



**TRUE COLORS**

**Personalized Report for:**  
**Matthew Abernathy**

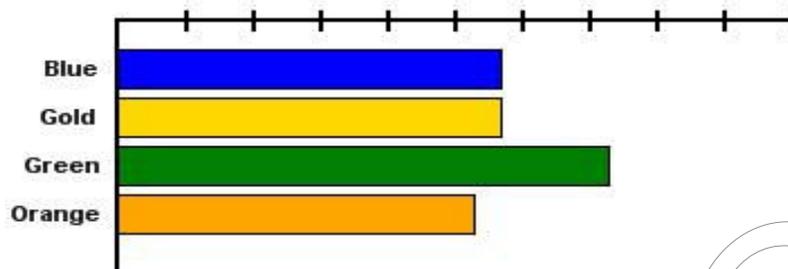


**Sample Report Only**

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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 **green - blue - gold - orange**.



According to your responses you show an inclination towards extroverted.

1

## Brightest- Most Dominant

This indicates that your strongest, most dominant personality traits are **green**. 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 **gold**. 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 extroverted 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*

### **Acquiring Knowledge**

Constantly seeking information, it seems you can never gain enough to satisfy your voracious appetite for knowledge. You are not willing to settle for just surface explanations and like to know the reasoning behind a decision or formula used to solve the equation. Most likely an avid reader, you may be reading several books at once. This reading habit lends quite nicely to an expansive vocabulary knowing how to pronounce and use a tremendous amount of "big words". If you are internet savvy, you most likely enjoy spending time researching on the web, reading through interesting facts and then following the available links to find out even more on the subject. Yet knowing the facts will still not suffice. You want to fully understand the information you acquire and may study several aspects until you feel you have an adequate working knowledge.



*The important thing is to not stop  
questioning.*  
*-Albert Einstein*

### **Got a Problem?**

When a puzzle or challenge presents itself to you, at work, play or just about anywhere, you like to investigate and figure it out especially if others have given up or deemed that the problem is unsolvable. Whether it is a seemingly common problem like getting a software program to function on your computer, or more complex, such as solving a math enigma, the intrigue and fascination of a riddle unsolved can capture your attention for hours, weeks, or if it is big enough...even years! Your tenacity enables you to diligently continue to work at finding a way to accomplish the task at hand. Even when the task is "done" you may continue to "tweak" improve, or perfect it now and then. One gift that lends a hand to your problem-solving adeptness is your ability to spot inaccuracies and mistakes then follow the path back to the root of the problem.

### **Thinking Outside the Box**

You are an "innovator" and not content to settle for the status quo. When someone responds to your inquiry with, "we've always done it this way" it can challenge, irritate or even amuse you, but rarely does it motivate you to accept the circumstance at face value. You like to come up with new and improved systems and may even invent the next step or piece of equipment. You value insight and seem to come up with an answer for any question, even the rhetorical or "imponderable" ones. You may even have pet theories about certain conditions and like to explore your conjectures with other interested parties. Others may turn to you to seek advice and to answer questions of trivia, since they figure you know something about practically everything. In fact people may get so used to turning to you for answers that they are surprised when they come across one you don't know.



*It is not worth an intelligent man's  
time to be in the majority, there are  
already enough people to do that.*  
*-G.H. Hardy*

### **A Practical Non-Conformist**

Your unique approach to the world may not always mesh with the rest of society. On a seemingly never-ending quest for functionality, improvement and autonomy, you have a tendency to "do your own thing" regardless of whether others think your ways are eccentric. Rarely do you enjoy attending social functions because it is customary or expected of you. You'd prefer to choose when, where and how you want to celebrate or not celebrate occasions. It is not unusual for you to "work" on projects during regular scheduled holidays while others feel compelled to picnic because it is what they believe they are "supposed to do" on that particular holiday. You may also "make do" with or invent a new use for something, when others are influenced by society to dress or

purchase something ready-made for a specific purpose. For instance, you might fix something rather than buying it new or wear clothes that are perfectly functional even though they may be a bit dated or worn. Even when it comes to buying things for others, it may be hard for you to override your deeply embedded value system and sense of logic to purchase something you view as frivolous. Overall, you are imaginative and creative, especially when your ideas can be put to practical use.

### **Enthusiastic, Warm, Communicative**

Whole hearted, excited and eager, you love to have everyone around you happy and comfortable. You may feel it is your duty to cheer up others or provide motivation so you take it up as a personal mission to maintain a pleasant atmosphere and make sure others are included and feel validated. You are usually warm and approachable and people may find you an especially good listener. You pay attention, keeping good eye contact, listening for feelings, and conveying understanding. This attentiveness provides a safe environment for them to comfortably converse. You speak kindly and compliment freely may share personal stories and feelings if you sense it will help strengthen the connection or help the person feel better. You may even create metaphors to promote understanding and reframe a situation, such as "Life is like a dance..." Stimulating and inspirational, you try to look on the bright side of things and keep a positive attitude. You are likely to be the one to see the light at the end of the tunnel in a crisis and encourage others to "hang in there". A firm believer in hope, possibility, and future potential you go to great lengths, and sometimes even sacrifice, to bring out the best in others.



*"...the greater part of our happiness or misery depends upon our dispositions, and not upon our circumstances."  
-Martha Washington*

### **Idealistic, Passionate and Spiritual**

Whether or not you have a belief in God or a Higher Power, you know you have a larger purpose in life and seek a spiritual connection in some way with the rest of the universe. You may participate in spiritual practices such as Tai Chi, yoga, or meditation, or you may have your own unique way of connecting. Growth oriented and self-searching, life must have meaning and significance and you want to somehow make a contribution or difference. Devoted to and intoxicated by your interests, whether it's motivating a team, building a relationship or working on a project you believe in, you throw your heart and soul into your interests and can be very dramatic. You may tend to get immersed in experiences of living such as love, strife, success, sorrow, joy and so on and have a hard time limiting the amount of time and energy you devote to any one particular area, especially when it comes to helping others or working towards an ideal. You may volunteer time and get involved in "causes" such as recycling, helping victims of violent crimes, feeding the hungry, raising consciousness, self improvement and spiritual growth.

## 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 an Orange style. You may have gotten distracted or bored in school, wanting to play or stir up some fun. You most likely learned best from teachers that involved you in the lesson by offering a practical application or hands-on approach. Games and contests caught your attention and you may have found pleasure in leading or entertaining the class. Academic routine seemed somewhat restrictive as you had your own ideas and ways of doing things.



*Getting there isn't half the fun, it's all the fun.*

*-Robert Townsend*

### 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

**When it comes to shopping you take a Green approach.**



Unless a Green has a very strong second color, they may actually dread grocery shopping and put it off as long as they can, searching their cupboards, making strange combinations and calling it dinner. They may shop with little or no list, or on the other extreme, have things entered into their hand-held electronic assistant or chart they have made. When they pull into the parking lot, they are compelled to find the "perfect" parking spot and will drive around, sometimes following behind customers leaving the store to wait for their "prime" spot. Once they have chosen their strategic spot, they like to get in the store and get down to business. If there is a food vendor offering samples, Greens may either walk right by, or approach the table to check out the ingredients. They may or may not say "hi" to the vendor at all. Often times, after reading the label, a Green may just walk away from the table without even trying the food, or may comment on some chemical in the food and the research they know about it. When it comes to shopping Greens like to get in and get out, however, one of their biggest distractions is reading, whether it's ingredient labels, humorous greeting cards, or magazines, they may spend a good amount of time comparing ingredients or engrossed in an article. They may still be reading as the clerk checks their groceries. If they get home and realize they have forgotten a food item or two, they will usually make do with what they have inventing a new recipe rather than returning to the store for the missing ingredient.

## Decision Making

Your decision-making process for purchasing an item over \$200 shows a Green attitude. Many Greens like to thoroughly research their options before making a purchase. They will not only look into the usual price and quality, they will want to know any extra features and how they work. They may check websites and the "Consumer Reports" to compare features and testimonials, taking into account the critiques and compliments from current users of the product. Although Greens usually aim for buying the most technologically advanced item, they will not buy something with features they consider "stupid". Sometimes they spend so much time trying to make a decision about a major purchase that they can actually put off buying something for months, even years.



*Knowledge is power.*  
*-Francis Bacon*

## Gift Getting

In receiving a gift, your choice reveals a Green preference. In general, Greens prefer items that practical, functional and technologically savvy. They do not usually like receiving gifts they consider useless, like knick-knacks and decorative items. Because they enjoy learning and reading, a gift certificate to Amazon.com would be a great gift since it also offers them the option of choosing their own book or item of interest. Any gifts that contribute to their knowledge or help them forward their progress in their specific interest areas are greatly appreciated. They also enjoy mystery and puzzles. Although the gift grouping did not reflect this, Greens also like earth-friendly gifts and commonly enjoy the witty humor of Dilbert and the Far Side.

## 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 Gold qualities. Golds listen for details, sequentially. They can lose their train of thought if the conversation is interrupted or a person speaks off target. They do not want to fill in the blanks and like you to finish your sentence or thought before moving on to another subject. Golds also listen for responsibility. Listening for the purpose of gathering information so they know what their role is, they pay attention and ask themselves, "What is my duty? What should I do with the information? What is the deadline for completion?" Golds are further concerned with whether the information is right or wrong. They are listening to decide first the moral correctness of the speaker's intentions as well as their status within the given context. The more they are able to discern the appropriateness of an interaction or response, the more comfortable they are in conversing and can move on to deciding whether the information itself is correct, accurate, or useful.

### **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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Because you have a strong desire to influence others so they lead more significant lives, you often seek work in the arts, communications, education, and the helping professions. You are adept at motivating and interacting with others and like working in cooperation.

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

Your style on a work team or at a meeting conveys a Gold approach. Golds are motivated by fulfilling responsibilities. They enjoy membership on a team and with an organization and derive pleasure from a job well done. Past conscious, Golds rely on the lessons they have learned from the past and provide a great historical perspective. They approach problem-solving in a step-by-step, structured, methodical way, gravitating towards

solutions that respect rules and existing procedures. They provide great team loyalty, continuity, respect for authority and good follow-through. They are able to implement consistent procedures and are economical with resources.

Generally excellent planners, Golds can manage large amounts of detail and create not only a comprehensive plan, but several contingency plans as well. They keep meticulous notes and records to preserve the integrity of ideas and ask for information about role clarification. Golds consistently monitor systems and procedures to ensure stability and team performance. They help to build a strong team culture and uphold traditions. They will enforce policies and hold themselves and others to established standards.

### **Achieving the Objective**

Very realistic with time, Golds are able to accurately assess the amount of time needed to complete a task or project. They can provide task focus that leads to timely output, knowing where to start and what needs to be done. After acquiring the necessary details, they immediately break the project into manageable parts and set timelines for completion. They like to work in chronological order, finishing task "A" before moving on to "B." When necessary, they will take on a leadership role and maintain it year after year, comparing suggested approaches with prior experience and instituting norms. They may even pick up the slack for others in order to accomplish the goal.



*I come to the office each morning and stay long hours doing what has to be done to the best of my ability.*  
*Harry S. Truman*

### **Potential Challenges**

Golds may lose the big picture when working on detailed implementation and have problems prioritizing among multiple tasks. They can have difficulty adjusting to unexpected changes and may be reluctant to try something that has never been done before. Golds have a tendency to stick to a procedure because "That's the way we've always done it." They may even slow down the response time with their cautious approaches.

Especially under time pressures, they may put the project before people needs and become too authoritative. They tend to want to micromanage the details and find it hard to multitask. They can get a bit pessimistic and waste time over-planning. Because they like closure, they can get impatient when a project gets delayed and get upset if team members do not abide by the rules or meet time demands.

At times, Golds may feel unappreciated by others and complain when their dutiful nature pushes them to take on responsibilities of others. They can grow resentful trying to do everything for everyone. On the other hand, they can also get stressed if they feel they are not needed or allowed to fulfill their role. Some Golds find the team process so fulfilling that they may want to maintain the group when no longer suitable.

## 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 Green personality style.

## Others May See Green As:

**Not Noticing Matters** - Operates in their own world. Does not take the time to get to know others and won't allow others to get to know them. Not a team-player.

**Heartless** - Uncaring. Devalues emotional concerns of others. Ignores people's values. Does not bother to acknowledge others. Unfriendly, cares more about intellectual pursuits than people. Rejects friendships.

**Eccentric, Weird** - Strange ideas and opinions. Behaves out of the ordinary. Quirky.

**Over-Analytical** - Critical, fault-finding. Looks for errors and mistakes. Points out exceptions. Instead of focusing on what has been accomplished, hones in on what is lacking. Stingy with praise. Doesn't compliment or encourage. Perfectionist with even minor details.

**Unfeeling** - Emotionless. Stoic, controlled demeanor. Doesn't allow others to express their emotions.

**Being Mad** - Constantly grumpy, serious, or concerned. Won't lighten up. Does not smile.



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

## Green May See Self As:

**Independant** - Able to work alone proficiently. Gathers energy from internal world of thoughts and ideas. On a bigger quest.

**Expedient** - When on a mission to accomplish a goal, may not notice when others are seeking acknowledgment or personal connection. Task-focused. Show that they care by providing efficient, accurate, practical solutions and support.

**Innovative** - Creative, original, unique. Work is play. Would rather spend time on worthwhile endeavors than to fritter it away on mere common entertainment. Has the ingenuity and resourcefulness to take ideas to fruition when others would have given up.

**Gift for Critique** - Views it as a favor to point out discrepancies and imperfections. Often driven to find the exception to the rule or to help improve the project or outcome.

**Rational** - Cares deeply and prefers to share intense emotions only in close relationships. Uncomfortable with intense emotions from self or others.

**Concentrating** – Energy is focused on the task or problem and how to accomplish goal. Unaware of the expression my face displays when I am concentrating.

## 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 distractions, constantly re-prioritizing or taking on new projects and boredom with routine tasks are time management challenges for you, or perhaps it's tracking details, underestimating deadlines or being required to stick to established system, then your time management style reflects an Orange shade.



Oranges have a tendency to want things done now-- yet also may also wait until the last minute to complete projects. They frequently underestimate how long it will take to do something and often work at an irregular pace experiencing a burst of energy, then a lull. They enjoy working on several things at the same time and detesting routine, thrive on change.

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

#### Stay Focused

Decide your priorities and stick to them instead of letting your attention shift to whatever catches it at the moment. If possible, designate a block of time for taking and returning calls instead of answering the phone every time it rings

#### Follow the Rules

Be aware of your tendency to take shortcuts. It may seem to help temporarily, but adhering to established systems and procedures will save you and others more time and frustration overall.

#### Get Organized

Clean out the clutter that may be getting in your way. Sort some junk and create systems for easy access of what you really need most. Learn how to use a planner. It will help you remember deadlines, appointment and priorities.

#### Leave Leeway

Set your watch five minutes ahead, get up fifteen minutes earlier in the morning and give yourself "traffic time" between appointments. Many times, it's when we get rushed that we stress the most.

## 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 green variety of stressors. Any one of the styles could possibly become stressed by these situations, they are not restricted to dominant green, just more common. And the suggestions that follow can be applied across the spectrum as well.

### Common Green Stressors

- Blocks imposed on their ability to display intelligence
- Overly sensitive people, emotional outbursts
- Lack of independent thinking
- Being limited to standard curriculum, no flexibility
- People who don't try to solve their own problems before seeking help
- When they don't understand or know something
- Mistakes and ineptitude
- Not enough time to gather data
- Lack of mental stimulation
- Rules that block progress
- Redundancy, routine
- Nothing new to look forward to
- Ignored recommendations
- No system in place or failure of others to use system
- Made to look incompetent

## Stress Tips for Green

If you are Green and feel yourself fading from stress, it is time to shift your focus outward. You are a big-picture thinker in many areas, so use this ability and apply it to your personal situations. What you focus on becomes real for you, so relocate your focus to more empowering thoughts and ideas. What possibilities are you not noticing? Expand your thinking to include empathy for others and their journey in life. The following are some suggestions:

**Balance Your Critiques** - Refrain from "punishing" or getting irritated at others for not living up to your expectations and high standards. Take action to change the things that you can and recognize the things that you cannot so you can channel your energy into other pursuits that are higher on your priority list.

**Honor Your Independence** - You are not anti-social, a misfit, or unfriendly just because you prefer independent activities. Don't force yourself to get involved with activities you are not interested in just because of social pressures. You have the unique ability and nature to be content and enjoy solo activities. So enjoy them!

**Read** - Read *A Guide for Rational Living*, by Albert Ellis, Ph.D. and Robert A. Harper, Ph.D. It offers a revolutionary approach that "can teach any intelligent person how to stop feeling miserable about practically anything."

**Prioritize** - Learn to discern the difference between things that really do need to be perfect and those that just need to be done. Focus on excellence instead of perfection.

**Reach Out to Others** - Many Greens try to solve problems alone. Although this is resourceful in many situations, there are times when it is beneficial to seek answers with the help of others. Who can you confide in or turn to for personal, not just work-related, assistance?

**Recognize You Can Only Change Yourself** - You can definitely have an influence on others. Though you may be able to help them change, they must be the ones to make the change. Realize that people are responsible for their own behaviors and attitudes.

**Keep Healthy Habits** - If your health goes down the tubes because you are not taking a break to exercise and eat right, how do you expect to have your full capabilities to work at your potential? Design a strategy for maintaining your health. Investigate programs and create one that fits your particular needs. For fun, chart your progress.

## 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 Gold taste. It is sincere without getting too deep or emotional. The message is appropriate, no sarcastic jokes, ludicrous or

suggestive cartoons that might cross the line. It sends a message of thoughtfulness and concern for their well-being.



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

### **Blue Friends**

Blues and Golds are naturally drawn to each other. Blues admire the loyalty and dependability of Golds and the Golds appreciate the thoughtfulness and empathy of their Blue friends. They are both social joiners, attracted to clubs, committees, teams and networking groups. Very thoughtful, "True Blues" will remember your birthday and other things special to your heart. They provide a listening ear, a cheerful smile and a helping hand when you need it.

### **Gold Friends**

Golds appreciate each others' approach; enjoying tradition, following the rules and taking their roles and responsibilities seriously. At times, one Gold friend's system may clash with another's way of doing things, but for the most part, there is a silent understanding of each others motivations and respect for structure, appropriateness and good citizenship.

### **Green Friends**

You get along well with your Green friends that share the same "get to the point" style of communication. You may find their humor a bit inappropriate, but can appreciate their frankness and unique way of looking at the world. You admire their ability to establish systems, fix problems, and enjoy their thought-provoking conversations and ideas.

### **Orange Friends**

A very unique combination, Golds and Oranges seem to be opposite in their value systems and modes of operation. It is this "opposition" that can draw these friends together or push them apart. Oranges can bring fun and spice to the planned world of a Gold and the Golds in turn help the Oranges "fly" by providing a safety net and sense of security. Yet the spontaneity of Orange can come across as just too irresponsible to Golds and Golds' meticulous planning and attention to details can be overbearing to Oranges.

## **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 Green tinge. It can be straightforward, biting, and sarcastic, pointing out the obvious that others are too timid to address.



*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-test.com](http://www.True-Colors-test.com) to continue your adventure. And remember, to

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

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