Association of Pediatric Program Directors

True Colors Workshop

Blending and Valuing our True Colors

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Format for Today

- Turn on video so we can see each other!
- Keep audio on mute, unless talking to avoid background noise
- Questions
  - Please use the Chat or Raise Hand feature
- Optional: *show us your children, partner, and pets*!

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What is True Colors?

- An assessment designed to help you better understand yourself and others.
- Awareness Activity used
- To promote individual differences.
- Become more aware of your personality
- Understand the preferred style of others
- Easier to remember and apply than Myers-Briggs (16 personalities test)

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True Colors Basics

- Each color is reflective of your personality.
- MOST identify with a primary and a secondary color. These are your preferred styles.
- The colors you do not choose will have some characteristics that are representative of you; however, it is not your preferred style.
- •True colors is valuable for improving your effectiveness in working with others.

True Colors Quiz (8-10 Minutes)

- 1. Click link in the chat:
- https://ucsf.box.com/s/md2z6z0tbvj799tqhc0dgimduzu3eh12
- 2. Click 'Download' top right of page.
- 3. Open document and enable editing.
- 4. Fill out quiz and add total sums to find your dominant color group.
- 5. Change first name in Zoom to include your dominant color.

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Review of Colors

Primary ORANGE

Energetic, spontaneous, and charming. If you're an Orange, you tend to be action-oriented and are comfortable taking risks. You probably also tend to be competitive and seek out adventures with opportunities to push the boundaries. Living in the moment and enjoying an adaptable time schedule are important to you.

Primary GOLD

Punctual, organized, and precise. "Golds" tend to need structure and organization. If you're a Gold, then order, rules, respect, and dependability are important to you. Time is a key part of your life if you're a Gold personality type. You need to be on time and want others to be punctual as well. Following the plan or schedule it best for you.

Primary GREEN

Analytical, intuitive, and visionary. These are traits of the Green Personality type. "Greens" find innovative thinking and problem solving exciting. If you're a Green, you tend to be able to see the big picture and able to effectively analyze situations. Thinking outside the box is a real strength. You also have an extreme need to be right.

Primary BLUE

Empathetic, compassionate, and cooperative. "Blues" tend to be very social people. If you're a Blue, you value relationships and harmony. Genuine kindness, sincerity, and compassion are important to you. You enjoy opportunities to work with others and collaborate and any opportunity to develop a connection.

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Reframing Blues

OTHERS MAY BLUE MAY PERCEIVE BLUE AS:

- Very emotional
- Overly sensitive
- Mushy
- Too tender-hearted
- Easily persuaded
- Too nice
- Too trusting
- Smothering
- Too soft, too giving
- Weak
- Talking too much
- Illogical

PERCEIVE SELF AS:

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

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Blues



Adapted from True Colors Personality and Teamwork-APPD slide

Reframing Gold

- **OTHERS MAY GOLD MAY PERCEIVE GOLD AS:**
  - Rigid, inflexible
  - Controlling, bossy
  - Too serious
  - Resistant to change
  - Opinionated
  - System-bound
  - Lacking imagination
  - Judgmental
  - Boring
  - Uptight
  - Predictable
  - Autocratic

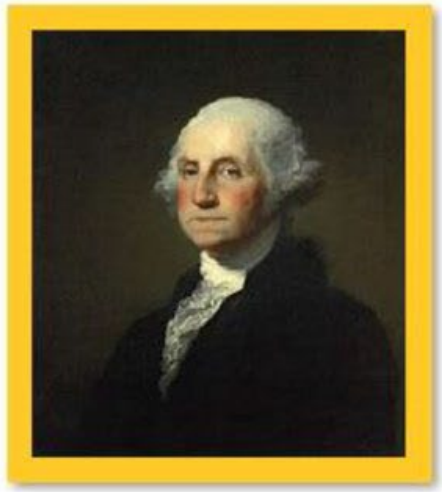
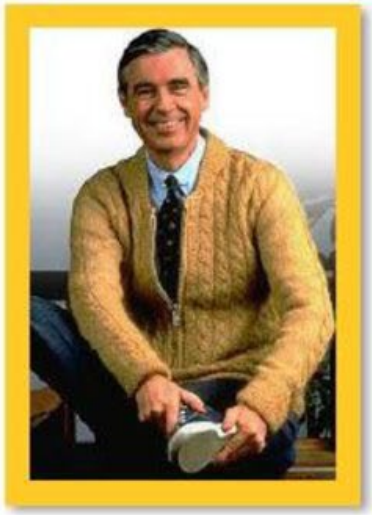
PERCEIVE SELF AS:

- Consistent
- Providing structure
- Goal-oriented
- Firm or traditional
- Knowing right from wrong
- Loyal to organization
- Realistic
- Decisive, seeking closure
- Dependable
- Concerned about security
- Following a routine
- Having leadership ability

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Golds




Adapted from True Colors Personality and Teamwork-APPD slide

Reframing Greens

OTHERS MAY GREEN MAY PERCEIVE GREEN AS:	PERCEIVE SELF AS:
Arrogant, a know it all	•Confident
Cold, hard	•Mentally tough, strong
Insensitive	•Logical, rational
Head in the clouds	•Visionary, inventive
Cool, aloof, unfeeling	•Self-controlled
Afraid to open up	•Enjoying one's own company
Critical, fault-finding	•Good at analysis
Lacking compassion	•Objective
Unappreciative of others	•Having ability to reprimand
Intellectually demanding Argumentative	•Having high expectations
Absent minded	•Knowledgeable
	•Thinking deeply

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Greens



Adapted from True Colors Personality and Teamwork-APPD slide

Reframing ORANGE

OTHERS MAY ORANGE MAY PERCEIVE ORANGE AS:

- Goofing off too much Manipulative
- Untrustworthy
- Unable to stay on task
- Scattered
- Taking unnecessary risks Resisting closure or decisions
- Obnoxious
- Immature
- Self-centered

PERCEIVE SELF AS:

- Flexible, Easy – going
- Having a playful attitude
- Exploring new possibilities
- Clever, good negotiator
- Open to change
- Having many interests
- Able to do many things
- Adventurous, courageous
- Valuing freedom
- Bold, assertive
- Fun-loving, enjoying life Independent

Adapted from True Colors Keys to Success slide

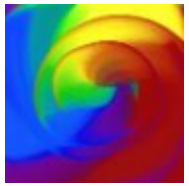
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Oranges



Adapted from True Colors Personality and Teamwork-APPD slide

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Valuing Differences… Creating Unity*

- We have all four colors.
- It is the blend of these colors that makes us special and unique.
- By seeing Primary Colors brightened in others, we can see these paler colors in ourselves.
- It is because of our differences that we need each other and value each other's POV.

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STRENGTHS and WEAKNESSES of Styles in Organizations

Blues...

Their strengths include their ability to persuade and cooperate. These are the team builders. Their weaknesses include an over-personalization of organizational problems and their tendency to carry grudges.

Greens...

Their strengths include their ability to think systematically and strategically. These are the natural analysts. Their weaknesses include their tendency to make things more complex than necessary and their impatience with incompetence.

Golds...

Their strengths include their strong sense of responsibility and duty to the organization. These are the organization's backbone. Their weaknesses include their rigidity and narrow focus on meeting rules and regulations.

Oranges...

Their strengths include their ability to do a variety of tasks with ease and their sense of urgency when the situation demands it. These are the organizational troubleshooters. Their weaknesses include their disinterest in routine and being too present-oriented, at the expense of long-term thinking.

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Succeeding with Different Types

Succeeding with the Orange Individual:	Succeeding with the Blue Individual:	Succeeding with the Gold Individual:	Succeeding with the Green Individual:
• A direct right-to-the-point approach gets their attention • Respect their lack of structure and need for spontaneity • Get involved in physical activities with them • Compliment their generosity and sense of humor	• Respect their need to know about you • Take a creative approach to problem solving • Be truthful and sincere • Cooperate with other team members • Show that you value and appreciate them through thoughtfulness • Be helpful, open, and communicative	• Be organized and neat in work and appearance • Be truthful • Plan ahead of them • Don't beat around the bush; be up front • Respect their need for tradition and stability • Be loyal and dependable • Support their need for structure and security	• Respect their preoccupation with ideas and logic • Know that they care but may not express feelings freely • Respect their wisdom and knowledge • Think ahead; Greens appreciate future-orientation • Help them with day-to-day details • Praise their ingenuity and intelligence

Individual into Group Activity

8 Min Brainstorm

- Scenario: List the steps you would take to plan your recruitment season before executing the interviews (Even if you do not do this in your current role, please still fill out).

- 8 Min - Split into 5 people per group with different colors to discuss and explain your choice of steps.

- (2-3 mins for each group to present) Come back together in main session and discuss the differences and similarities.

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Questions to help guide for presentation

- How can you work with each other?
- What can you do to eliminate the conflict that might occur between
- personal styles?
- How can you overcome your own strengths and weaknesses to work
- with each other?
- What did you learn from each color/style?

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Team work makes the dream work

