



# Real Colors

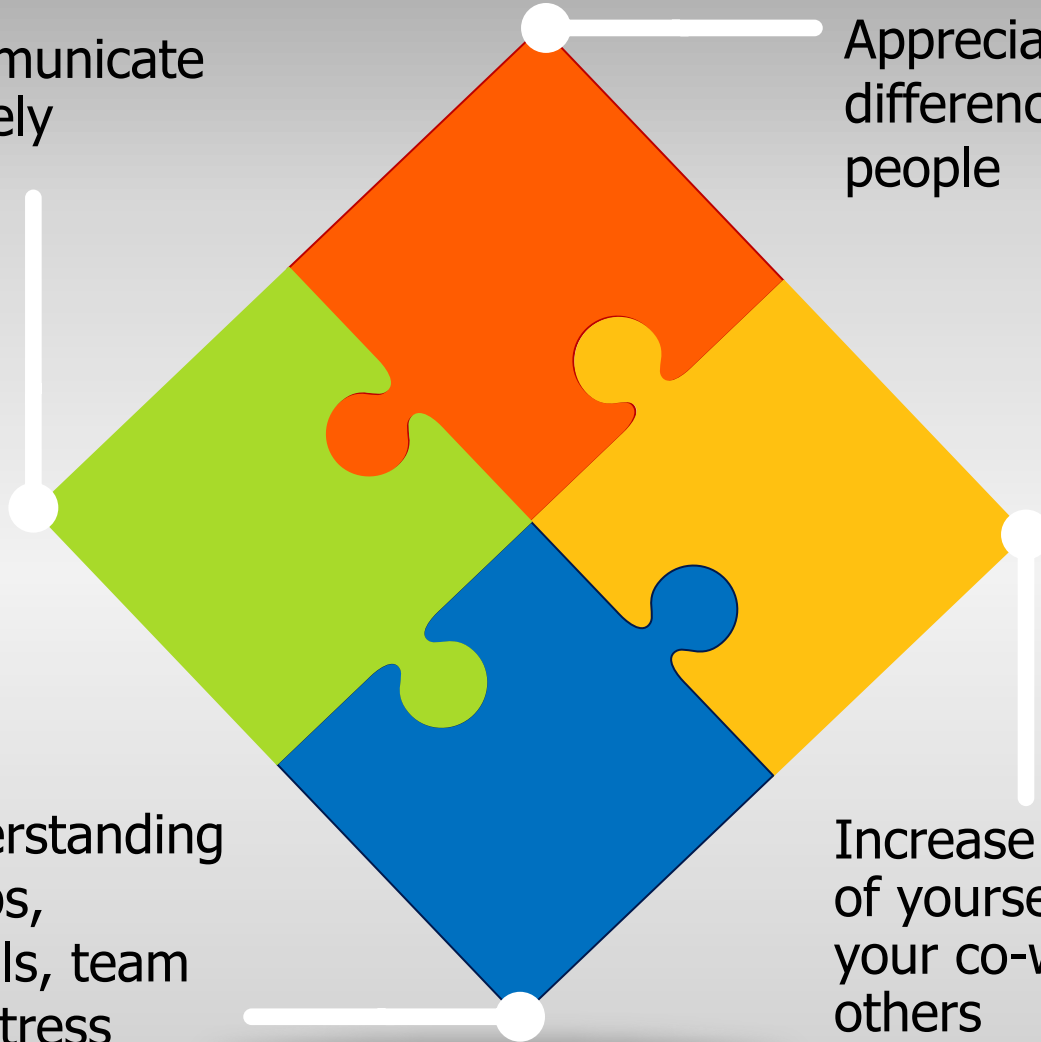
Discovering your personal strengths  
and how to collaborate with others

Presented By:  
Kathleen Scott & Katie Williamson  
May 21, 2015  
STAR Day

- Helps to recognize, accept and learn to value differences
- Four temperament types that influence human behaviors/attitudes
- Increases understanding, empathy and communication by reducing prejudice

Learn to communicate more effectively

Appreciate the differences in other people



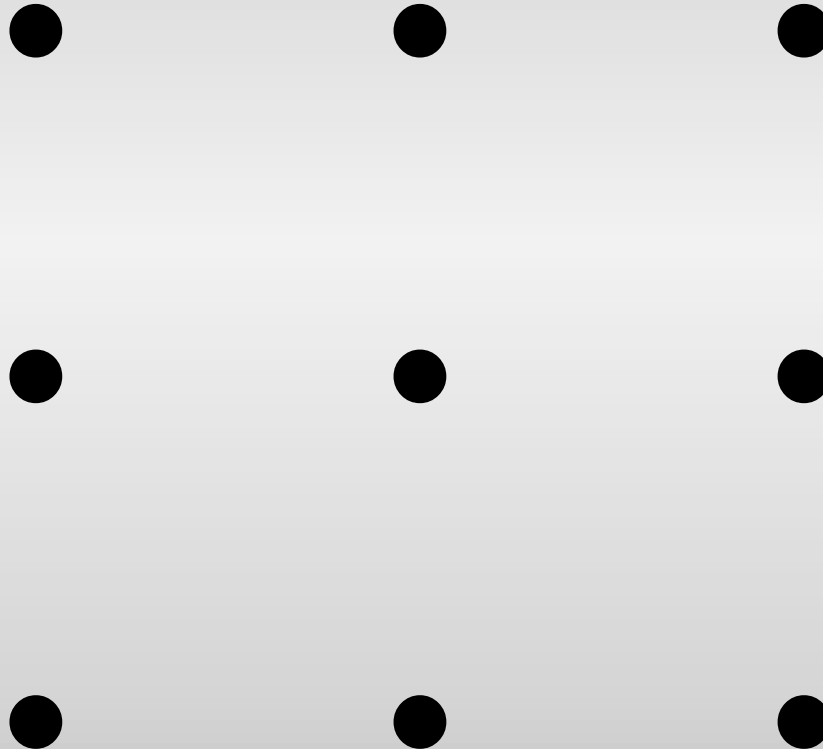
Increase understanding of relationships, leadership skills, team building and stress management

Increase understanding of yourself, your family, your co-workers and others

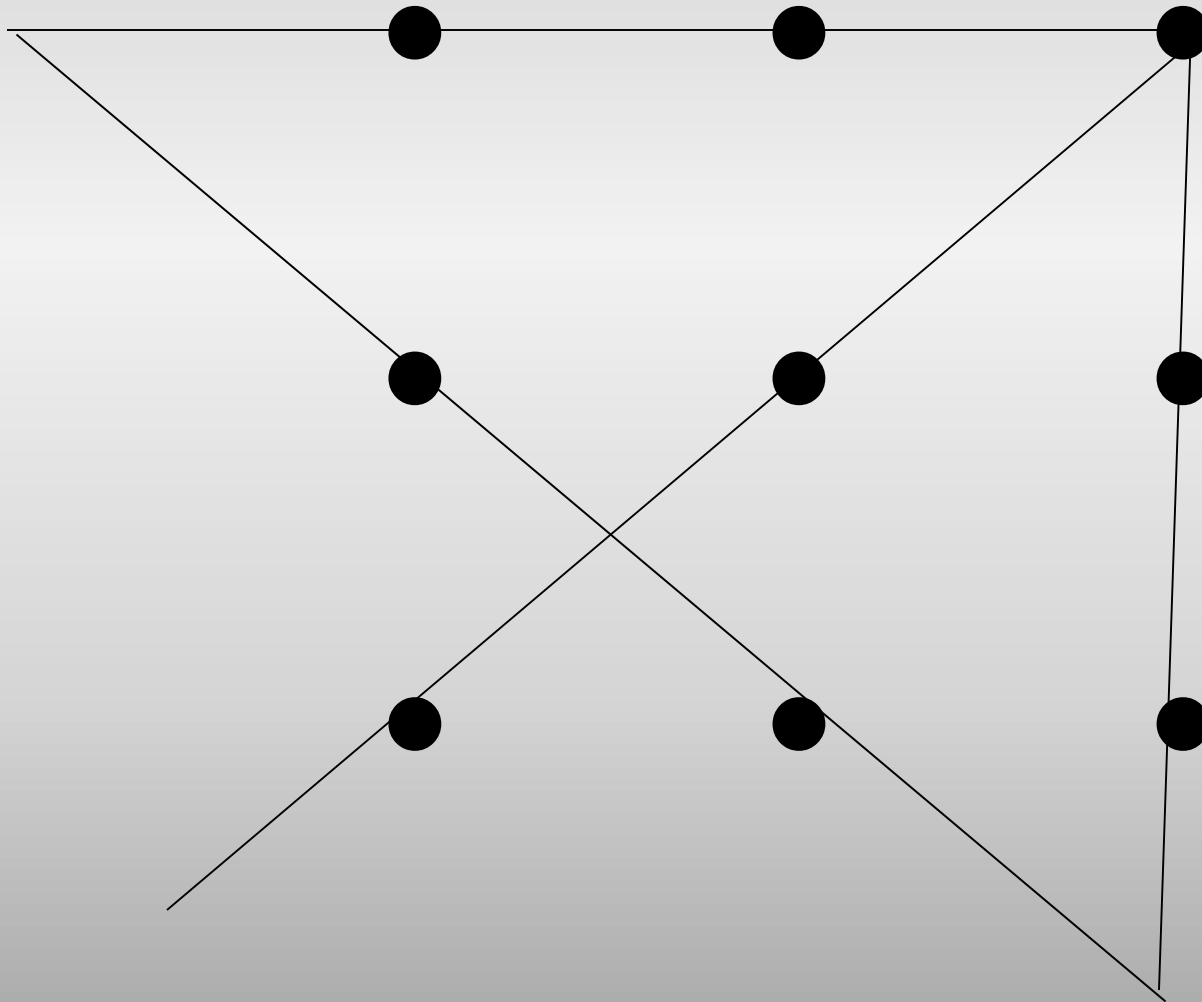
## Real Colors Goals

**Temperament:**  
*characteristic or habitual  
inclination or mode of  
emotional response*

Connect all nine dots with 4 straight lines without lifting your pen.



Connect all nine dots with 4 straight lines without lifting your pen.





With enough time and information we usually discover other ways of viewing things and see what other people see.

Everyone has strengths and not-so-strong areas.

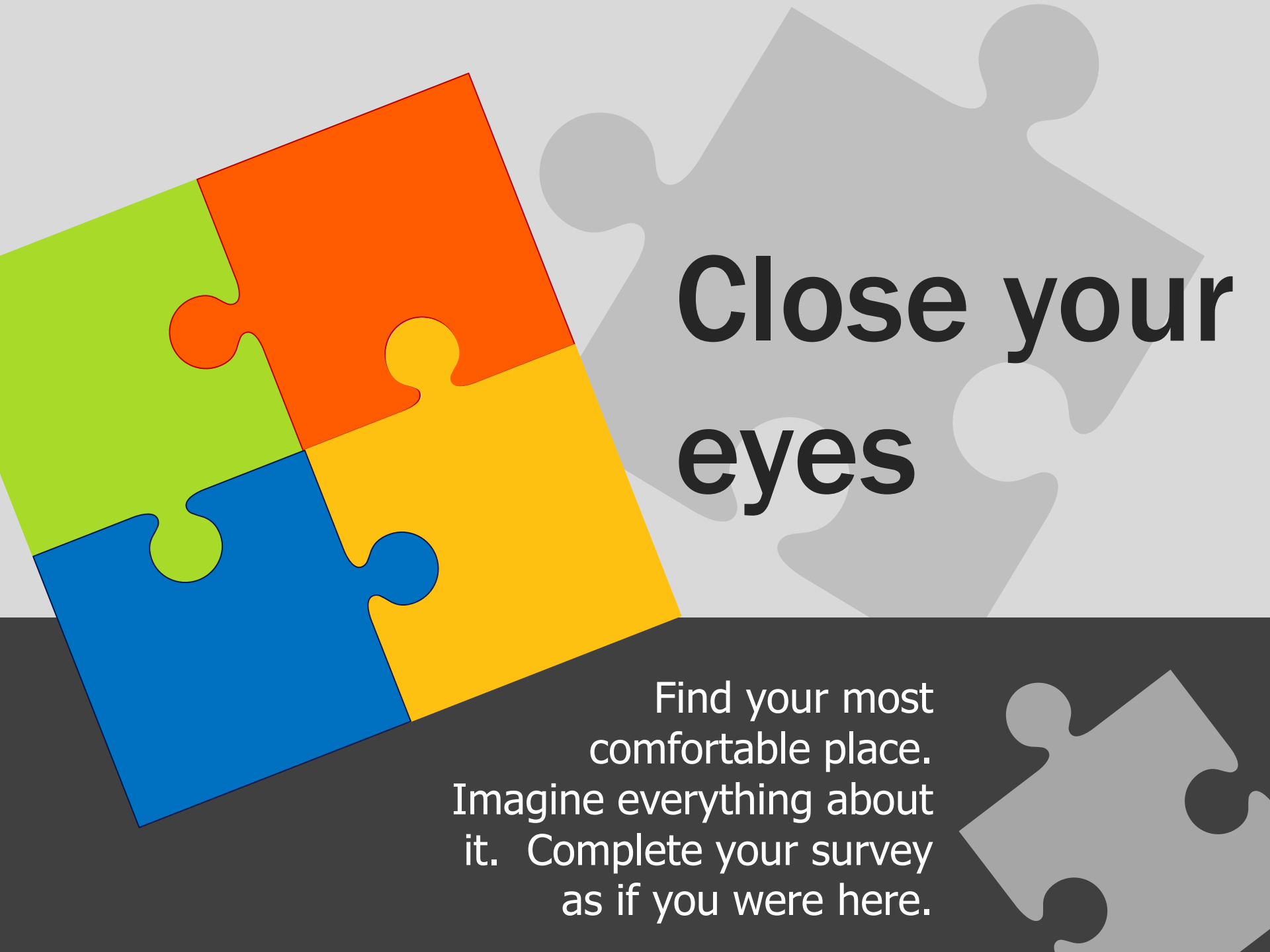
Effective leaders understand and appreciate differences versus being confused and perceiving them negatively.

We see things differently

Use your  
dominant  
hand to  
write your  
name.

Now, use  
the opposite  
hand to  
write your  
name.



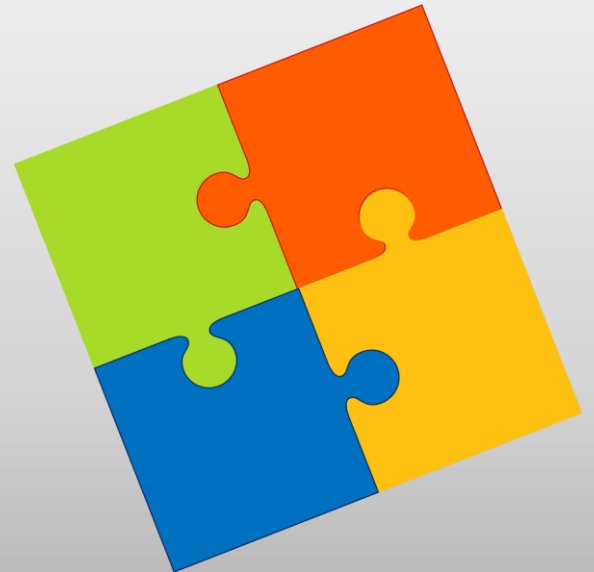


# Close your eyes

Find your most  
comfortable place.  
Imagine everything about  
it. Complete your survey  
as if you were here.

# Instructions:

1. Put all four cards in front of you, picture side up.
2. Put cards in order of what **LOOKS** most like you to least like you.
3. Pair up with someone – share
4. Record scores  
4 = Most like me  
1 = Least like me

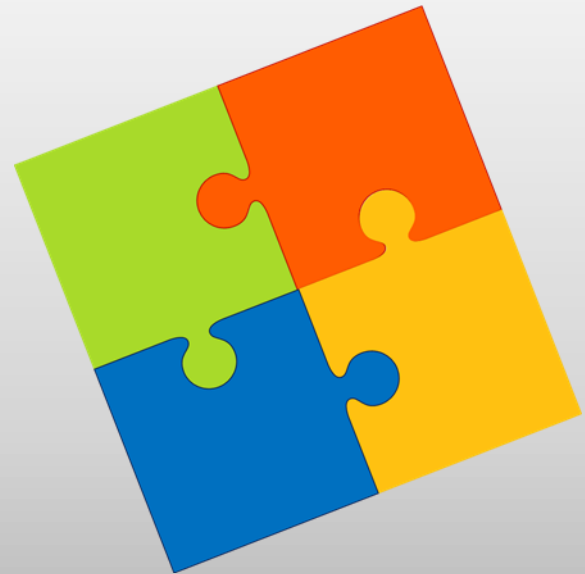


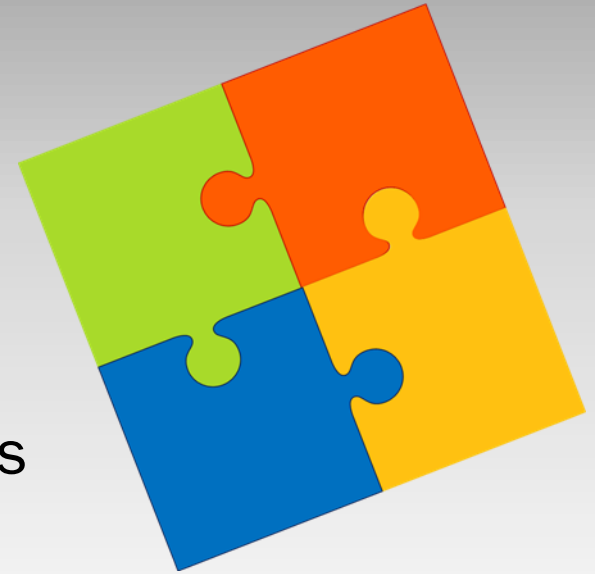
5. Turn cards over, read, and place cards in order of what **SOUNDS** most like you to least like you.

6. Record scores

4 = Most like me

1 = Least like me





7. Complete the colors survey
  - read ten statements, four completers
  - identify completer more like you
  - place a 4 beside it
  - place a 3 beside the letter of the completer that **IS** next most like you and so on...
  
8. Sum the values you've assigned to the letters and record.

# Real Colors Scoring

	Blue	Gold	Green	Orange	Sum
Cards – Pictures					= 10
Cards – Text					= 10
Color Survey	C:	D:	B:	A:	= 100
Total					= 120

**VALUES**

**JOYS**

**PLEASURES**

**NEEDS**

Responsibility  
Duty  
Obligation  
Work  
Practical  
Sensible  
Earn Life's Rewards  
Direct  
Punctual  
Predictable  
Precise

Clear  
Order  
Loyalty  
Rules Oriented  
Detailed  
? Change

Be Prepared  
Love to plan  
Service oriented  
Values Family traditions  
Helpful and trustworthy  
Conservative and stable  
Most comfortable with a formal environment

Right way to do everything  
Tend to be left-brained and analytical  
Policies, procedures, rules  
Strives for a sense of security  
Values order and status quo

"Shoulds" and "should nots"

Never breaks the speed limits

# Gold Attributes

# How to communicate with Golds

- Use clear, precise language or directions
- Cut small talk – get right to the point
- Reach conclusions quickly
- Avoid sidetracks, be honest
- Keep conversation in order – follow agenda
- Provide guidelines for follow up
- Show appreciation for things they do
- Focus on responsibilities, efficiencies and productivity





# Enhancing Self Esteem for Golds

- Provide consistency
- Establish clear rules
- Provide concrete rewards
- Make them feel they are an important part of team
- Provide opportunities for them to display responsibility, organize things or people, be of service to others



# Gold Reframing

## **Gold may see self as:**

- Stable
- Providing security
- Dependable
- Firm
- Always have a view
- Efficient
- Realistic
- Decisive
- Executive type
- Good planner
- Orderly, neat

## **Others may see Gold as:**

- Rigid
- Controlling
- Dull, boring
- Stubborn
- Opinionated
- System-bond
- Unimaginative
- Judgmental
- Bossy, controlling
- Uptight



Calm  
Balance  
Tranquility  
Harmony  
Reflective  
Belonging  
Loyalty  
Expressive

Family  
Democratic  
Security  
Fair  
Cooperative  
Genuine  
Caring  
Open  
Peace/Harmony

Mediator  
Optimistic  
Caretakers  
Passionate  
Peacemakers  
True romantic  
Cause oriented

Always has a kind word  
Enjoy symbols of romance  
Strong sense of spirituality  
Sensitive to needs of others

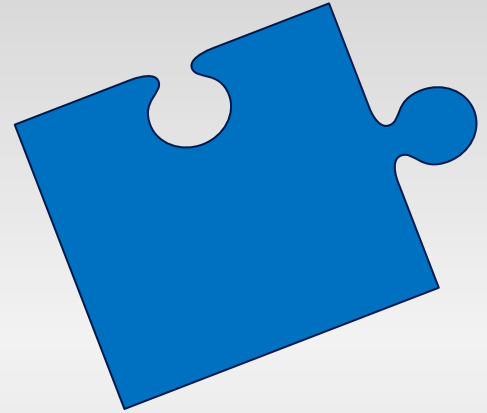
Motivate and encourage others

Cooperative rather than competitive

# Blue Attributes

# How to communicate with Blue

- Relate what you are saying to feelings
- Avoid criticism
- Put people ahead of procedures
- Be honest ... be genuine
- Ask the person how they feel about the issue
- Reassure through body language
- Keep your promises
- Talk about results in terms of their effects on others



# Enhancing Self Esteem for Blue

- Reassure them of their self worth
- Recognize accomplishments
- Accept who they are
- Provide a harmonious environment
- Provide opportunities for them to help others, build relationships, please leaders



# Blue Reframing



## **Blue may see self as:**

- Warm
- Compassionate
- Romantic
- Spiritual
- Idealistic
- Willing to work tirelessly for a cause
- Unselfish
- Empathetic
- Affirming
- Caretaker
- Promoting growth, well-being

## **Others may see Blues as:**

- Overly emotional
- Bleeding Heart
- Mushy
- Hopelessly naïve
- Too tender hearted
- Easily duped
- Too Touchy-Feely
- Too nice
- Too trusting
- Smothering
- Stuck in / lives in the past
- Groveling

Natural Order  
Intellect  
Knowledge  
Competence  
Persistence  
Determination  
Visionary  
"in process of change"

Follow Through  
Encourages Change  
Exploration  
Challenge concepts  
Questions  
Independent  
High Expectations  
Conceptual  
Calm, Cool, Collected

"Should be able to" /  
"Why?"  
Intellectual  
Theoretical  
Idea people  
Philosophical  
Very complex  
Perfectionists  
Standard setters  
Visionaries, futurists

Can never know enough  
Approaches interpersonal  
relationships in a logical  
manner  
Work is play –  
play is work  
Need for independence and  
making decisions

Knows how to  
spell and  
pronounce "big"  
words  
Abstract, global

# Green Attributes

# How to communicate with Greens

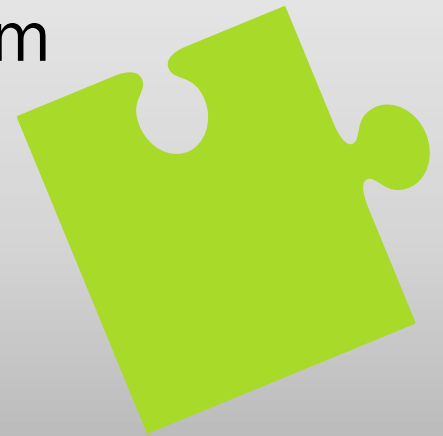
- Use clear, precise language
- Use logic in support of your position
- Use proven references and facts
- Be honest
- Be willing to debate issues
- Keep conversation relevant
- Show sincere appreciation for ideas
- Avoid talking about feelings





# Enhancing Self Esteem for Greens

- Provide feedback on the quality of their work
- Provide assistance in choose task that are difficult and challenging but achievable
- Give patient answers to all questions
- Allow them to disagree without criticism
- Give opportunities to learn, display competence and explore options.





# Green Reframing

## **Green may see self as:**

- Superior intellect
- 98% right
- Powerful
- Creative
- Visionary
- Original
- Eminently reasonable
- Rational
- Calm, not emotional
- Under control
- Precise, not repetitive

## **Others may see Green as:**

- Intellectual snob
- Arrogant
- Heartless
- Doesn't care about people
- Ruthless
- Unrealistic
- Eccentric, weird
- Emotionally controlled
- Cool, aloof, unfeeling
- Afraid to open up

Energy  
Skillful  
Physical Potency  
Impulsive  
Here & Now  
Will to Achieve  
Spontaneous  
Clever  
Visual  
Kinesthetic

Hands on  
Flexible  
Immediate  
Competitive  
Active  
"Make it Fun"  
Welcomes Change  
Risk Taker

Charming  
"Just Do It"  
Test Limits  
Quick Witted  
Master Negotiator  
Creative, Inventive  
"Lets Make A Deal"  
A Natural Entertainer  
High Need For Mobility

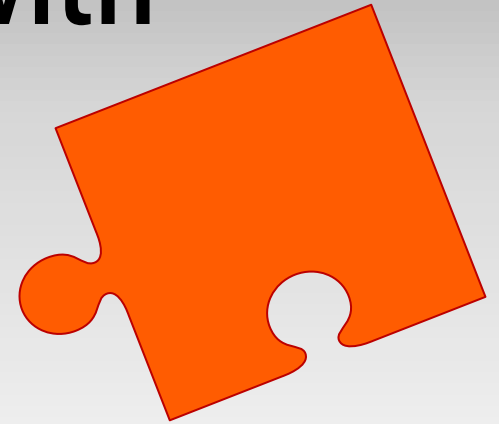
Pushes The Boundaries  
Likes Tangible Rewards  
Stimulates Economy  
Appreciates feedback  
Dominates what is being said  
Makes decisions quickly  
Moves from item to item quickly

Most Productive In  
Informal  
Environments

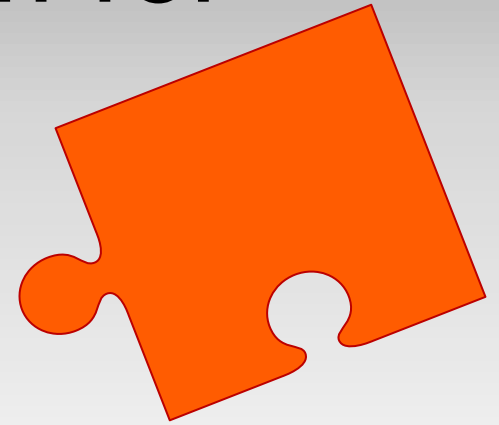
# Orange Attributes

# How to communicate with Orange

- Cut to the heart of the problem
- Given them the straight stuff
- Talk about how to do things
- Be honest
- Be bold, say what's on your mind
- Keep conversation lively ... keep agenda moving
- Focus on action and results
- Praise them for things they do



# Enhancing Self Esteem for Orange



- Provide frequent change
- Challenge their imagination
- Don't impose unnecessary restrictions
  
- Provide opportunities for them to: express themselves, act quickly, defy risk, use their intuition, have different experiences, build a variety of skills, try out ideas, be clever

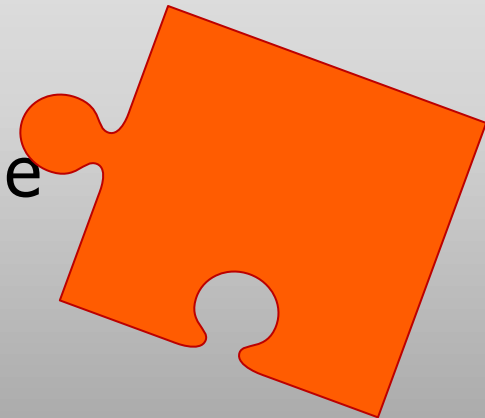
# Orange Reframing

## **Orange may see self as:**

- Fun-loving, enjoys life
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Hands-on person
- Practical
- Problem-solver
- Good negotiator
- Do many things at once

## **Others may see Orange as:**

- Irresponsible
- Flaky
- Goofs off too much
- Disobeys rules
- Manipulate
- Not to be trusted
- Not able to stay on task
- Scattered
- Cluttered
- Uncontrollable



# Clash or Coordinate ?

<b>Colors</b>	<b>Shared Value</b>	<b>Can Clash Over</b>
Blue and Gold	Family	People vs. task
Green & Orange	Freedom	Deliberation vs. action
Blue & Orange	Social Activities	People vs. action

# Clash or Coordinate ?

Colors	Shared Value	Can Clash Over
Gold and Green	competence	Deliberation vs. schedule
Blue & Green	Accepting others' differences	Feelings vs. ideas
Gold & Orange	"my way or the highway"	Planning it vs. winging it

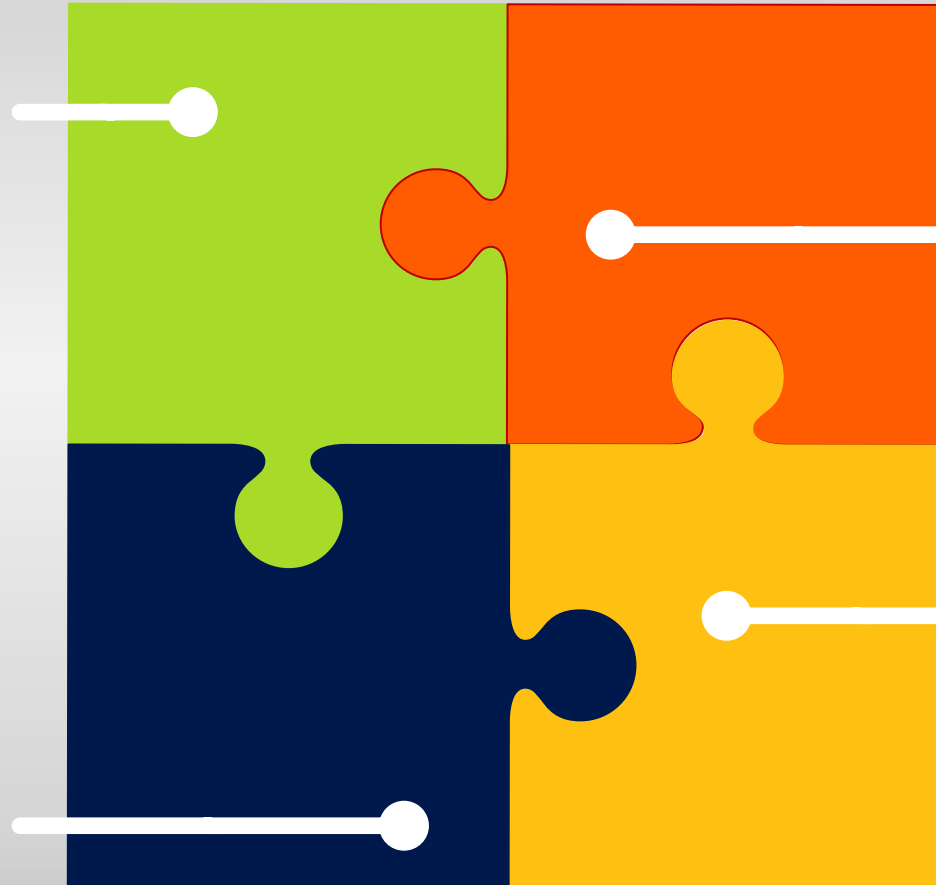


# Colors Philosophy

This slide is static and does not animate.

We have all four colors in each of us. It is a blend of these four that makes us special and unique.

It is essential that we develop and draw upon each of our four colors in all of us – and by doing so, we will better relate to others and will better cope in our relationships with others.



By seeing primary colors brightened in others, we can better see the pale colors in ourselves.

It is by uniting in our diversity that we can build powerful teams to accomplish our goals. It is by awareness, understanding, appreciation and celebration of our differences that we become powerful in uniting.