselves as...**

**Others may see them as...**

Straightforward



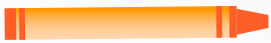
Rude, blunt

Keeping their options open



Irresponsible

Easy going



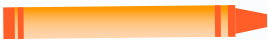
Not serious

Flexible



Ignores rules

Negotiator



Manipulator

# Relating to Work

## Talking to an **orange**:

- Lighten up
- Match their speed
- Appreciate their flair
- Be direct and to the point

## If you are an **orange**:

- Be aware of how you are coming across
- Give people time to process
- Pause before committing



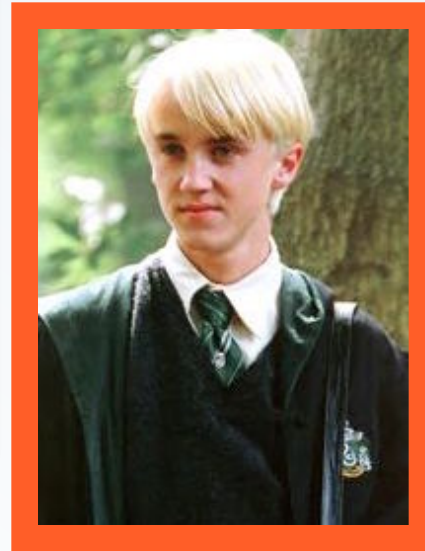
# Oranges

The benefits of **oranges** on your team:

- Energy
- Risk-taking
- Entertainment
- Laughs
- Negotiation
- Honesty



# Famous Oranges



# Move To Your Color



# Scenario

**A resident/fellow asks to have two weeks of vacation for a trip overseas. The program's policy is only one week of vacation allowed at a time. What do you do? Why?**

**Blue**

**Gold**

**Green**

**Orange**



# Scenario

**A resident/fellow asks to have two weeks of vacation for a trip overseas. The program's policy is only one week of vacation allowed at a time. What do you do? Why?**

## **Blue**

A **Blue** might find a way to make it possible for the resident to go because the trip is a birthday present for the trainee's significant other. They would take it upon themselves to ask the chiefs or senior fellow to help find coverage so the trainee will be happy with the program and happy in their life!

# Scenario

**A resident/fellow asks to have two weeks of vacation for a trip overseas. The program's policy is only one week of vacation allowed at a time. What do you do? Why?**

## Gold

A **Gold** would say absolutely not. It is against the policy and rules are made for a reason.

# Scenario

**A resident/fellow asks to have two weeks of vacation for a trip overseas. The program's policy is only one week of vacation allowed at a time. What do you do? Why?**

## Green

A **Green** would analyze what staffing issues would arrive if the trainee did take vacation and probably say no as it would set a precedent. However, the green might say the trainee could only go if they arrange for adequate coverage by making trades with their peers. If there seems to be adequate coverage without making trades, the green would consider changing the policy but only after doing a needs assessment to see if this is a true issue affecting either wellness or recruitment.

# Scenario

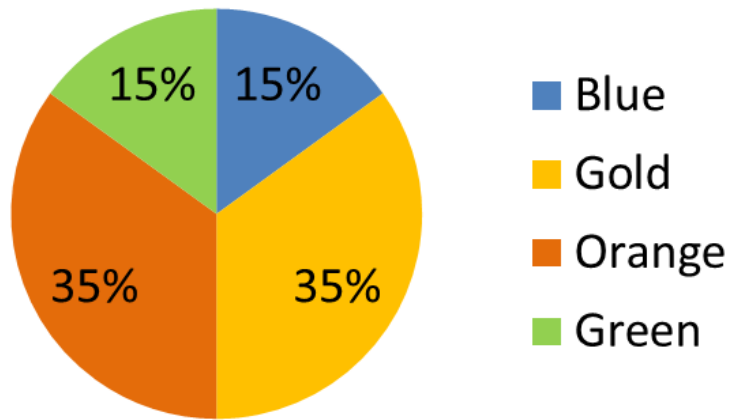
**A resident/fellow asks to have two weeks of vacation for a trip overseas. The program's policy is only one week of vacation allowed at a time. What do you do? Why?**

**Orange**

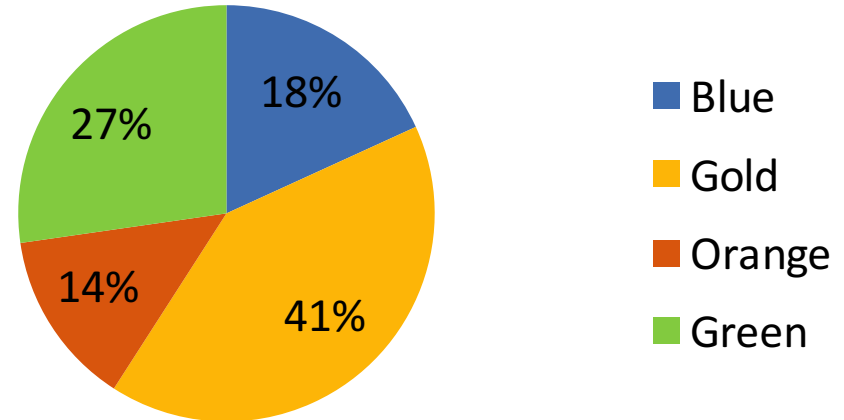
An **Orange** would say, "Sure, have fun!"

# Interesting Stats

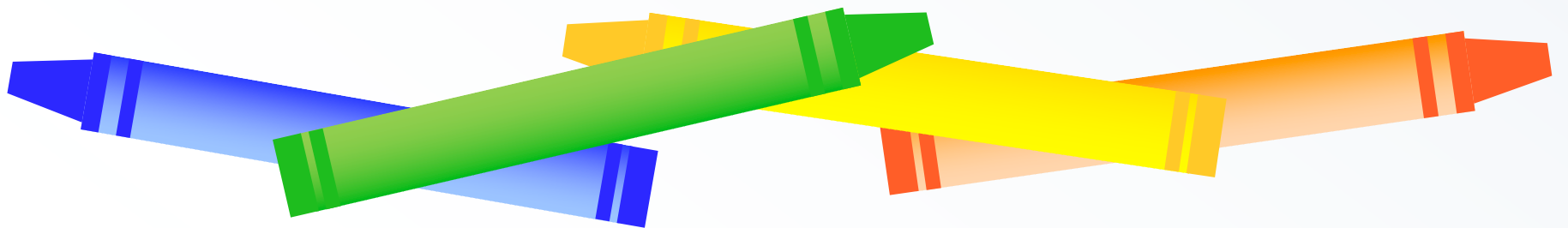
## General Population



## 2015 Utah Peds PL-2 Class



**Thank You**



# References

Miscisin, M. (2004) Showing Our True Colors.  
Riverside, CA: True Colors, Inc.

Kruger, S., MEd. (2016, May 22). True Colors: The  
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