

Discovering Personality through True Colors(Adapted from Head Start of Greater Dallas – <http://hsgd.org>)

Each of us has a different and unique personality; however, there are commonalities that we share. True Colors is an attempt to identify various personality styles and label them with colors. This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of Isabel Briggs-Myers, Katherine Briggs, and David Keirsey. Don Lowry, a student of Keirsey, developed the system called True Colors which uses four primary colors to designate personality types and behavioral styles.

Lowry's objective was the application of temperament or personality style to facilitate deeper communications and understanding. He hoped it would result in positive self-worth and self-esteem. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities. The ease of understanding and use in all human relationships and interactions make this model very functional.

The belief is that with increased understanding of ourselves and others that conflict will decrease. Once you learn your color and that of your co-workers, you will have a better understanding of why they behave the way they do!

Each color is associated with certain personality traits or behaviors. Everyone has some degree of each color, but one color is predominant. The following quiz will identify your color spectrum. Print out the following two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. Score each of the four boxes in each row from most to least as it describes you:

- 4 = You like the MOST
- 3 = You like A LOT
- 2 = You like SOMEWHAT
- 1 = You like it the LEAST

Let's start with row 1! Assign the number 1 thru 4 to each box in row 1. You will use each

Row 1	A	B	C	D
Assign each row a value of 1-4.	Active	Organized	Warm	Learning
<i>Assign only one number of each value in each row.</i>	Variety	Planned	Helpful	Science
	Sports	Neat	Friends	Quiet
	Opportunity	Parental	Authentic	Versatile
	Spontaneous	Traditional	Harmonious	Inventive
	Flexible	Responsible	Compassionate	Competent
	Score:	Score:	Score:	Score:

number once for each row.

Name: _____

Great, now do the same to Row 2!

Row 2	E	F	G	H
Assign each row a value of 1-4. <i>Assign only one number of each value in each row.</i>	Curious Ideas Questioning Conceptual Knowledge Problem Solving	Caring People Oriented Feelings Unique Empathetic Communicative	Orderly On-time Honest Stable Sensible Dependable	Action Challenges Competitive Impetuous Impactful
	Score:	Score:	Score:	Score:

Great, now do the same to Row 3!

Row 3	I	J	K	L
Assign each row a value of 1-4. <i>Assign only one number of each value in each row.</i>	Helpful Trustworthy Dependable Loyal Conservative Organized	Kind Understanding Giving Devoted Warm Poetic	Playful Quick Adventurous Confrontational Open Minded Independent	Independent Exploring Competent Theoretical Questioning Ingenious
	Score:	Score:	Score:	Score:

Great, now do the same to Row 4!

Row 4	M	N	O	P
Assign each row a value of 1-4. <i>Assign only one number of each value in each row.</i>	Follower Rules Useful Money Saving Concerned Practical Cooperative	Active Free Winning Daring Impulsive Risk Taker	Sharing Getting Along Feelings Affectionate Inspirational Dramatic	Thinking Problem Solving Perfectionistic Determined Complex Composed
	Score:	Score:	Score:	Score:

Great, now do the same to Row 5!

Row 5	Q	R	S	T
Assign each row a value of 1-4. <i>Assign only one number of each value in each row.</i>	Puzzles Info Seeking Analytical Philosophical Principled Rational	Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	Exciting Lively Hands On Courageous Skillful Performer	Pride Tradition Do Things Right Orderly Conventional Careful
	Score:	Score:	Score:	Score:

Name: _____

Great! Now it's time of Tally Up your score! Add the following together:

Total ORANGE Score: A + H + K + N + S = _____

Total GREEN Score: D + E + L + P + Q = _____

Total BLUE Score: C + F + J + O + R = _____

Total GOLD Score: B + G + I + M + T = _____

Note: If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

ORANGE	BLUE	GOLD	GREEN
<ul style="list-style-type: none"> • Are free and spontaneous • Are impulsive risk-takers • Are active • Are optimistic • Resist commitment • Can become virtuosos • Thrive on crises • Are drawn to tools • Like to be the center of attention • Have great endurance • Are drawn to action jobs • Need variety • Are dynamic, animated communicators • Are competitive • Deal with the here and now • Are bold in relationships • Are generous • Have difficulty finding acceptance • Like to live in a casual atmosphere • Bring excitement to society 	<ul style="list-style-type: none"> • Are in search of themselves • Need to feel unique • Must be true to themselves • Look for symbolism • Value close relationships • Encourage expression • Desire quality time with loved ones • Need opportunities to be creative • Compromise and cooperate • Nurture people, plants and animals • Look beyond the surface • Share emotions • Make decisions based on feelings • Need harmony • Are adaptable • Are drawn to literature • Are drawn to nurturing careers • Get involved in causes • Are committed to ideals • Bring unity to society 	<ul style="list-style-type: none"> • Are dutiful and stable • Need to be useful • Want to be self-sufficient • Value organization • Desire punctuality • Schedule their lives • Make and keep commitments • Measure worth by completion • Are goal-oriented • Value rules • Prepare for the future • Are inclined to join groups • Believe work comes before play • Safeguard tradition • Prefer order and cleanliness • Are responsible and dedicated • Are drawn to respected occupations • Enjoy positions of authority • Desire structure • Bring stability to society 	<ul style="list-style-type: none"> • Are innovative and logical • Seek to understand the world • Need to be competent • Require intellectual freedom • Are curious • Question authority • Push themselves to improve • Seek perfection in play • May become intellectually isolated • Are slow to make decisions • Value concise communication • Look for intellectual stimulation • Enjoy intriguing discussions • Are sometimes oblivious to emotions • Are detached • Believe work is play • Are drawn to technical occupations • Analyze and rearrange systems • Focus on the future • Bring innovation to society