

TRUE COLORS SESSION

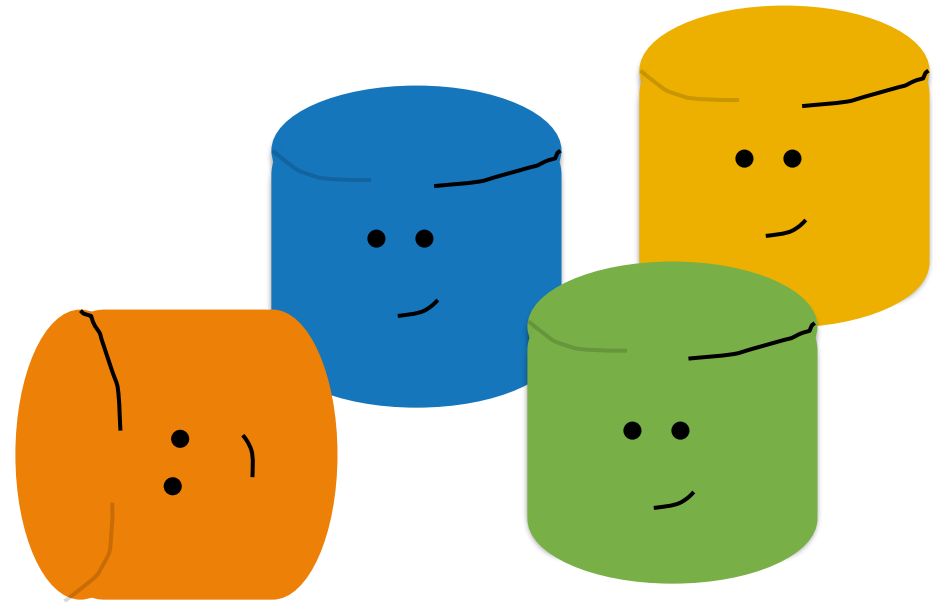
Borrowing from the University of Washington START Center



START CENTER
STRATEGIC ANALYSIS,
RESEARCH & TRAINING CENTER

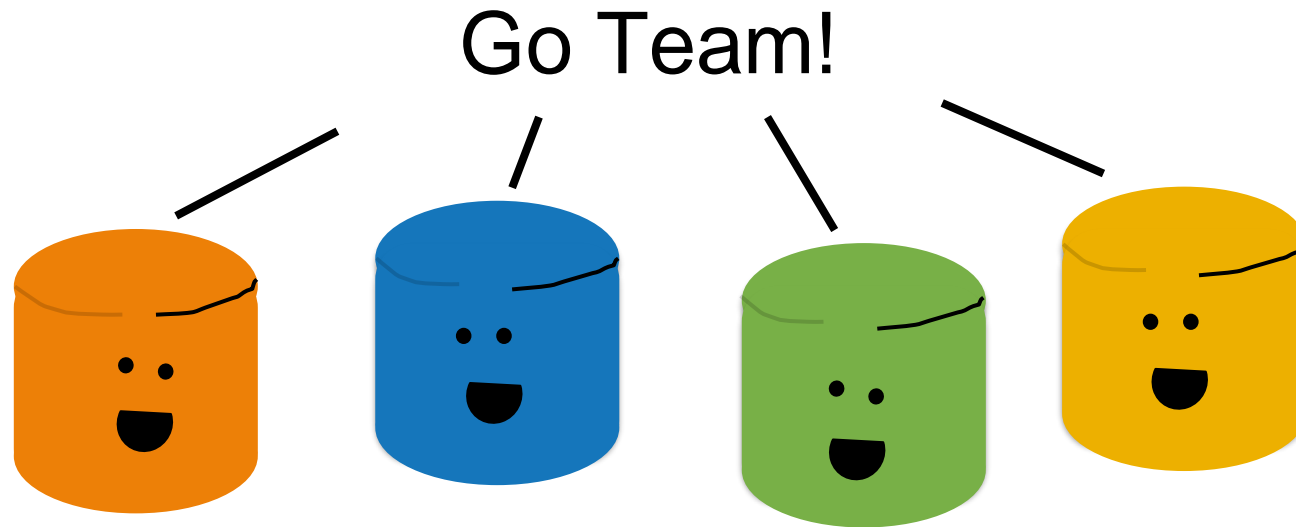
AGENDA

- Objective
- Introversion / Extraversion
- True Colors in Practice
- Translation to Work Environment



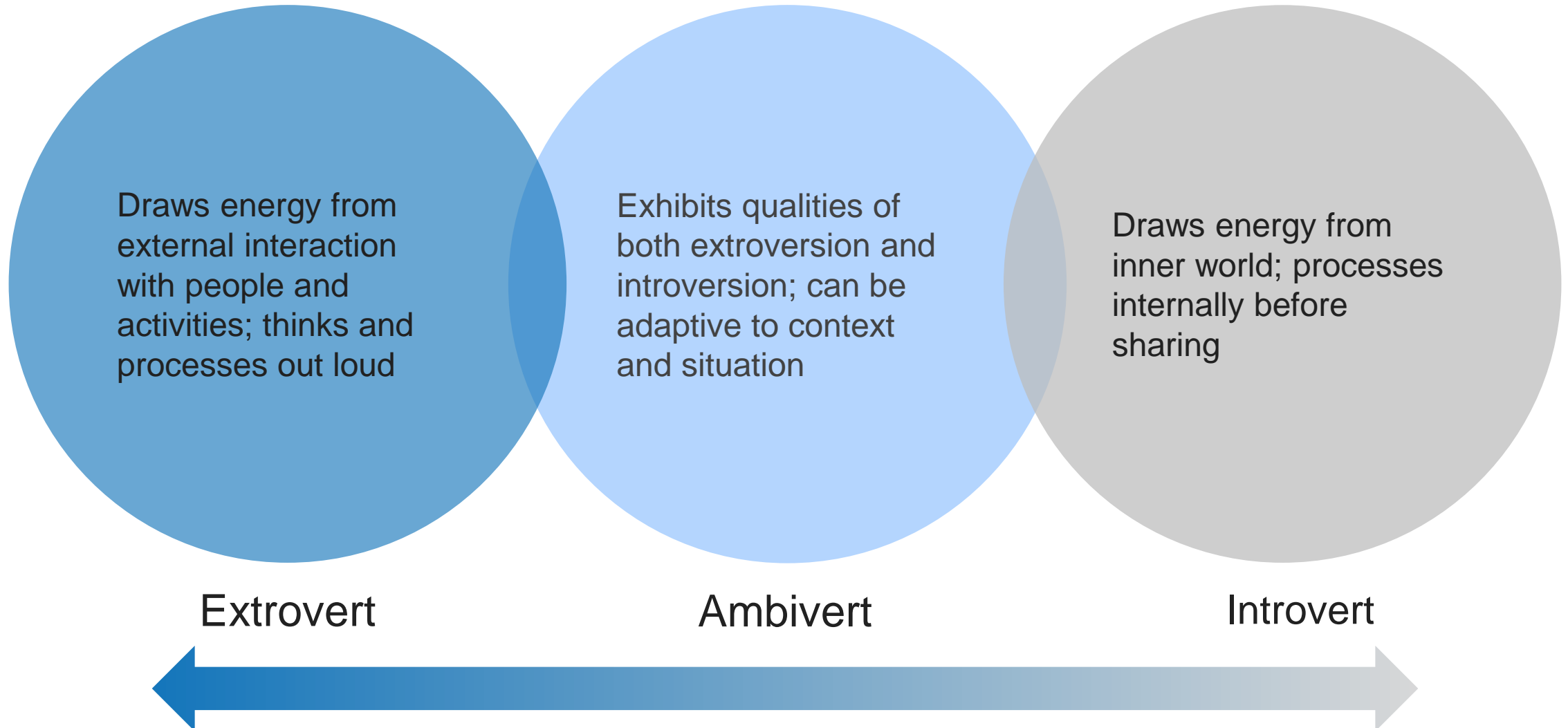
OBJECTIVE

To understand your and each other's work styles to optimize our ability to work as a team



INTROVERSION / EXTRAVERSION

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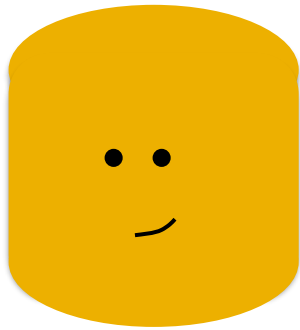


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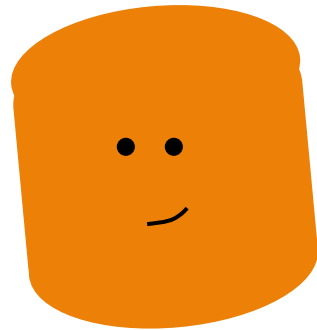
INTRODUCTION TO TRUE COLORS

Uses color metaphor to identify four distinct perspectives and personalities.

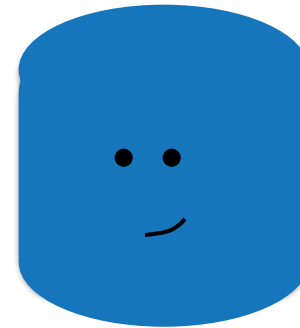
SOLID GOLDS



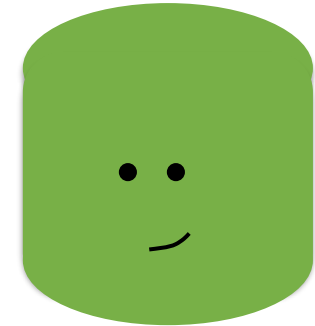
ADVENTUROUS ORANGES



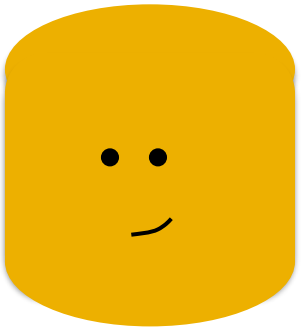
TRUE BLUES



CURIOUS GREENS



- **Four True Colors is a personality profiling system that captures differences in behavior and motivation:**
 - Blend of color profile provides an individual measure for how we filter information and orient in the world
 - Goal is not to pigeon-hole you into a fixed set of personality responses
- **Often used to better appreciate our individual strengths and challenges, and maximize constructive interpersonal interactions**



SOLID GOLDS

Tradition, Trustworthiness, Conformity, Decisiveness, Discipline, Community

STABILIZER / TRADITIONALIST

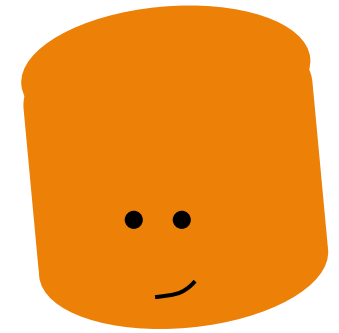
- Highly accountable and thorough
- Innate desire to be useful
- Sense of social responsibility
- Efficiency is reflected in established routines and well-ordered meetings

BLIND SPOTS

- Can be resistant to change
- Setting high standards for all to follow
- May be rigid about policy and procedures
- Unwavering adherence to the chain of command
- “Can’t see the forest for the trees”

ADVENTUROUS ORANGES

Skill, Performance, Action, Freedom, Variety, Fun

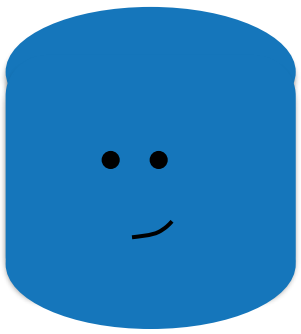


TROUBLESHOOTER / NEGOTIATOR

- Excellence at problem-solving
- Ability to respond quickly & efficiently in crisis
- Strong sense of reality & instinct for opportunity
- Welcome change

BLIND SPOTS

- Competitive nature can alienate others
- Risk taking is at times not well calculated
- Need for independence impairs communication
- Impulsive Decision-Making:
“Shoot first, ask questions later”



TRUE BLUES

Authenticity, Cooperation, Uniqueness, Self-actualization, Harmony, Personal Relationships

CATALYST / ENERGIZER

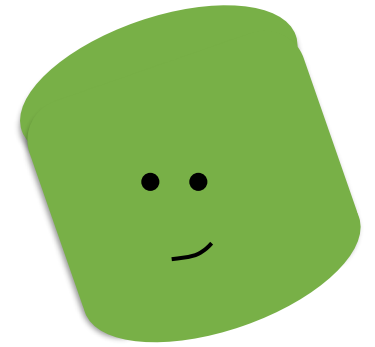
- Deeply value the people & nurture their potential
- Outstanding for recognizing the best in others
- Comfortable in an unstructured, democratic setting, listens to everyone's contribution

BLIND SPOTS

- Dislikes conflict
- Sacrifices task at expense of process
- Excessive friction in the workplace is a stressor
- Sometimes overly identifies with people's pain
- “What Blind Spots?”

CURIOUS GREENS

Clarity, Potential, Logic, Competence, Principle, Intelligence



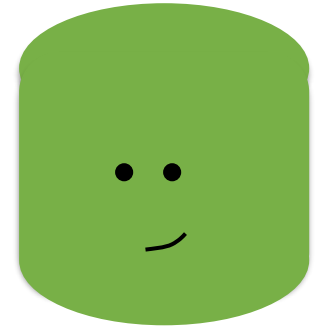
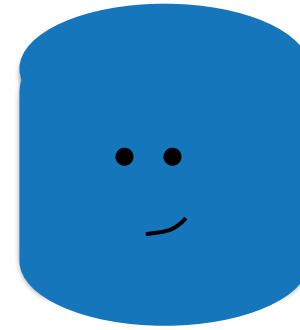
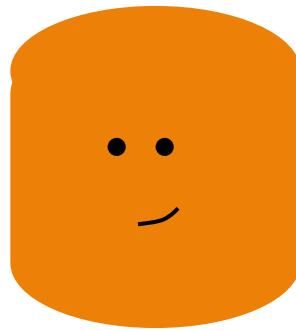
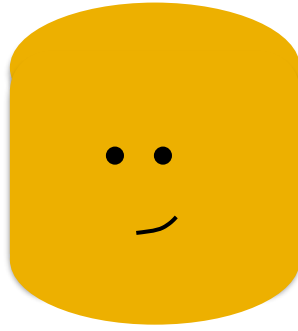
VISIONARY / ARCHITECT

- Keen analyst
- Communication style is logical and matter-of-fact
- Contributes optimum effort and expects the same of others
- Takes pride in technical know-how

BLIND SPOTS

- Perceived as cool and aloof
- Sometimes overly critical of others
- May change direction frequently when communicating
- Can ignore chain of command when it makes no sense
- Entrepreneurs or saboteurs?

TIPS FOR COMMUNICATING



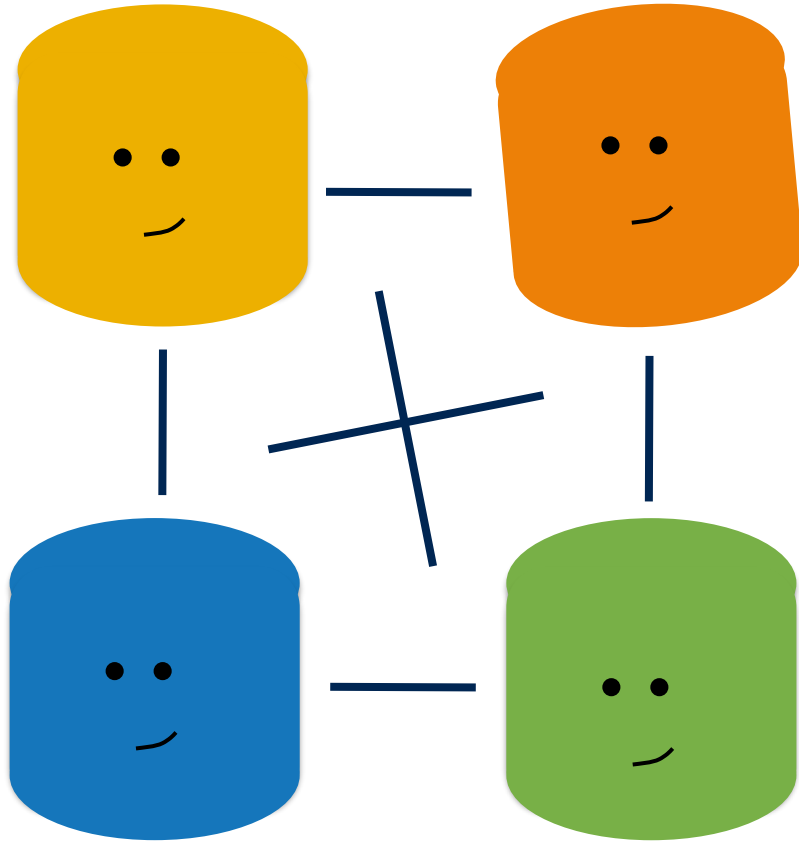
SUPPORT THEIR:	Goals & objectives	Ideas, opinions, dreams	Feelings	Organized, thoughtful approach
AVOID:	Inefficiency, indecision	Inflexibility, routine	Insensitivity, impatience	Surprises, unpredictability
YOU SHOULD:	Get to the point!	Let them talk!	Take time to build their trust	Be accurate and precise
THEY LIKE:	Being in charge	The spotlight	To be helpful	Detail and precision

TRUE COLORS IN PRACTICE

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TRUE COLORS ARE NOT “ONE-SIZE-FITS-ALL”

- Each person is a unique blend of the four colors or styles — a spectrum
- There are no “bad” or “good” colors
- There are wide, individual variations within each color spectrum
- A person’s dominant color(s) may change over time and may depend on the spaces or conversations we find ourselves in



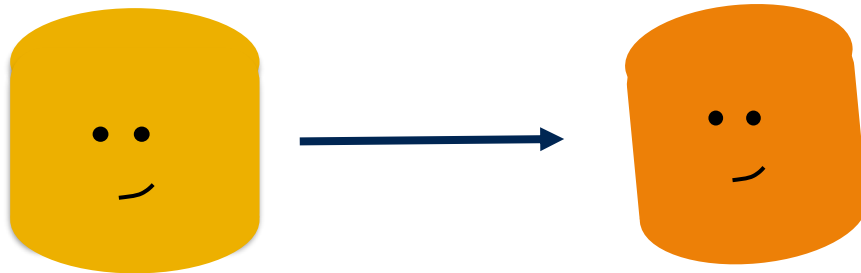
TRUE COLORS AND INTERSECTING IDENTITIES

- **Intersecting identities** is the concept that an individual's identity consists of multiple, intersecting factors, including but not limited to gender identity, gender expression, race, ethnicity, class (past and present), religious beliefs, sexual identity and sexual expression.
 - These intersecting factors are what make us multi-layered individuals, as one aspect of our identities influences the other aspects of our identities to paint the full picture of who we are (i.e. identity is fluid and shifting throughout life)
- **Intersectionality** is the interconnected nature of social categorizations such as race, class, gender identity, sexual identity, and disability as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
- The concepts of **intersectionality** and **intersecting identities** differ due to the amount of power, privilege, societal hierarchy, and systemic oppression at play.

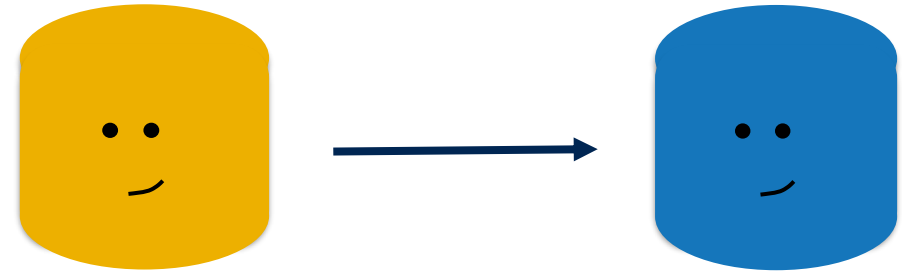
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OUTWARD PRESENTATION OF OUR DOMINANT TRUE COLORS MAY DEPEND ON:

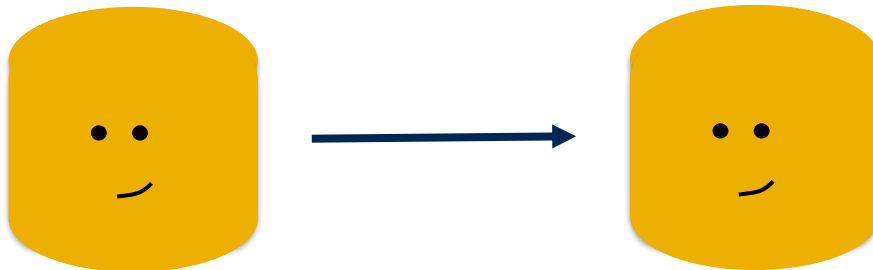
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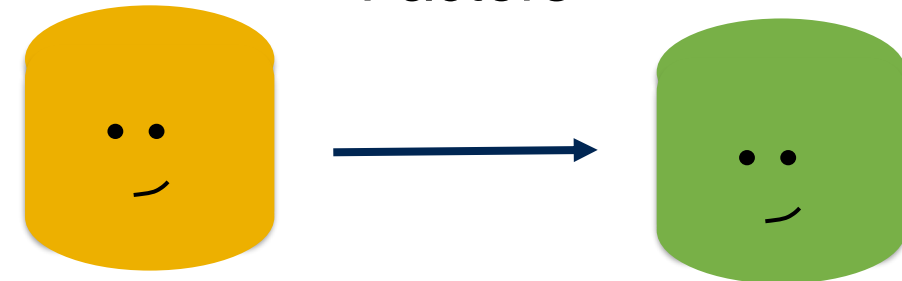
Power Dynamics with Team Members or Clients



Cultural Norms



Perceptions of External Factors



LIMITATIONS AND GOOD PRACTICES

THE INTENT OF TRUE COLORS IS NOT TO PIGEONHOLE!



- Human behavior is complex
 - This system clearly simplifies complex issues
 - It may provide practical ways to make team dynamics more smooth.
- Color classification not intended to define who you are
- Colors are not immutable:
 - Although colors for an individual often replicate over time, changes can occur
 - We can modify our behavior

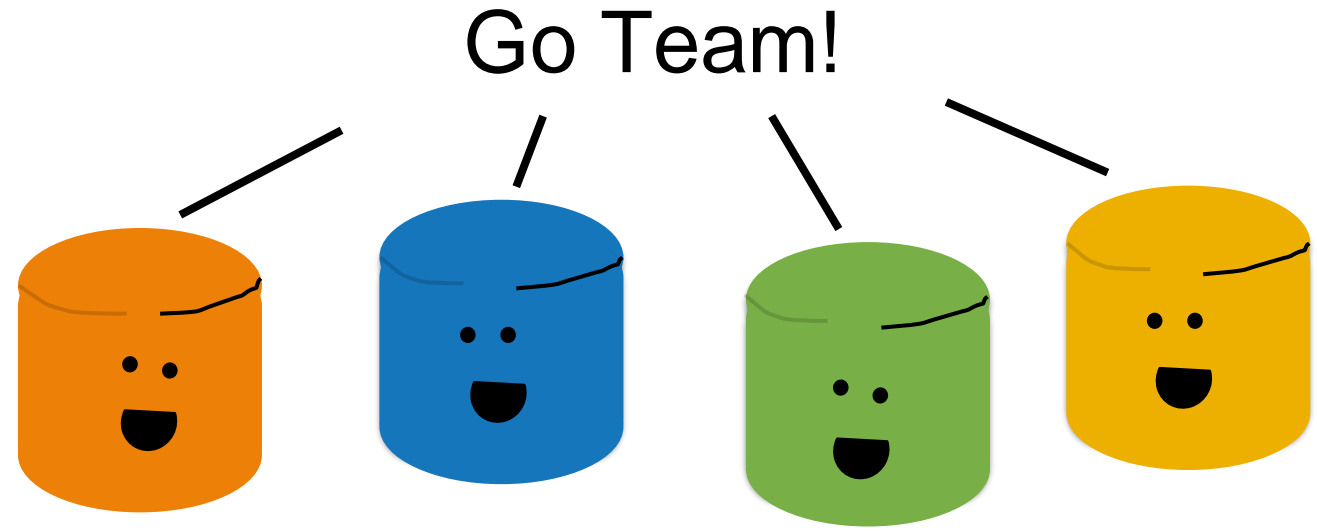
GOOD PRACTICES FOR IMPLEMENTING TRUE COLORS

Managers and Mentors

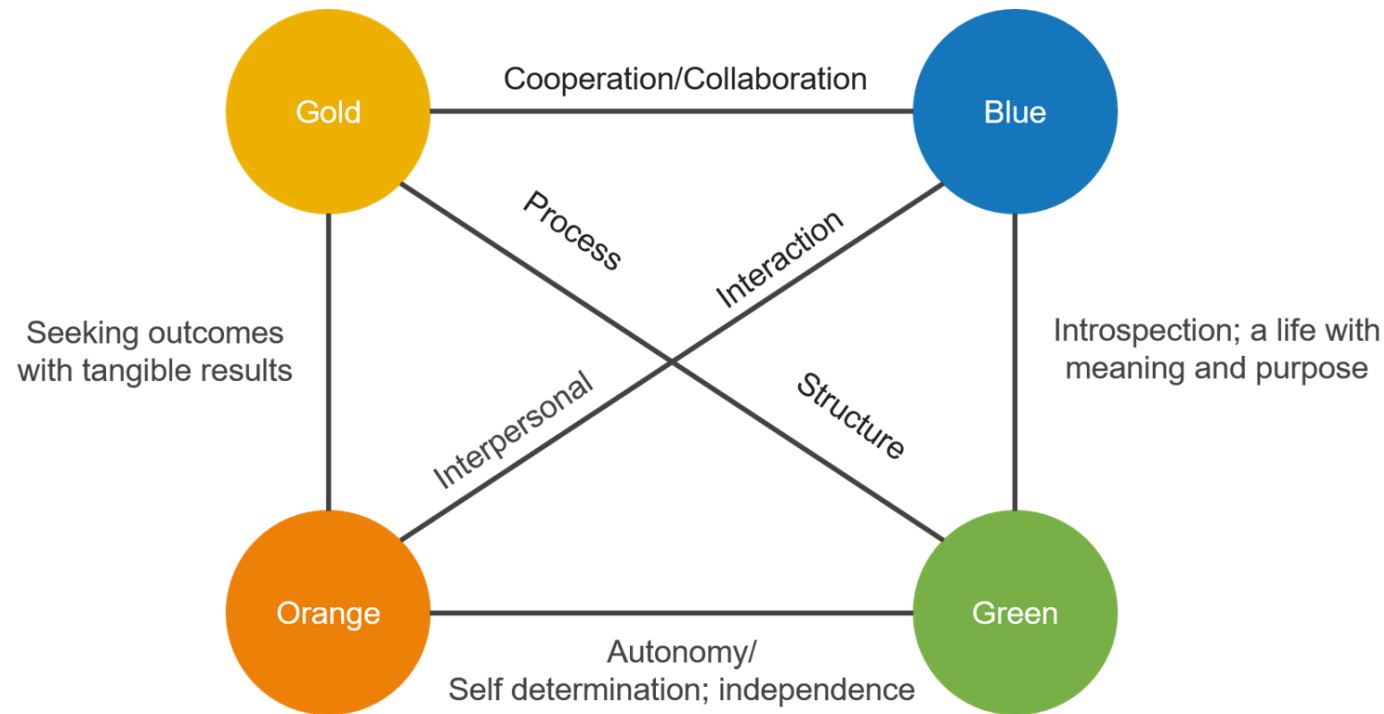
- **Intersectional Leadership:**
 - Curiosity
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 - Creativity

Fellows

- Be kind to ourselves and others
- Reflect on how our individual identities and experiences relate to the way we approach tasks and interact with our team members
- Recognize that our team members (and our own) True Colors may change over time and space
- Be flexible!



TRANSLATION TO WORK ENVIRONMENT



IDENTIFY your personality type and work style to begin self-reflection and self-regulation.

ACKNOWLEDGE the personality types and work styles of others to enhance group collaboration.

ACTUALIZE group cohesion by leveraging the strengths of each personality type on your team.

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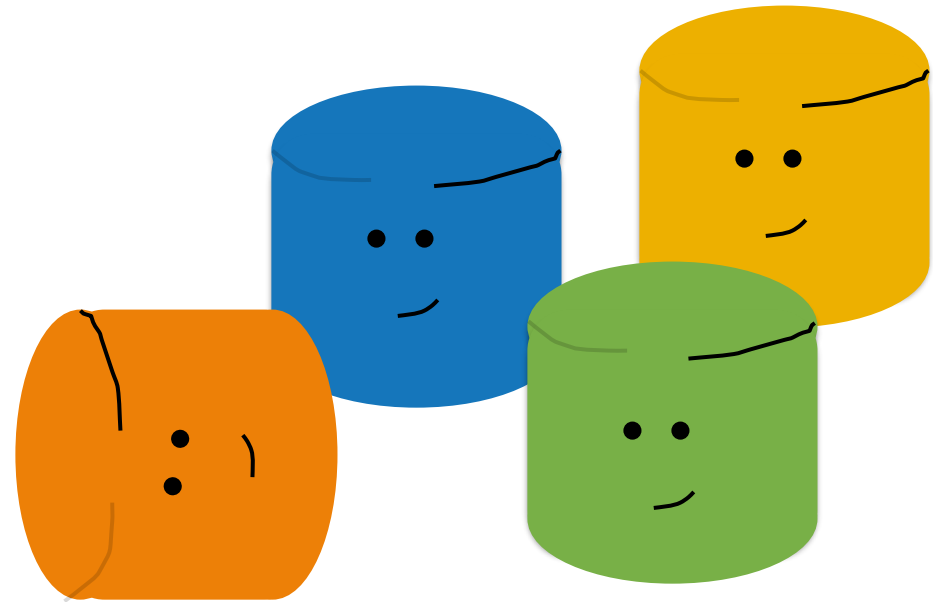
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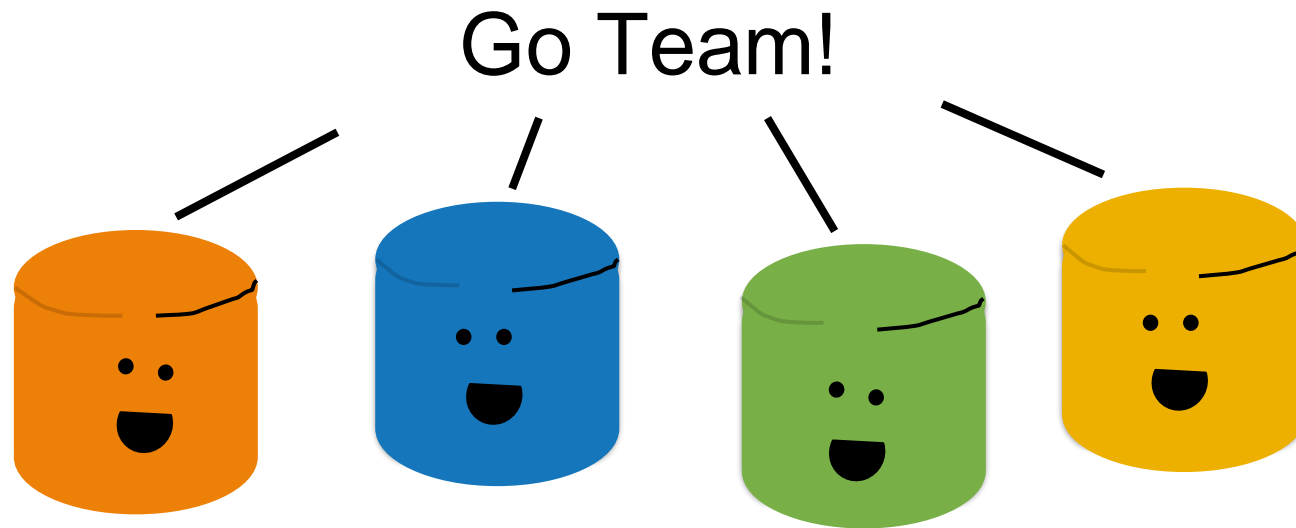
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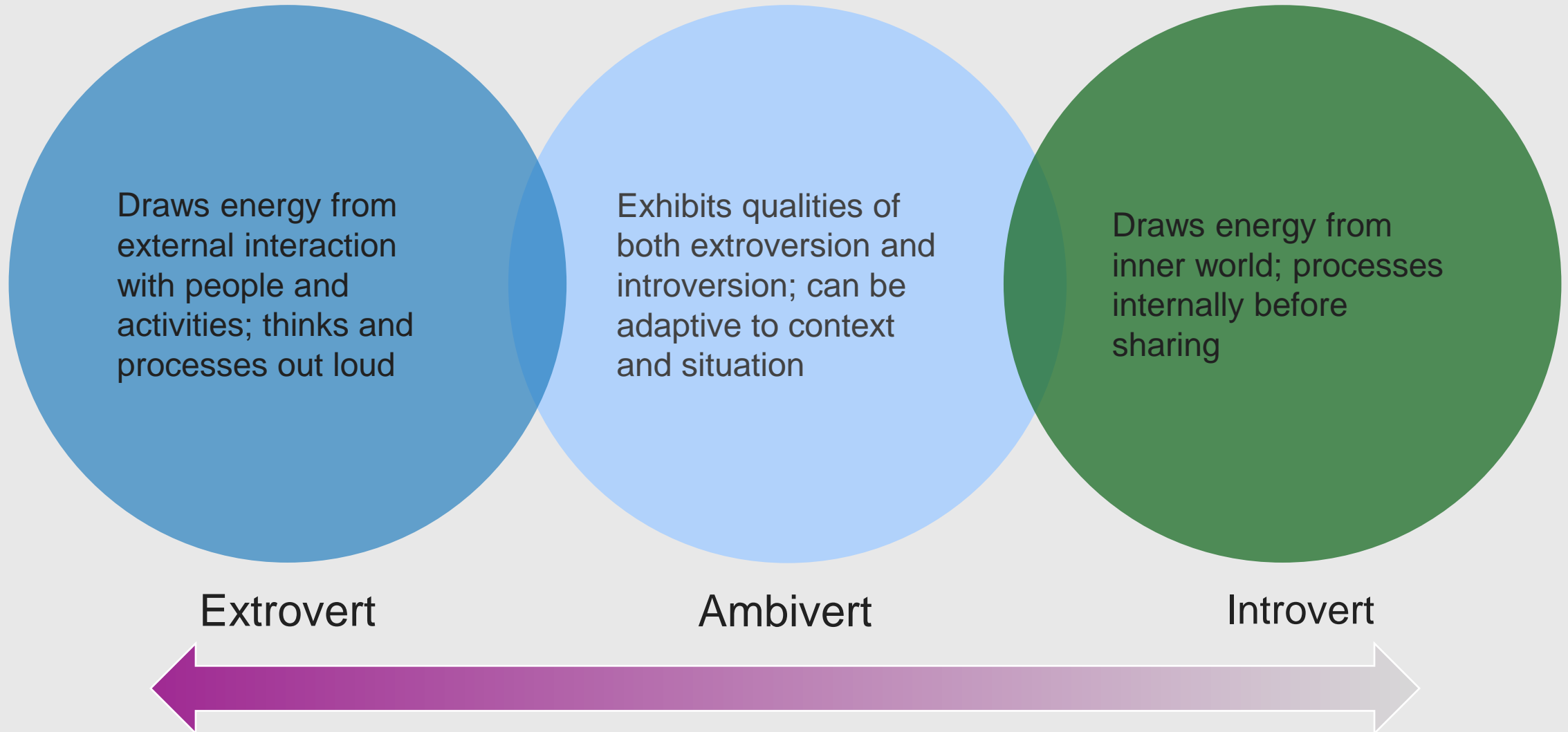
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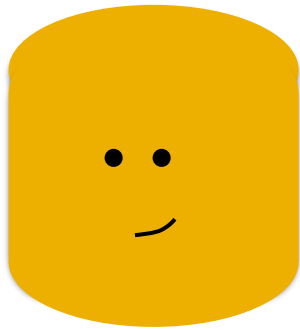


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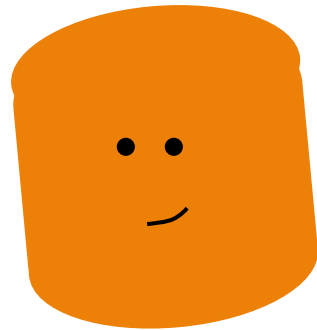
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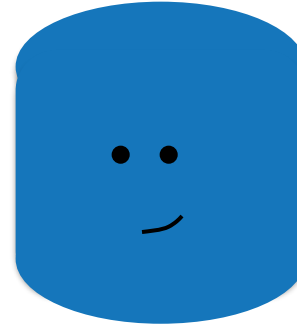
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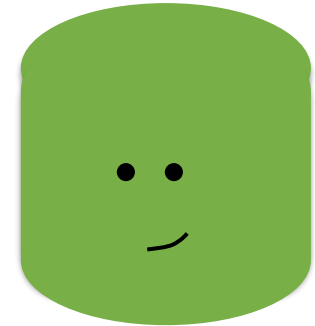
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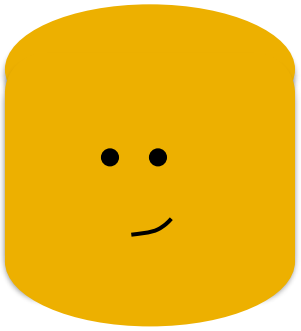
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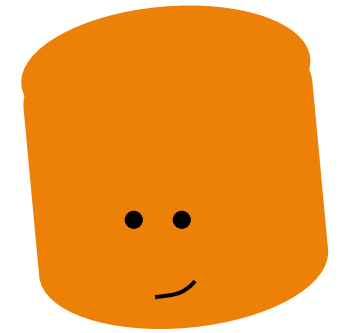
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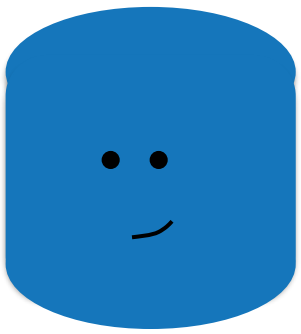


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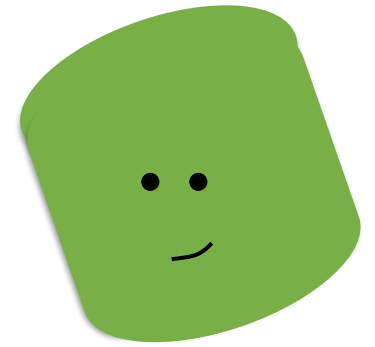
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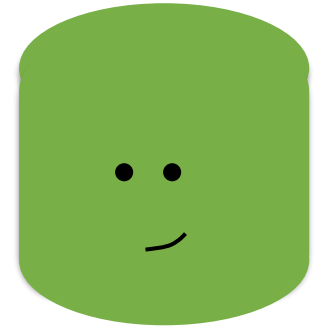
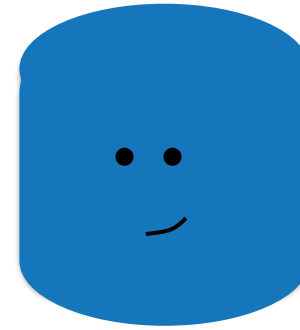
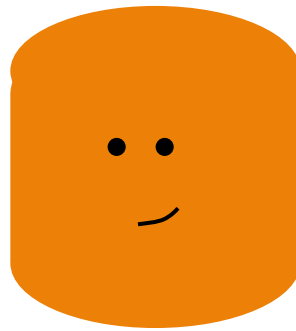
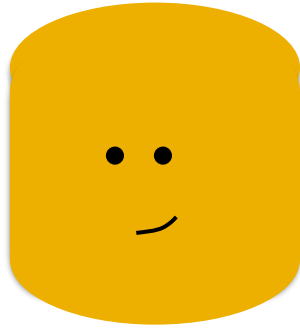
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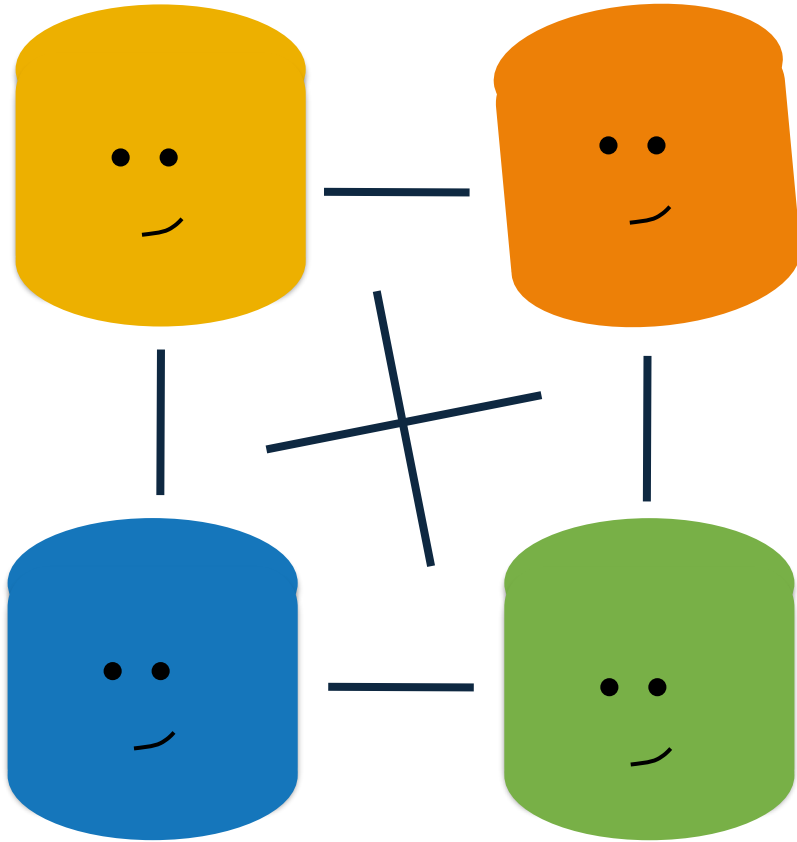


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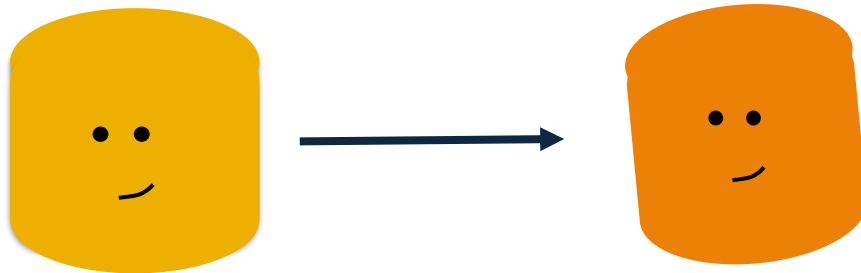
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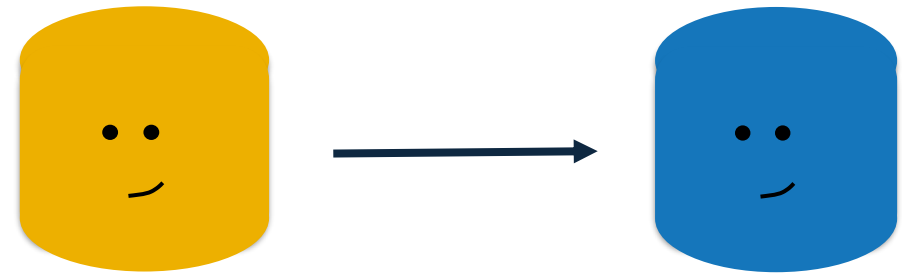
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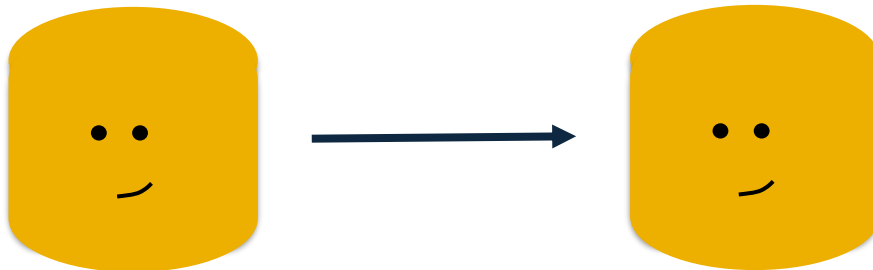
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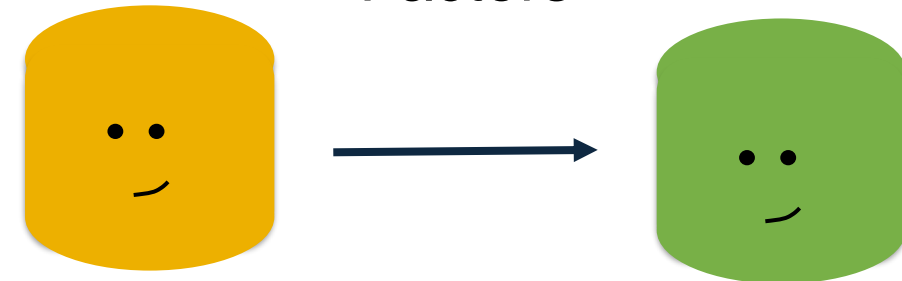
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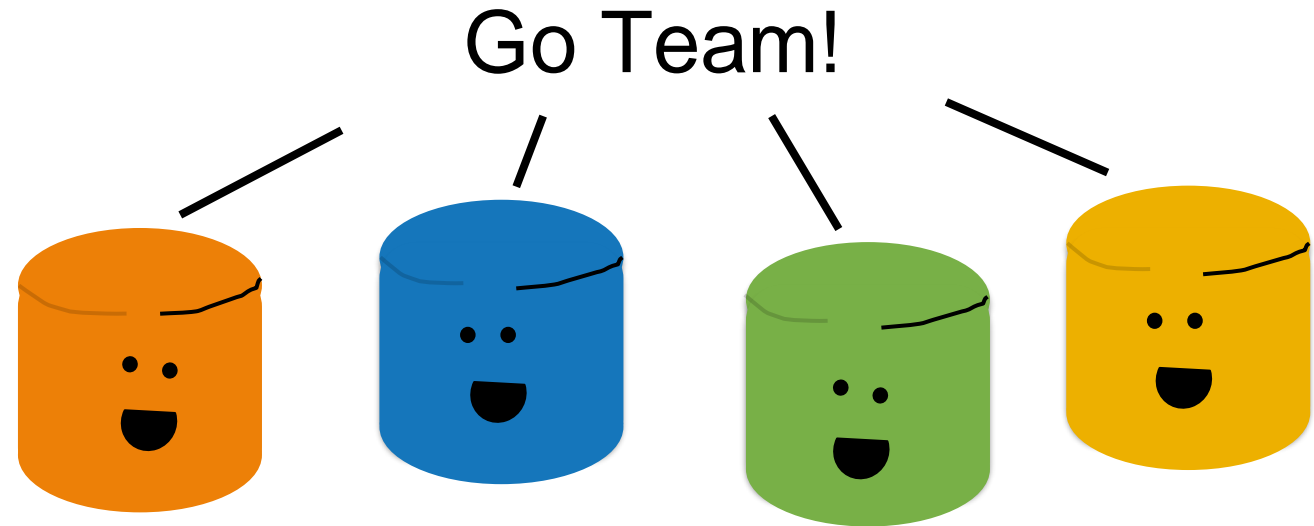
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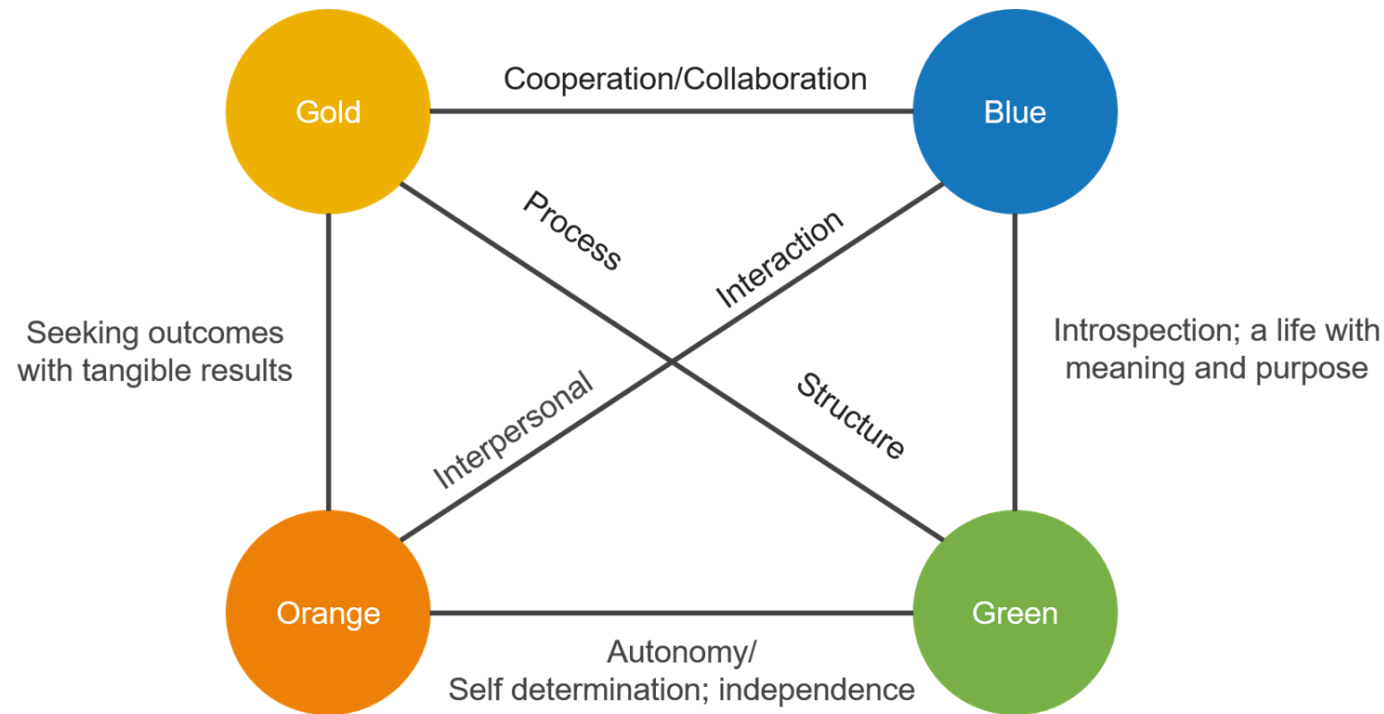
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