

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

Others may see them as

Caring



Too emotional

Trusting, giving benefit of doubt



Naïve

Tirelessly working for a cause



Over-committed

Supportive



Smothering

Genuinely interested in others



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



Gold's

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

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

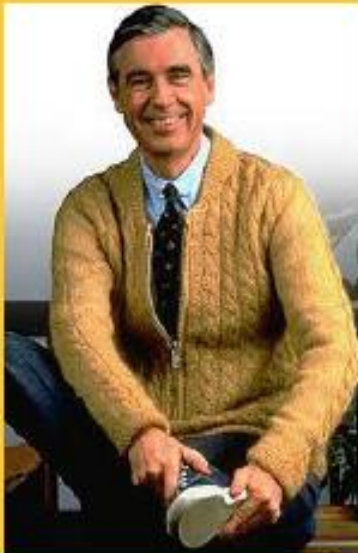
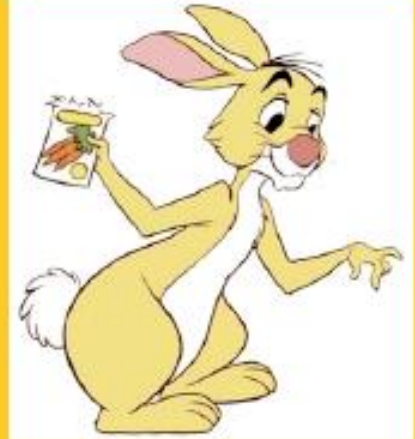
Relating to Work

- 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

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

Others may see them as

Knowledgeable



Intellectual snobs

Confident



Arrogant

Innovative



Eccentric, weird

Independent



Anti-social

Logical



Heartless

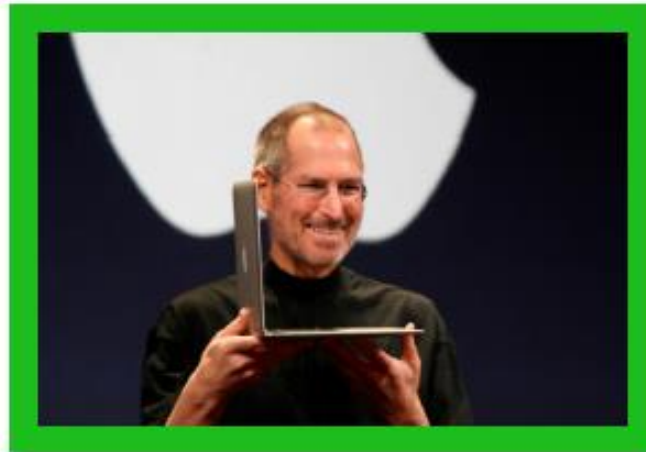
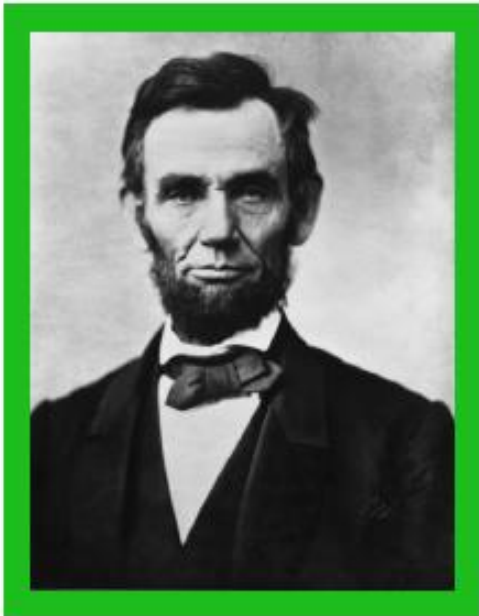
Relating to Work

- 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

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

See themselves as

Others may see them as

Straightforward



Rude, blunt, “no filter”

Keeps options open



Irresponsible

Easy-going



Not serious

Flexible



Ignores rules

Negotiator



Manipulative

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



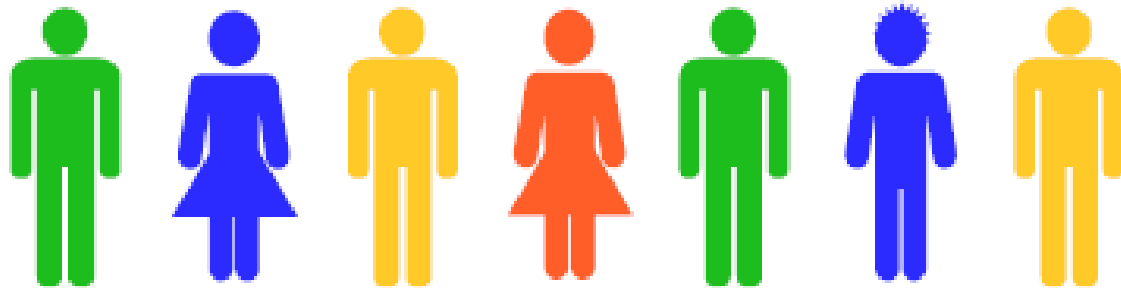
Scenario

- 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?

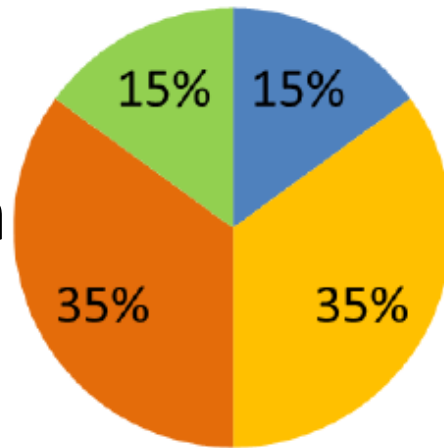
Scenario

- 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?

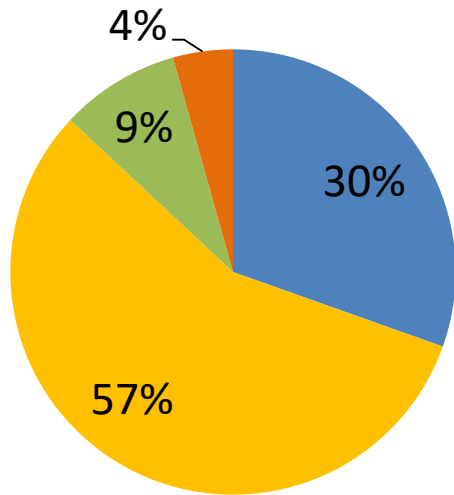
Teamwork is everything



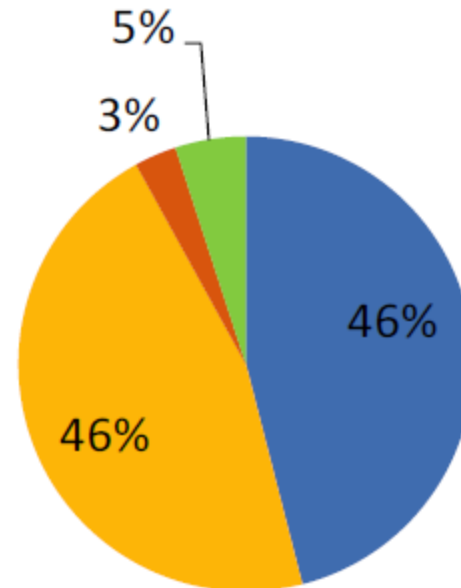
General population



UF @ OH



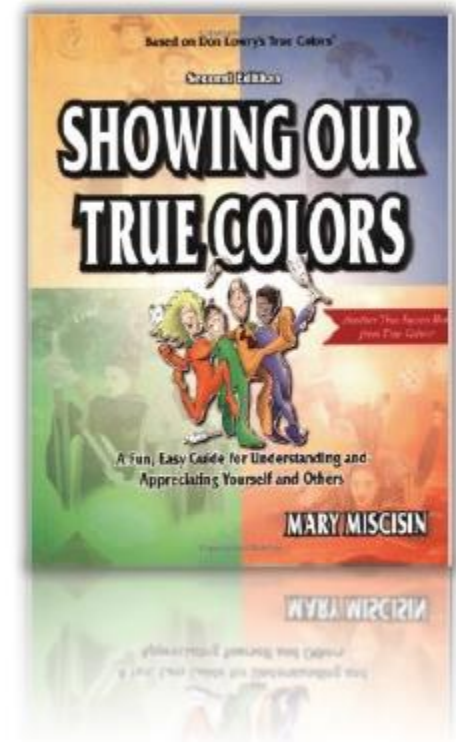
Teachers



References

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Riverside, CA: True Colors, Inc.

Kruger, S., MEd. (2016, May 22). True Colors: The
Personality of Education. Retrieved September 08,
2016, from <http://personalitylingo.com/>



True Colors

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