



# **TRUE COLORS    Personalized Report for:**

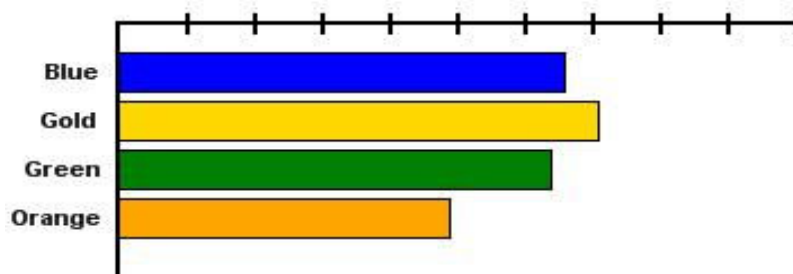
**Sample Report**



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# Congratulations on completing your True Colors Online Assessment!

According to the way in which you responded to the questions, your True Colors personality spectrum is **gold - blue - green - orange**.



According to your responses you show an inclination towards **EXTROVERTED**.

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## **Brightest- Most Dominant**

This indicates that your strongest, most dominant personality traits are **gold**. The characteristics in this number one spot on your color spectrum indicate the ones you most prefer to operate from. Unless you chose responses that represent the skills you are *required* to use on a daily basis instead of the ones you *prefer* to use, they are most likely the attributes you draw upon when you are being your most natural self, the ones that happen automatically, like writing with your dominant hand.

2

## **Second Color- Very Significant**

The second color in your spectrum is **blue**. Your second color will have a major influence on your first. Many times it shines just as brightly as your first color.

3

## **Third**

The third color in your spectrum is **green**. You may or may not recognize some of the characteristics of your third color as being an obvious part of your personality style, but they are a handy back up to your first two colors, especially if your second and third colors happen to be tied.



#### **Fourth- Palest**

The last color in your spectrum is **orange**. This is significant because these characteristics are the least natural to you. You may admire them in others, or more commonly, these are the traits that cause the most irritation or conflict with others. This is because they are the least natural for you, and chances are, the least understood or appreciated.

## **Gathering Energy**



You also indicated that you show your most dominant color in an outgoing fashion, enjoying interaction with others and gaining energy from it.

In relation to True Colors, it is often easier to spot the True Colors personality traits of an extrovert because they operate in their dominant style externally. Whereas introverted individuals who gather their energy and process internally may show their second color more readily because they are using their most dominant color on the inside, extroverts shine their most dominant color brightly for others to readily experience.

Extroverts will ask others for their opinions and take pleasure in sharing their own. They are usually very approachable if they haven't already approached you first. They are typically comfortable meeting new people and will readily talk to strangers. However, unless the other person speaking is absolutely fascinating, extroverts can have a tendency to get bored if they are not contributing somehow to the conversation.

### **Outside, Inside, In Between**

We all have times when we behave more introverted or extroverted, depending upon our mood, energy level, and experiences. Some people may question themselves and think that it is better to be one way or the other. For instance, many people find extroverts refreshing and entertaining and may wish they had the same glibness. On the other hand, there are extroverted individuals who may berate themselves for not pausing before speaking or making a decision and admire the ability of introverts to stop and think things through. Neither way is a better way to be. Introversion and extroversion are simply characteristics pertaining to the way a person gathers their energy.

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### **We may change the color we operate in depending on the circumstances.**

Our True Colors spectrum is a combination of the four color styles: Blue, Gold, Green and Orange. Even though we may have one color that is more dominant than the rest, all individuals have some aspects of all of the colors and can learn to use the various

styles to their benefit and the benefit of others. We can access our other colors, some more easily than others, and it is useful to be able to change the mode you are operating in based on events, activities or the people in your life. For instance, some people find it natural for them to access Gold traits at work, yet as parents they shift to Blue. Some friends may brighten the Orange aspects of your personality, while other circumstances may draw out your Green. This is because the people in our environment have a definite influence on our behaviors. Our basic character ingredients may remain the same, but who we are with or what role we're playing may influence what color is in operation at any given time. Sometimes we even find ourselves pressured to act in certain ways to be accepted or fit in.

Keep this in mind when determining your True Colors or the colors of others. Look for the underlying motivation for the behavior. If a person is following the rules because it is the appropriate and responsible thing to do, it is different than someone following the rules to keep harmony or to be liked or accepted by others. Notice that the action is the same but the motivation behind it is different.

## Uniquely YOU!

As you read through this personalized report you will recognize the blend of your color characteristics, from your most dominant and second color to your third and perhaps a hint of your palest color. This report, although extensive, simply scratches the surface of your personality. Like the iceberg that shows only its tip above the water. There is so much more underneath. Use this report as a treasure map to begin or contribute to your journey of self exploration. Its purpose is to provide an entertaining glance into your personality and spark your curiosity to investigate further. Enjoy the experience of gaining awareness of your own strengths, values, and unique style!

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*"Man's main task in life is to give birth to himself, to become what he potentially is. The most important product of his effort is his own personality." -Erich Fromm*

### Rules are made to be Followed

Conscientious and considerate, you like to know what the rules or procedures are so you can follow them. Whether it is a code of behavior established for your home, work or community, you also wish others would be as conscientious--after all, rules are established so that people know what to do, and things can run smoothly. When people ignore the rules or try to shortcut a protocol it not only inconveniences others, it causes extra unnecessary stress and chaos. You may find it especially frustrating when establishments violate their own rules, for instance when a grocery store clerk allows someone with a basket full (more than 10 items) of groceries to check out in the "Quick Check" line when everyone else in the line is following the posted "10 items or less" rule.



*Justice consists not in being neutral  
between right and wrong, but in  
finding out the right and upholding it,  
wherever found.  
-Theodore Roosevelt*

### **Living in Harmony**

As a peacemaker, you really enjoy a harmonious environment where everyone gets along. You are accepting of differences, friendly and affirming and make an effort to connect with and acknowledge others. You have a tendency to make people your number one priority, and pour plenty of time and effort into maintaining the relationships and especially the friendships in your life. When it comes to making a decision, you may stop and think, "How will this affect the people involved?" "What affect will this have on our relationship?" Often times, harmony, happiness and friendship are valued more highly than personal victory and when it comes to competition, you may enjoy the pleasure from participating with others more than if you won alone and someone else lost. Since you look for the positive attributes in others, you are usually able to find them.

### **Kindness**

You believe that kindness is a virtue and may go to great lengths to make sure others are comfortable around you. Because you are able to get along with and appreciate the approach of individuals that others may find intolerable, you may not understand why others are not so empathetic. You feel uplifted when you are able to contribute to the wellbeing of others and may be good at adapting or modifying your behavior to fit the situation or mesh with the person you are relating to at the moment. Out of respect for the values of others, you may keep quiet about your opinion on certain matters if you feel it would hurt their feelings, spoil the mood, or create conflict. You may derive great pleasure from bringing out the best in others, but at times this altruistic approach can put you into a predicament where you are supporting others at the expense of yourself. Remember to share this generous nature with yourself as well as the rest of the world.



*Forget injuries, never forget kindness.  
-Confucius*

### **A Good Citizen**

It seems to be built right into your character to be a good citizen, adhering to the norms of your community, state and/or country and placing a high importance on preservation of respect for authority. You do your part to support the particular areas you are involved with, be it a neighborhood watch group, Parent-Teacher Association, the Arts, or even politics. As a natural preserver you do not litter and are bothered by those who do. You try to conserve resources be it time, money, effort or the environment and may collect items you feel might come in handy at a later date. Most likely you will find a way to recycle, and if you are a parent you may tuck away your children's outgrown clothes to

hand down to others. You also find other ways to be helpful. Constantly driven by making sure you are doing what must be done to keep a smooth running household, workplace or community you pay attention to even the smallest details. While others may overlook cleaning that needs to be done, work that has some particulars neglected, or other matters that should be addressed, you take the initiative to make sure it gets taken care of. This finesse makes you an excellent candidate to coordinate events or supervise projects. If you are not the leader, you can be a strong support for those in charge.

### **You Can Count on Me**

Hard-working and dedicated, you have a strong sense of loyalty, not only to your family but also the organization(s) you work for or are involved with. If you happen to slip and say or do something that isn't supportive, you may feel extremely guilty and try to make up for it in other ways. When others criticize their organization, community or even family, you may try to redirect their thinking into more resourceful avenues to remedy the situation rather than destroy it further. Your word is "as good as gold" since you do what you say you will do, when you said you would do it, and you do a good job! If you feel you might be unable to follow through on something, you try to give advanced notice and come up with an alternative plan, rather than wait until the very last minute and create emergencies for others. This sensibility is demonstrated in other areas of decision making as well. You would not likely enjoy gambling (although if you plan ahead for it you might) and will have a tendency to choose a time-tested option rather than risk losing time, money or resources on a speculation. You usually feel an overriding urge to finish your work before playing, and when you accomplish this, it frees up your energy.



***You cannot escape the responsibility  
of tomorrow by evading it today.  
-Abraham Lincoln***

### **Let's Get Organized and Get There on Time**

Comfortable with an orderly, organized environment, "A place for everything and everything in its place", is a motto you try to live by at home and work. Circumstances such as small children in the home or a chaotic, fast-paced work atmosphere may prevent you from being as organized as you'd like. So whether this knack for knowing the most efficient place and method for storing and arranging things is put to use or not, the urge most likely still exists. You are also able to think ahead and like to be prepared in advance. You usually can visualize the many steps that need to be taken to accomplish a goal and pay close attention to the details, often making checklists to make sure you remember everything. If you are able to register in advance for an event you like to do so. This way you can begin early preparation, often anticipating what might possibly go "wrong" and creating contingency plans in case the original one doesn't work out. Your great organizational skills usually go hand in hand with punctuality and your fantastic timekeeping ability makes a great fit for you to take on the responsibility of making sure meetings and events are running according to schedule.

## In Childhood

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As children, we may or may not have grown up in environments that encouraged us to let our True Colors show. Some parents may have admired and fostered creativity, imagination, and self-expression. Some supported conventionality and neatness, while others promoted risk-taking and competition. Still others taught the cultivation of competence and intellectual pursuits. It is common for parents, teachers, and even communities to attempt to instill their values in others. If they are not aware of the importance of supporting an individual's own gifts and preferences, these individuals or groups may end up rewarding the behaviors they label as "good" or "appropriate" and punishing behaviors they do not understand or approve of. When children think they have not lived up to their parents', teachers', or community's expectations they may feel inadequate or even defective.

Your behavior in childhood reflects a Gold style. You wanted to be the best child or student you could, following the rules of home and school and encouraging others to do so as well. It was easy for you to fit into the structure of the educational system. You respected authority and were comfortable with academic routine, getting frustrated or stressed with sudden change. You liked to be neat and tidy and take care of the things that you owned. Even as a child you enjoyed responsibility and liked to complete your work.



***Do not consider painful what is good  
for you.  
-Euripides***

### All Grown Up?

As adults we can have more control over the behaviors we choose. However, some of us still may believe the old labels and behave accordingly. Many have held jobs they hated—just to make a living. Some are still criticized by spouses, family members, bosses or even friends for behaving or *not* behaving in manners they deem appropriate. We may even feel that we must pursue activities or causes that others consider suitable, enjoyable, or worthwhile, just to be accepted. Many of us have lived up to—or down to—our labels. Fortunately, many people have at least some family or friends that they can “be themselves” with and “let their True Colors show”. Others are not that lucky. They may never have been validated for their own unique values, abilities, and preferences.

Now it is your opportunity to shine—to be esteemed for being who you are and to foster self-expression in others so they may shine too.



# Shopping

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**When it comes to shopping you take an Orange approach.**



Sometimes Oranges have a habit of waiting until till the last minute or hunger hits to go shopping and can end up at the grocery store on nearly a daily basis. They may make a list or simply go browse the store shelves to see what looks good to them at the moment. When they pull into the parking lot, they will try to get a space up front, but if one is not readily accessible, they rarely circle the lot or wait for someone else to pull out of a "prime" spot, they will just take the first available. Once in the store they will head for whatever isle is dominating their hunger at the moment. If particularly hungry, they will purposely seek out food vendors demonstrating their food with taste samples.

They may help themselves to more than one "taste" if they really like the sample. If they don't like the sample they may spit it out into their hand, a napkin or a nearby wastebasket, not really worrying whether the vendor might judge their behavior. If they do like something, they may return for a second serving, or perhaps help themselves immediately to another. Since Oranges hate to wait in line, they may try to charm their way into a 10 item or less lane when they have more than 10 items. Rarely do Oranges check their receipt for mistakes unless it is much more than they expected. Many times they don't keep track of where the receipt is, throwing it away immediately or leaving on the counter in the store. They may try to carry many bags out so they don't have to hassle with a cart. Sometimes when they get home and have forgotten an ingredient, they may turn right back around and head to the store again.

## Decision Making

Your decision-making process for purchasing an item over \$200 shows an Blue attitude. Blues pay careful attention to how they feel about making the purchase. They may even ask themselves questions like, "Is the purchase right for my life right now?" "Is the price okay?" "Does the establishment I am purchasing it from care about their employees?"

They are more inclined to buy something from a kind, friendly salesperson they connect with even if it costs a bit more, than from someone who is inconsiderate and rude selling at a discount. Often Blues are usually more comfortable buying things for others before themselves. They like the feeling of helping others or bringing a smile to someone's face. However, if a Blue is trying to cheer up, then they might buy something special for themselves to sooth their soul.





*No act of kindness, no matter how small, is ever wasted.*  
*-Aesop*

### **Gift Getting**

In receiving a gift, your choice reveals an Orange preference. In general, Oranges prefer items that are flashy, fun and immediate. Flamboyant one of a kind gifts are treasured since it makes them unique and draws attention. They like "cool" things they might not splurge on for themselves and trendy items that are the latest craze or fashion. Since Oranges tend to be active, they may be attracted to equipment or tools they can use for their favorite activities. They also enjoy gifts they can open and use without delay. Sometimes half the fun of the gift is in the opening of it. They like it when things are wrapped up bright and delight in the thrill of the surprise when they reveal the hidden contents.

## **Communication**

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Have you ever tried to communicate something to someone and it just didn't come out right? Or perhaps you thought it came out right but they took it wrong? Why is it that communication flows so smoothly with some while with others it can be bumpy and frustrating? Of course the mood you are in, your relationship with the person, (boss to subordinate, spouse, best friend...) and your background, such as education or expertise in an area, will have an influence on the way you communicate—but there is something more. The way you communicate with others has a great deal to do with your True Colors communication style.

### **Your Style**

When interacting with others, your communication style comes across as Green. Greens for the most part, communicate for the purpose of gaining or sharing information. They usually like to avoid a lot of small talk and get straight to the pertinent information without much warm-up or extensive background detail. Although they automatically have rapport with those who understand their communication style and are excited to share ideas and concepts with those who understand, their attention is usually focused on the subject or matter at hand, rather than aimed at establishing any kind of relationship. They like to ponder the question and generate the most precise answer before responding.

Greens wry sense of humor can be misunderstood and go unappreciated by those not embracing satire or word puns. In fact, Greens are notorious for making a comment they find amusing only to have others question whether it was actually a joke or not. And more often than not, the Green will not bother to clarify the comment, finding even more amusement in leaving them wondering! It is also not uncommon for a Green to dispute both sides of an argument just for fun, or to reinforce his or her original thoughts--debating the pros and cons, pointing out inaccurate information, and asking for facts.



***Communication is more than just the words we speak.***  
***-Mary Miscisin***

If you find that others seem to be stopped by your style of communication, use the following tips to temporarily adapt your own fashion to build bridges for communication. Once the bridges are established, you will have more freedom to express yourself in your preferred style.

**Establish Rapport** - Before charging ahead with your own agenda, take time to gain rapport. A few minutes at the start of a conversation can save time and frustration later for both of you. Notice the effect your behavior has on others. Are your "why" questions being misperceived as interrogation or as doubt of another person's intentions? Pay attention to the way your humor is landing. If your approach seems to put people off, modify it somewhat at first to fit the patterns used by your listener. Letting them get used to your communication style and sense of humor will gain their cooperation a lot quicker than if you ignored their needs and forced your style.

**Add Some Detail, or Not** - When asked to describe something, be aware of what the other person is requesting. Do they want just the big picture or some details? Some Greens have a tendency to give only the big picture, while others may go into an in-depth explanation. Pause and check at regular intervals to determine the appropriate strategy for relaying information to the person you are communicating with.

**Inform Others** - When you need to process, instead of just fading into your head to figure things out, let others know this is what you are doing. Notify them that you are not tuning them out; you simply would like some time to think. Also, when others demand an immediate answer but you have not finished collecting the information you need to make a sound decision, give them a "for now" response letting them know it may change later.



***Much speech is one thing, well timed speech is another.***  
***-Sophocles***

**Save the Debate** - Although you may derive entertainment from playing "mental chess" with others, not everyone appreciates an intense discussion. Achieving a goal while alienating others can burn some bridges you may want to cross later.

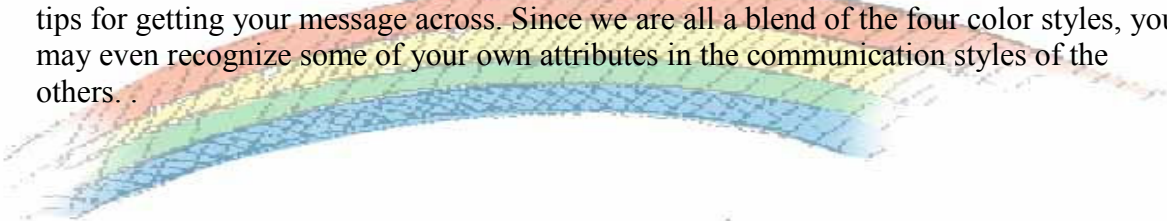
**Allow Emotions** - Just because others want to show their emotions, does not mean that you are obligated to act or help them in any way. Let others express their feelings.

Understand that's how some people process information differently than you. Announce your understanding of the positive purpose behind others' behavior. Skip the sarcasm or condescending tone--instead, validate them with your feedback.

**Learn to Listen Without Fixing** - Many times people just want to be understood and heard; not every problem needs to be fixed. Before the communication gets too far, politely ask them if they are seeking solutions or just a listening, empathizing ear - a worthwhile activity in itself.

## Communicating Across the Spectrum

Fortunately, learning to communicate “in color” is remarkably easy. And it not only improves your interactions, it changes your effectiveness in virtually everything you do. It is surprising how many people experience better results in communicating after just a few adjustments to their approach. The following descriptions will help you recognize the communication manner of the other color styles in the True Colors system and provide tips for getting your message across. Since we are all a blend of the four color styles, you may even recognize some of your own attributes in the communication styles of the others.



### Blue Communication

A Blue's world revolves around people, relationships, and fostering growth in themselves and others. When speaking, they first focus their attention on establishing a relationship or reconnecting with the person. The information they wish to convey is woven into this.

- Friendly, helpful, empathetic
- Optimistic
- Expressive with emotion
- Fostering or maintaining harmony
- May use metaphors to embellish points

Tips for Communicating with Blues:

- Acknowledge them
- Show appreciation
- Include them
- Have patience
- Don't "bark" orders

## **Gold Communication**

Golds are generally respectful and responsible. They listen for details so they know what their part is. They usually size up a situation for what would be most appropriate before responding.

- Purposeful, plans ahead
- Respectful, appropriate
- Supportive of policies and rules
- Detail oriented, chronological
- Loyal, devoted

Tips for Communicating with Golds:

- Be prepared, give details
- Stay on target, be consistent
- Show respect
- Don't interrupt
- Recognize their contributions

## **Orange Communication**

Generally, Oranges want to share their opinion the minute it hits their mind. Interested in taking action and being expedient, they may skip the softeners and go straight for the "punch-line."

- Casual, playful
- Spontaneous, now oriented
- Fast-paced, changes subjects frequently
- Straightforward
- Active, involved, mobile

Tips for Communicating with Oranges:

- Use "sound bites"
- Move with them while they multitask
- Appreciate their flair
- Allow options and flexibility
- Lighten up

Learning to recognize and understand the different communication styles of each color can sometimes take some concentration at first. Because we all have differing amounts of all four colors in our spectrum, pay attention to broad themes. For example, everyone can be caring, kind, and considerate-not just Blues and Golds. Be careful not to start seeing things as only black or white. If you watch for the overall tone, you'll notice patterns emerging. So pay attention to the current situation. Look at, listen to and experience the other person before proceeding. It is very important that you meet people where they are.

Practice until you no longer have to consciously think about or plan your communication. It just happens automatically. When you use the communication techniques in this

document and the others included in your Member site, you will start to experience results. It may be more transformational than you realize. You've probably noticed that as you're learning about True Colors™, you're already beginning to apply it to the circumstances and people in your life.



***The quality of your life is the quality of your communication.  
-Anthony Robbins***

### **Listen to This!**

Your listening style expresses Orange qualities. Oranges listen for entertainment, impact, relevance and usefulness. Unless a person is incredibly engaging, reveals immediately how the information being conveyed is useful, or brings desired attention to an Orange, they may lose interest--especially if the communication is lengthy. If you fail to stimulate or keep their interest, they will do it themselves, making connections to what you are saying so they can in turn tell you a colorful story of something that happened to them. Their minds can whirl a mile a minute as they playfully hop from subject to subject. They also try to figure out the motive of the person speaking, what do they want, need or expect from me? They do this almost simultaneously as they look for opportunities for themselves. Oranges pay attention to what they can get out of it. They want to be able to take action with what is said, whether it is a quick come-back joke, the chance to seize a challenge, or perform some feat. They listen in the present and process contextually, usually not linking so much to the past, but instead figuring out what they can do with the information in the moment or near future.

### **Email**

When it comes to responding to emails, you favor a Blue reply. You open with a personal greeting, acknowledging the creativity of the project and warming up to the request. You are helpful in providing the link to possibly find the information they are seeking then they close up on a personal note, making sure to provide your phone number in case they may want to brainstorm further. It is also very common for Blues to include an inspirational or motivational quote in their correspondence.

## **At Work**

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You provide stability, order and consistency in your work. Your ability to handle details and work hard make you the backbone of your department, team or organization. You are dependable and loyal and may work overtime to complete the job at hand.

### **On a work team or at a meeting**

Your style on a work team or at a meeting conveys a Blue approach. Blues are motivated by connection and personal relationships. They seek meaning in their work and opportunities to help develop potential in themselves and others. Future oriented, Blues

are able to see many options and possibilities and are generally optimistic. They need a sense of "higher" purpose and bring passion and enthusiasm to the team when they feel the work is meaningful. Blues empathize with individual members and try to involve everyone in the group process and increase team cohesiveness whenever possible. They enjoy the friendship and camaraderie of a team and take the time to give personal attention, remembering names and sharing personal anecdotes.

They recognize others' unique qualities and provide praise, acknowledgement and motivational encouragement. They usually have a strong network and know who to go to, to get things done. They champion people and causes and will put their all-out efforts towards someone or something they believe in. They need to know how a plan will impact the future and people involved.

### **Achieving the Objective**

Wanting to bring out the best in others and support their growth, Blues work up to the objective by inspiration and may use metaphorical comparisons to create a unified theme. Their hope is to bridge barriers and get everyone on the same page by bringing up an experience they can all relate to. They like having a direction and see the idea of planning as positive. They are able to assist others through transition and see the process of working towards a goal as equally, if not more important, than achieving the goal itself because of the growth involved. They may provide an extra touch to projects such as decorating the room, providing flower arrangements or bringing cookies to add to everyone's enjoyment.



*Being part of success is more important than being personally indispensable. □ Pat Riley*

### **Potential Challenges**

Extremely optimistic, Blues may not consider the most practical options, wanting to go for a distant and difficult ideal. They may be unrealistic about the challenges facing the team and whether the team is succeeding or not.

Blues can also get too wrapped up in relationships and have a hard time voicing disagreement or drawing the line with performance problems. Blues can seem wishy-washy in their attempt to avoid conflict and their tendency to put off making "tough" decisions. They may "over communicate" or spend a great amount of time processing an issue. They have a tendency to use general, imprecise language and may have difficulty trying to articulate the specific data behind an impression. They can lose focus if there are a lot of tedious details and may continually project into the future rather than focus on the task at hand.

The empathy of Blues can get out of range as they read between the lines for deeper meaning, sometimes imagining negative meaning when it does not exist. If they feel a personal value has been violated they can treat others harshly and hold grudges for long

periods in defense of their values or another individual. Blues have a need to be liked and may have difficulty accepting "negative" feedback. They can get intense with the recognition for birthdays, anniversaries and other personal celebrations, putting a great deal of social pressure on others to participate or be perceived as not being a team-player.

## Others' Perceptions

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Do you notice how you are perceived through the eyes of others? Many of us strive to make sure our actions are acceptable to others and society. Others don't give it much concern. Try as we might, people may label any of our admirable characteristics as being less than appealing if they wouldn't act that way themselves. When the motivation behind someone's behavior is not understood, it can be interpreted in unfavorable ways. In fact, what one might perceive as a "negative" quality is oftentimes an exaggeration of a "good" quality. Since there are multiple ways to label any given behavior, why would it be beneficial for us to know how other people may view ours?



When we are aware of how our own behavior is affecting others, we can make choices. We may think, "Yes, I do that and it is a part of myself that I cherish." Or, "Gee, I didn't know I did that. Thank you for pointing that out to me so that I can become aware and change it if I choose." For example, have you ever had the opportunity to hear yourself on a tape machine? If so, did you sound the way you thought you did? Many times when people hear their voices played back, they are surprised at the speed, style, or even accent of their words. Frequently, after people hear something in their speech they were not aware of before, they make some kind of modifications based on the feedback they received.



**And since you know you cannot see yourself, so well as by reflection, I, your glass, will modestly discover to yourself, that of yourself which you yet know not of.**

**-William Shakespeare**

Keeping this in mind as you read, think of situations in which the following traits may apply to you. Notice whether you are coming across to others in ways other than you intended. Instead of hoping others will change and clearly understand your intentions, pay attention to the contributions you are bringing to the situation. Remember, it is your choice whether to modify your behaviors or not. Feedback is a gift. You may choose to use this gift in any way you desire. Validate yourself for who you are, and know when, where, and how you wish to best express yourself.



From the lists provided on the assessment, your top selection of ways your behavior could be "misinterpreted" by others included attributes associated with the Blue personality style.

## **Others May See blue As:**

**Over-Emotional** - Sensitive. Takes things personally. Hard to give feedback to because they can become easily hurt by criticism. Often reads between the lines of communication and misinterprets things to mean something else. Creates chaos out average circumstances by being overly dramatic.

**Pushover** - Sees everything as subjective. Makes exceptions to rules and may ignore policies depending on the situation at hand. Can be easily duped. Soft; too nice; someone who will let others "walk all over them."

**Wishy-Washy** - Can't make a decision for themselves. Changes mind according to what will make people happiest. Easily swayed by emotions and opinions of others.

**Touchy-Feely** - Gets much too personal and invasive. Likes to spend time exploring esoteric avenues for personal growth and self-expression and tries to share it with others.

**Unrealistically Cheerful** - Maintains an unbelievable positive attitude and disposition which comes across as phony. Thinks everyone else wants to be happy all of the time. Naïve. Not grounded in reality. A dreamer.

**Nosey** - Asks too many personal questions. He wants to know other peoples' business and life, down to very intimate details. Busybody.



*What we see in others says more about ourselves than it does about them. –Anais Nin*

## **blue May See Self As:**

**Caring** - Warm, compassionate, and considerate. Pays attention to the nuances of conversation and has the sensory acuity to notice the message behind the message. Thinks going through life without intense feelings and drama would be meaningless!

**Nice** - Pleasant, cheerful, and wants people to be happy. Trusting. Gives the benefit of the doubt and believes in others. Affirming. Sees the need for exceptions. A good friend.

**Flexible** - Goes with the flow. Empathetic, they can put themselves in the shoes of others. Really can see many sides of an issue. Taking a firm stand is not worth jeopardizing a relationship.

**Spiritually Connected** - Has a deep sense of purpose and is committed to ideals. Likes to personally connect and feels spiritually alive when they reach out to others.

Seeks meaning in life and know that powers exist beyond what some people might believe.

**Optimistic** - Likes to focus on the positive. Knows that "energy flows where attention goes" and wants to make sure they are contributing to a harmonious, supportive environment. Believes in the best in human nature and life is what you bring to it.

**Genuinely Concerned** – If they don't know what is going on with someone, how will they know whether to bake a cake, bring a gift, or offer help?

## Time Management

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As with your communication style, how you manage your time depends on a lot of things; your lifestyle, the number of people and activities that have a claim on your time, the “time habits” you have developed over the years, and of course—your personality.

If unexpected changes, last minute situations, and having to do several things at once are time management challenges for you, or perhaps it's not having time to plan ahead, disorganization or when others don't follow procedures or adhere to rules, then your time management style reflects a Gold shade.



Golds are usually very adept at managing their time. They can be quite accurate in estimating how much is needed to do something. They plan ahead and schedule their time so they are rarely late. Golds pay particular attention to details and prefer to work on one project at a time, bringing it to completion before beginning another. However, their tremendous sense of responsibility can spread them thin, trying to do everything for

everyone in a timely manner with a quality result.

### Some tips for the gold time management style include:

#### Know when Enough is Enough

Go home when your shift ends. Call in sick when you are not feeling well. The house does not have to be "clean-clean" all of the time.

#### Focus on What You Really Can Control

When things around you seem to be unraveling, notice the areas that you have power over. One of them is your perception of the situation. Pay attention to the words you are using. Do you label it a disaster or an opportunity to learn something?

#### Be Prepared for Change

Let's face it--things don't always work out the way they are supposed to. Be mentally ready to switch gears. Don't waste time getting mad or feeling sorry for yourself because your task of the moment has to take second place.

### **Foster Responsibility in Others**

Be careful not to promote others' dependence on you. Sometimes we dig ourselves in so deeply doing for others that we don't leave them any other option but to depend on us, making them totally lost without you. Although it may feel great to be needed on one hand, on the other it can get overwhelming. Keep in mind that you could be holding someone back from strengthening their own sense of responsibility. Resist the urge to jump in and take the bull by the horns. Sometimes people need to endure the consequences for their inaction, even if it temporarily sets back the team or project.

## **Stress**

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When a person uses their skills, talents, and natural preferences in positive, resourceful ways they are “shining brightly” or showing their True Colors in positive ways. They have a sense of worth and self-respect or what we often refer to as positive self-esteem.

When a person experiences major or long-term stress, feels they have no control over their circumstances, or perceives they are being threatened or victimized, their self-esteem can start heading downhill, and they can begin to “fade.” In these circumstances, normal behaviors can shift to defense mechanisms carried with us from the past. Even when people are experiencing success in some areas of their life, they may begin to fade under prolonged periods of stress in other areas.



Things that might be stressful to one person or style may be exciting or motivating to another. Although there are variations in the ways people react to circumstances, there are some general themes among the different styles. Your responses on the assessment indicate a blue variety of stressors. Any one of the styles could possibly become stressed by these situations, they are not restricted to dominant blue, just more common. And the suggestions that follow can be applied across the spectrum as well.

### **Common Blue Stressors**

- Conflict
- Isolation or feeling left out
- Rejection
- Lack of tolerance
- Negativity
- Being "used" or taken advantage of

- Apathy
- Insincerity
- Lack of romance or touch
- Lack of cooperation
- Lack of trust, being "back-stabbed"
- Lack of acknowledgment or appreciation
- Not able to express genuine self, Not able to share
- Others in distress
- Saying "no"

## **Stress Tips for Blue**

Because you find great pleasure in contributing to others, you can become overextended spending great amounts of time solving their problems and end up putting your own needs last. In addition, if you spend too much time in a relationship or environment where there is constant change, conflict, or "negativity", the stress can get overwhelming. It's easy to think that if others would just change the way they behave it would lessen your stress. However, it is more powerful to focus on what you can directly control--and that is your own behavior. The following are some suggestions:

**Honor a Variety of Emotions** - Some people express themselves in assertive ways that can seem rude or mean to Blues. When appropriate, allow others the freedom to debate, even if they get a bit loud and boisterous. Also remember that some people need a period to be sad or grumpy, so save hold your cheering up for when they're ready.

**Look Before Leaping** - If you feel used, taken advantage of or not appreciated, notice your contribution. Have you set yourself up for frustration by expecting everyone to have the same values and rules for relationships? playing a role you now are tired of, but they have gotten used to? Instead of reading between the lines, give the other person the opportunity to communicate their story. Set aside your pre-conceived ideas and really listen, then share caringly in return. It can save a friendship.

**Stay in the Loop** - Feeling isolated, left out or rejected can lead to withdrawing even further more to protect yourself from further rejection. Break this cycle by taking the initiative to reach out, instead of expecting others to come to you.

**Release Grudges** - Don't fall into the trap of wasting your emotional energy on others you feel have wronged you. Go to your inner source of guidance. Is this really who you are in the world, righteous and unforgiving? How can you reframe the situation to learn something from the experience, or really forgive and let it go?

**Express Yourself** - Find ways to release your creativity, uniqueness and individuality. Do you like to dance, draw or sing? When is the last time you got a chance to indulge in a passion and express your true self?

**Watch Your Words** - Whether aloud or quietly to yourself, do you use over-generalizations in your vocabulary? Using words such as always, never, constantly, no

one□ deletes the exceptions and forces your brain to focus on the negative, making it seem worse. For example saying "I am always overwhelmed" does not include the moments when you are not. Saying "no one understands me" prevents the brain from finding those who might. Be specific: "She misunderstood me yesterday."

**Recognize Validation** - Notice when others are trying to make you feel special in their way that might not match your idea of what would make you happy. Your happiness depends on you, you can't control others so decide to be happy for yourself.

## With Friends

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Whether you enjoy sending greeting cards to friends, or rarely, if ever send them, the choice you selected on the assessment suggests a Green taste. It has the classic extreme humor. The kind only true friends and other Greens and Oranges find hilarious, while those with a more mellow sense of humor find cruel. There is no "mushy" sentiment, but the message that you care comes across in the fact that you took the time to send a card.



*The only way to have a friend is to be one.*  
*-Ralph Waldo Emerson*

### Blue Friends

Blue friends may encourage Greens to step out of their intellectual mindsets. They can help bring forth the "feeling" side and provide support for artistic endeavors. Both Blues and Greens are future oriented and attracted to possibilities. They like to be creative and play with ideas. Blues bring communicative and people-oriented talents to friendships that compliment the rationality and independence of Greens.

### Gold Friends

For Greens, close friendships with Golds can be productive and practical. Greens enjoy the seriousness and stability that Golds can bring to life and Golds enjoy the way that Greens open up new ways of thinking for them, motivating them to stretch their routines and get out of a rut. The etiquette and high expectations Golds can place on their friends can get frustrating for Greens, but overall they like the reliability of their Gold buddies.

### Green Friends

It is refreshing to have friends of your same color style. They understand your excitement of intellectual pursuits and can keep up with your immense vocabulary and vast knowledge base. However, if all of your friends are Greens, you may be so involved in ideas that you may have few outside interests or involvement in social activities.

### Orange Friends

This might not seem like a likely combination at first, however many of the Oranges values and behaviors are really quite complimentary to the Greens'. Neither are followers. Both demonstrate independence and resourcefulness in accomplishing their goals. There is a mutual respect for "doing your own thing" that makes many Greens seem Orange-like at first glance. In fact, Oranges and Greens may act very much alike, straightforward in their communication, similar in their humor and can be quite aggressive in their interests.

## Humor

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Although an overall sense of humor is difficult to tell from just the selection of one joke over another your top choice has a slightly Gold hue to it because it involves family members and addresses the topic of following the rules.



*The most wasted of all days is one without laughter.  
-e e cummings*

When it comes to displaying your personality to the world, for instance, by purchasing a vanity license plate, the group you chose includes a variety of favorites exhibited by Greens, their love of technology, learning, sense of humor and natural non-conformity.

## In Living Color

In general, you have an inner drive to contribute. Whether it is volunteering your time to a cause you believe in, pausing for a teachable moment to help a child understand something, or even taking the time to recycle, you like to do what you can to give and make a difference. While some people may do just fine operating in their own world, you like to reach out and encourage others. It feels wonderful to be a role model, inspiration and positive influence. You provide an optimistic way of thinking. Able to find a silver lining in most any dark cloud, you help others see how they can use their circumstances to learn and grow. You are taken back when some individuals don't seem to care about the welfare of others, especially since your concern reaches out to the world.



*Hide not your talents, they for use were made. What's a  
sun-dial in the shade?- Benjamin Franklin*

## Applying True Colors

As you stop and think about the insights you have gained so far by reading about your unique True Colors spectrum, you'll realize how knowing this information can bring



about shifts in the way you interact with the people in your life. This personalized report has provided information about your style, preferences, energizers, stressors, communication style and much more. Recognizing your own approach to life is just one aspect of the power of this True Colors assessment.

Another fun feature is that you can invite an unlimited number of observers to complete an Automated Online Assessment that allows you to see how others perceive you. You can also view and print several key articles to gain an even deeper understanding of the True Colors™ model--how it was developed and why it works.

Of course the key to outstanding personal effectiveness and enhancing relationships is not only knowing your own style, but finding out what makes others tick as well. When you are able to recognize and appreciate the motivations and values of others, you open up a whole new world of possibilities. Visit the True Colors website at [www.True-Colors.com](http://www.True-Colors.com) to continue your adventure. And remember, to

***Let Your True Colors Show!***

True Colors, Inc. / 3605 W. MacArthur Blvd., Suite 702 / Santa Ana, CA 92704 / Tel: (800) 422-4686 (U.S.) or +1 (714) 437-5426 (International) / Fax: +1 (866) 374-8958 (Worldwide)