True Colors
Personality and Teamwork
Instructions

• Take your test
• Add up the numbers according to the guide at the bottom of the page
• Your highest score is your dominant color; move to that group
  – If you have two dominant colors, pick one
Scenario
Background

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

• Use to
  – Improve teamwork
  – Identify commonalities
  – Acknowledge individuality
  – Appreciate the gifts of others
  – Value methods of others

• Do not use to
  – Label or stereotype
  – Make excuses for bad behavior
  – Change other people
Scores

- People usually have characteristics from all four color styles
  - One or two colors are typically dominant
- Highest
  - Dominant color
  - Familiar attributes
  - Comfortable displaying these characteristics
  - Happen automatically
- Second highest
  - Major influence on first color
  - May be interchangeable with your first color
- Third and fourth colors
  - Unnatural
  - Underdeveloped
  - May admire in others
  - May cause the most conflict in others
Blues

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

**Stressors**
- Conflict
- Isolation
- Rejection
- Negativity
- Being “used”
- Apathy
- Insincerity
- Lack of acknowledgement or appreciation
- Not being genuine
- Not sharing
- Saying “no”
Perceptions

See themselves as

- Caring
- Trusting, giving benefit of doubt
- Tirelessly working for a cause
- Supportive
- Genuinely interested in others

Others may see them as

- Too emotional
- Naïve
- Over-committed
- Smothering
- Nosey
Relating to Work

• Talking to a blue
  – Acknowledge them
  – Be personable
  – Listen for feelings (talk privately)
  – Hear them out
  – Feedback sandwich
  – Limit sarcasm or 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 direct
  – Discern when you are rambling, and know when to get to the point
Benefits of Blues on the Team

• Enthusiasm
• Mentoring
• Team building
• Support
• Empathy
Blues
Golds

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

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, master plan
• Forced to neglect family time or traditions
• Missing deadlines
• Rule-breakers
<table>
<thead>
<tr>
<th>See themselves as</th>
<th>Others may see them as</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stable, dependable</td>
<td>Rigid, stubborn</td>
</tr>
<tr>
<td>Knowing what’s best</td>
<td>Judgmental</td>
</tr>
<tr>
<td>Responsible</td>
<td>Bossy, controlling</td>
</tr>
<tr>
<td>Goal-oriented</td>
<td>Workaholic</td>
</tr>
<tr>
<td>Punctual</td>
<td>Rigid about time</td>
</tr>
</tbody>
</table>
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
Benefits of Golds on the Team

• Planning
• Supervision
• Rules or policies
• Accuracy
• Organization and categorization
Golds
Greens

**Traits**
- Innovative and inventive
- Problem solver
- “Why” mentality
- Calm, cool, collected
- Intellectual
- Independent
- Analytical and strategic
- Relationships are logical
- Perfectionistic
- Usually tech-savvy

**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 to, no variety
- Made to look incompetent
Perceptions

See themselves as

Knowledgeable
Confident
Innovative
Independent
Logical

Others may see them as

Intellectual snobs
Arrogant
Eccentric, weird
Anti-social
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
Benefits of Greens on the Team

• Information
• Ideas
• Creativity
• Objective decision-making
• Firmness
• Critique and improvement
Greens
Oranges

**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

**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

<table>
<thead>
<tr>
<th>See themselves as</th>
<th>Others may see them as</th>
</tr>
</thead>
<tbody>
<tr>
<td>Straightforward</td>
<td>Rude, blunt, “no filter”</td>
</tr>
<tr>
<td>Keeps options open</td>
<td>Irresponsible</td>
</tr>
<tr>
<td>Easy-going</td>
<td>Not serious</td>
</tr>
<tr>
<td>Flexible</td>
<td>Ignores rules</td>
</tr>
<tr>
<td>Negotiator</td>
<td>Manipulative</td>
</tr>
</tbody>
</table>
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
Benefits of Oranges on the Team

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

• You have a patient who is scheduled at 1:30pm for a 2 month WCC in continuity clinic. The mother arrives 45 minutes late because the infant was crying hysterically, and mom pulled over to breastfeed and comfort the baby. It is now 2:15pm and mom is asking that the baby be seen as soon as possible because she needs to pick up her 2yo daughter from daycare by 3:30pm. You have a complex patient scheduled for 2:00pm who has been roomed and the MA is completing vital signs. What do you do?
Scenario

• It’s the middle of the night. You receive a 6wk old M with fever as a transfer from an OSH ED. On exam the baby appears well and is taking a bottle. The mother says that “too many” lumbar puncture attempts were made already and that no one else is going to touch her baby. What do you do?
Teamwork is everything
References


True Colors

- Colors may change depending on circumstances / environment
- Introverts / extroverts may be in each color