

True Colors

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Disclosure

- No financial relationships to disclose
- We have had no professional training



Quiz Time

- Please take 5 minutes to complete the “True Colors Personality Quiz” on your table
- Find the highest score at the bottom of the page

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

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

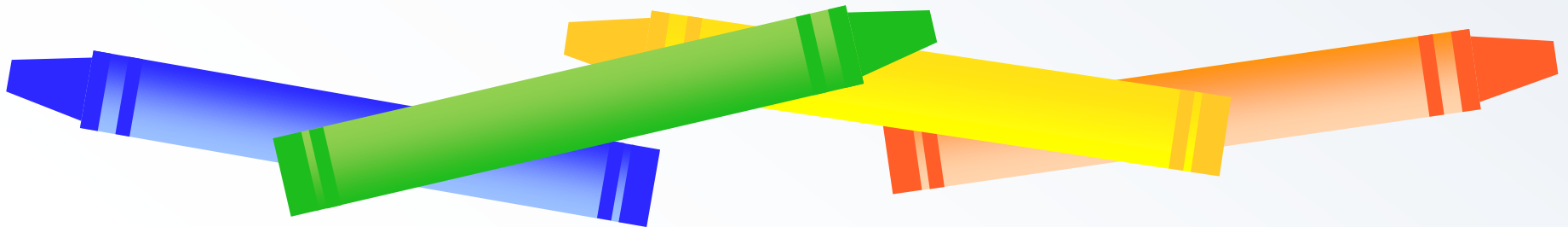
Caveats

Do not use to:

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

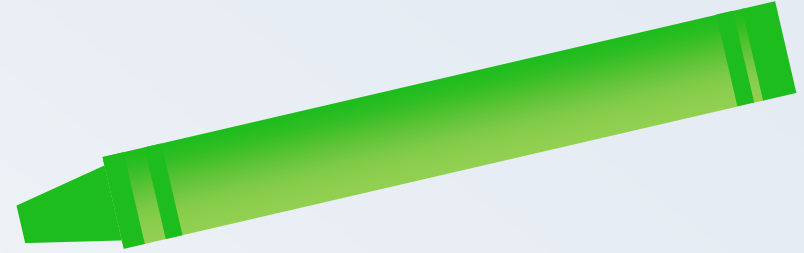
Use to:

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



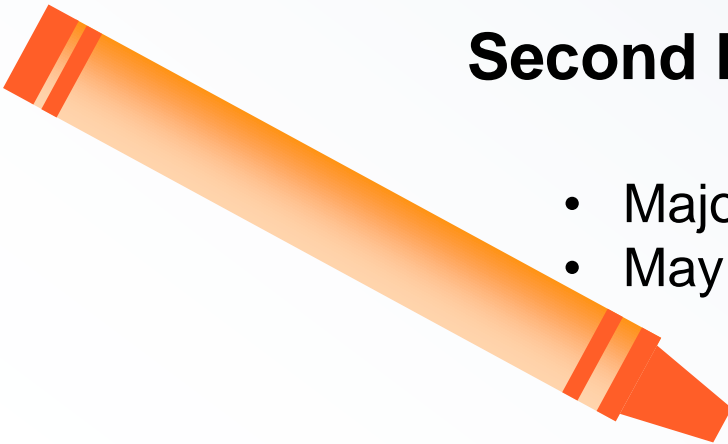
Your Scores

Highest score



- Dominant color
- Attributes familiar
- Comfortable displaying these characteristics
- Happen automatically

Second highest score



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

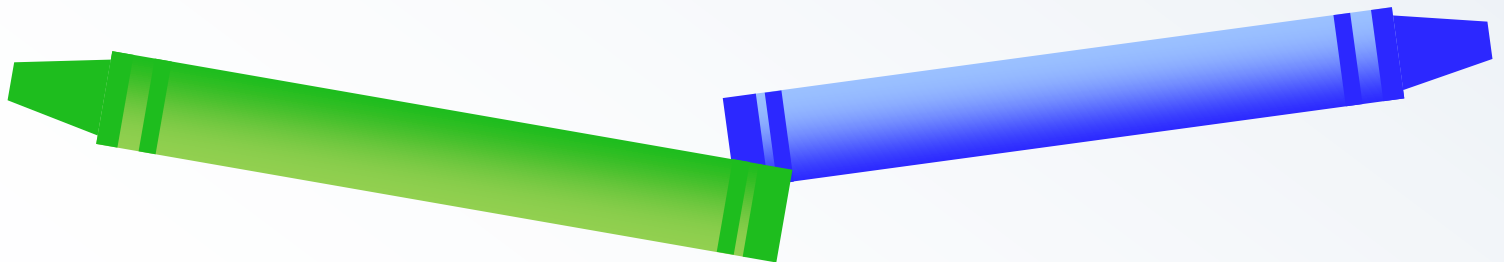
Your Scores

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 in others
- May cause the most conflict with others





Colors

Please move to a table
with your color placard
on it.

Blue Traits

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



Blues

Turn to a **BLUE** when you need:

- Cheering Up
- A Confidant
- A Mentor
- Team building
- Affection



Stressors for a **BLUE** :

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

Perceptions

Others might see them as...

See themselves as...

Too emotional



Caring/Romantic

Naive



Trusting; Giving benefit of doubt

Over-Committed



Tirelessly working for a cause

Smothering



Supportive

Nosy



Genuinely interesting in others

Relating to Work

Talking to a blue:

- Acknowledge them
- Share personally
- 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 - it’s okay to be more direct
- Discern when you are rambling - know when to get to the point

Gold Traits

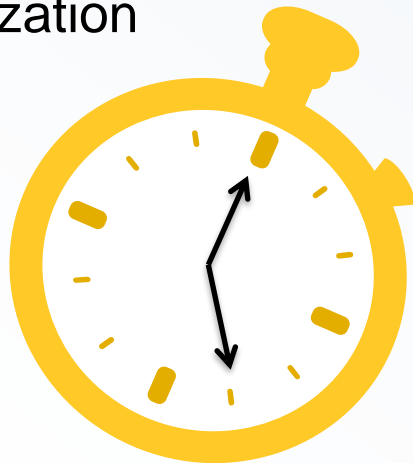
- Prepared
- Likes a Structured Environment
- Well-Organized
- Follows through
- Detail Oriented
- Loves to Plan
- Punctual
- Procedural
- Follows rules
- Values Traditions
- Frugal



Golds

Turn to **GOLDS** when you need:

- Planning/Organization
- Supervision
- The Rules or Policy
- Accuracy
- Organization & categorization



Things that stress **GOLDS**

- Lack of follow through
- Not adhering to schedule or plans
- Change, rule breakers
- 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

Perceptions

Others might see them as...

Ridged, stubborn



Judgmental



Bossy, Controlling



Workaholic



Rigid about time



See themselves as...

Stable, dependable

Knows what's best

Responsible

Goal-oriented

Punctual

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

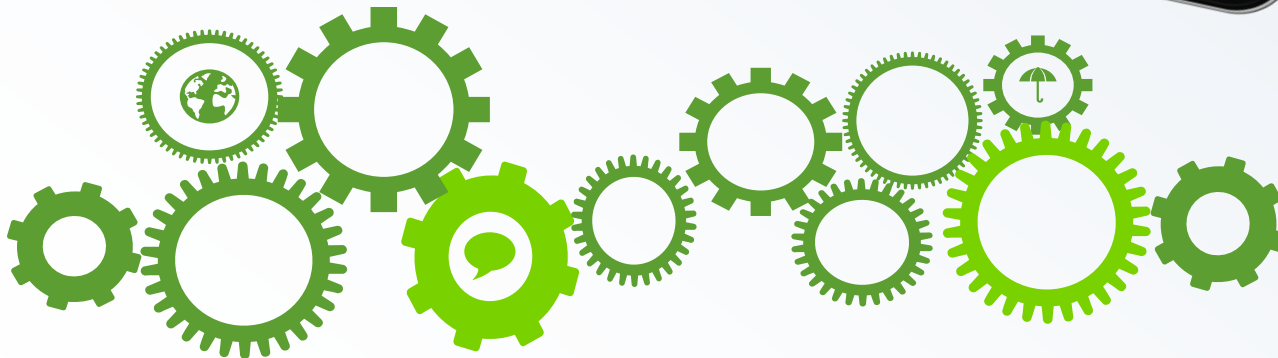
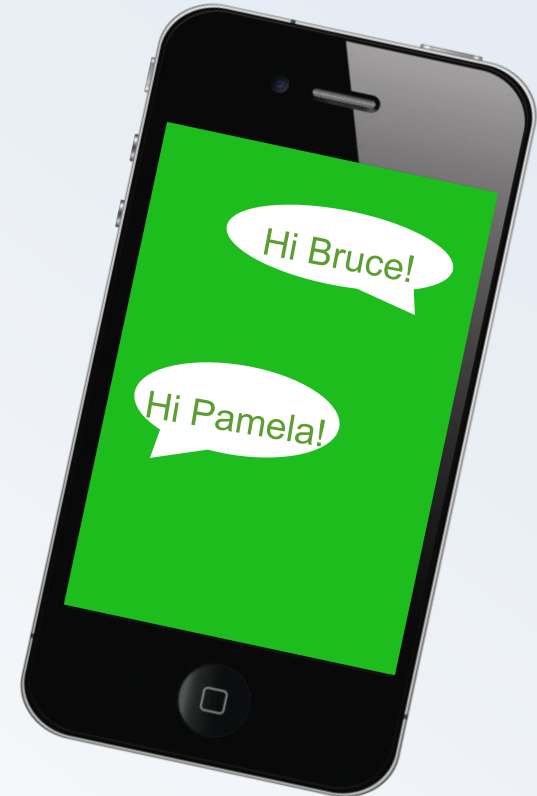


If you are **gold**:

- 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

Green Traits

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



Greens

Turn to **GREENS** when you need:

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



Common **GREEN** 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

Others might see them as...

Intellectual snobs



Arrogant



Eccentric, weird



Anti-social



Heartless



See themselves as...

Knowledgeable

Confident

Innovative

Independent

Logical

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



Orange Traits

- 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

- Turn to **ORANGE** when you need:

- Energy
- Risk Taking
- Entertainment
- A good laugh
- Straight Answers



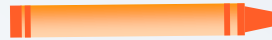
- An **ORANGE** feels stressed when:
 - Lack of freedom or choices, feeling trapped
 - Not being able to use their skills
 - Forced to keep quiet or not participate
 - Insufficient attention
 - Waiting, slow actions
 - Indecisiveness
 - Routine
 - Details, paperwork

Perceptions

Others might see them as...

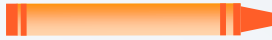
See themselves as...

Rude, blunt



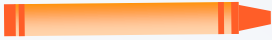
Straight-forward

Irresponsible



Keeps options open

Not serious



Easy-going

Ignores rules



Flexible

Manipulative



Negotiator

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

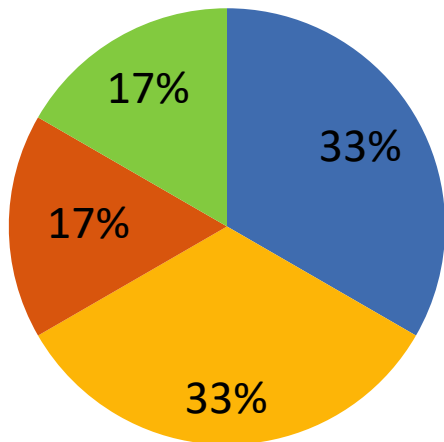


Case

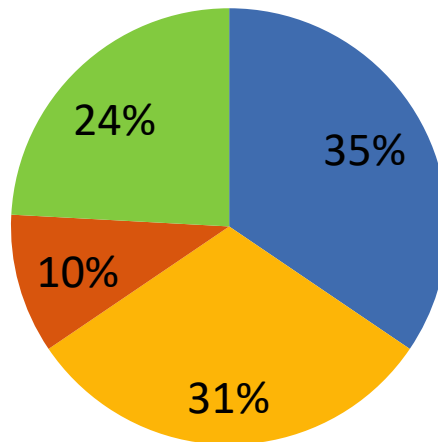
- Your program pays for each resident to attend one conference in which they are presenting.
- A resident who has already presented comes to ask if the program can support his/her presentation at a second conference, this time in Hawaii.
- What would you do? Why?

Interesting Stats

Peds Education Faculty

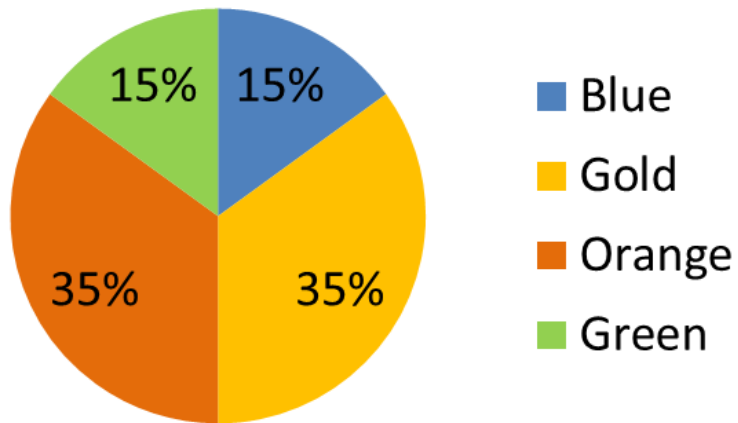


2017 Utah Peds Interns

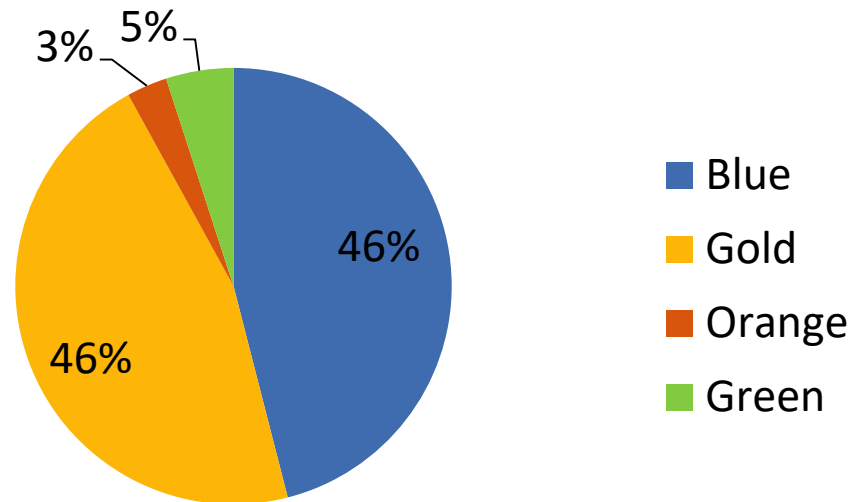


Interesting Stats

General Population



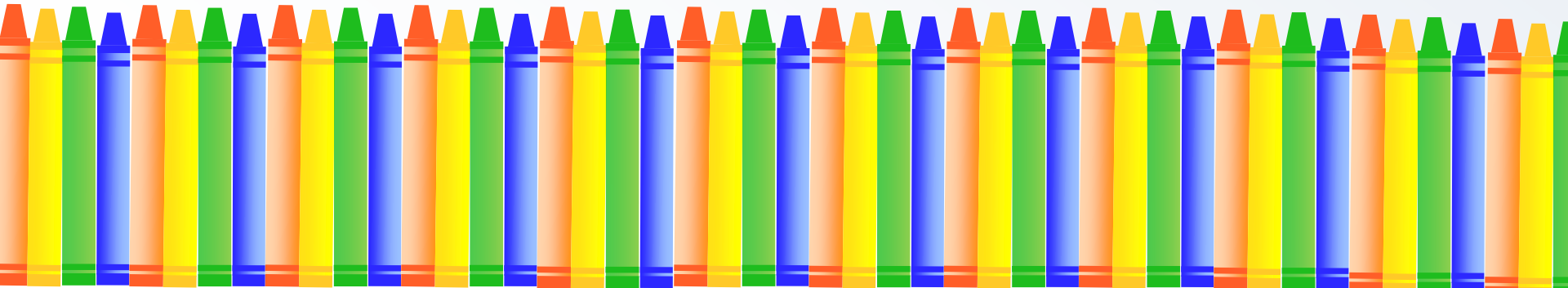
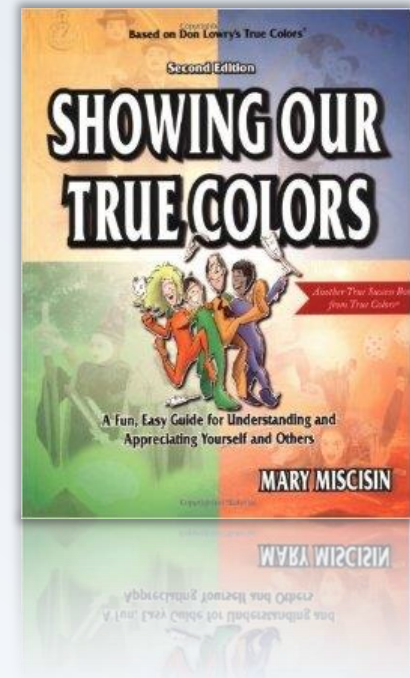
Teachers



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Thank You

