

19. True Colors Exercise

*An Exercise to Help Understand Your Leadership Style
and The Leadership Styles of those Around You*

With Appreciation to "Possibilities ... Neighbors In Action" For Use of this Exercise

What Is Your True Color?

Describe Yourself. Starting on ROW 1, go ACROSS and rank the group of words using a scale 1 to 4.

4 = Most like you

3 = A lot like you

2 = Somewhat like you

1 = Least like you

Repeat ranking on each row.

Starting with Column 1, add up the numbers in Column 1 going from top to bottom, and enter the total in the box at the bottom of the column. Repeat totaling for each column. Your highest score total indicates your primary or brightest color. The lowest score represents the color that is least like you.

| | Column 1 | Column 2 | Column 3 | Column 4 |
|--------------|--|---|---|--|
| Row 1 | Active Opportunistic Spontaneous <input type="text"/> | Parental Tradition Responsible <input type="text"/> | Authentic Harmonious Compassionate <input type="text"/> | Versatile Inventive Competent <input type="text"/> |
| Row 2 | Competitive Impetuous Impactful <input type="text"/> | Practical Sensible Dependable <input type="text"/> | Unique Empathetic Communication <input type="text"/> | Curious Conceptual Knowledge- able <input type="text"/> |
| Row 3 | Realistic Open-minded Adventuresome <input type="text"/> | Loyal Conservative Organized <input type="text"/> | Devoted Warm Poetic <input type="text"/> | Theoretical Seeking Ingenious <input type="text"/> |
| Row 4 | Daring Impulsive Fun <input type="text"/> | Concerned Procedural Cooperative <input type="text"/> | Tender Inspirational Dramatic <input type="text"/> | Determined Complex Composed <input type="text"/> |
| Row 5 | Exciting Courageous Skillful <input type="text"/> | Orderly Conventional Caring <input type="text"/> | Vivacious Affectionate Sympathetic <input type="text"/> | Philosophical Principled Rational <input type="text"/> |
| | Total: <input type="text"/> | Total: <input type="text"/> | Total: <input type="text"/> | Total: <input type="text"/> |

If your highest score is in:

Column 1, you are **Orange**

Column 2, you are **Gold**

Column 3, you are **Blue**

Column 4, you are **Green**

If you are GOLD.....Your Strength Is Duty

If your brightest color is gold, you value order and cherish the traditions of home and family. You provide for and support the structure of society. Steadfast and loyalty are your trademarks. Generous and parental by nature, you show care by making everyone do the right thing. To disregard responsibility of any kind never occurs to you.

Your Keys to Personal Success

- Generosity, The work Ethic, A parental Nature, Ceremony, a sense of History, Dignity and culture, perpetuating heritage, steadfastness, a value of order, predictability, home and family, establishing and organizing and institutions.



You Esteem Yourself By Behaving Responsibly

Be Prepared is the motto of those with gold as their brightest color. They enjoy the status and security that being prepared represents. They have an instinct for keeping the product in production, for maintaining the structure, and for supporting the rules. They have a strong awareness of right and wrong, with respect for *shoulds* and the *should nots*. They are symbolized by the pillars of strength – the flag, the preservation of honored institutions, and the purity of home and family.

With Gold as Your Brightest Color, You Tend To:

- Dream of: Assets, wealth, influence, status and security.
- Value: Dependability, accountability and responsibility.
- Regard: Service and dedication.
- Dislike: Disobedience, non-conformity and insubordination.
- Express: Concern, stability and purpose.
- Foster: Institutions and traditions.
- Respect: Loyalty
- Promote: Groups, ties, bonds, associations and organizations.

If you are ORANGE.....Your Strength is Skillfulness

If your brightest color is orange, you need freedom to take immediate action! A zest for life and a desire to test the limits best express your nature. You take pride in being highly skilled in a variety of fields. You are a master negotiator. Adventure is your middle name. You prefer a hands-on approach to problem solving and a direct line of reasoning creates the excitement and immediate results that you admire.



Your Keys to Personal Success

The impulse to really live, test the limits, the need for variation, excitement and light-heartedness, charged adventure, being a natural entertainer, spontaneous relationships, taking off for somewhere else, being able to act in a crisis, a love of tools, charm, wit, fun, taking defeats only temporarily and considering waiting as emotional death.

You Esteem Yourself By Being Adventurous

People with orange as their brightest color see life as one big party to enjoy. They live in the here and now, for who know what tomorrow may bring? They are always ready for a business deal or a deal of any sort, loving competition and never missing an opportunity. Their impulsiveness drives everything they do. They are symbolized by the light of the eagle, the sensation of riding a motorcycle, the roaring of the rapids and the skillfulness of a virtuoso.

With Orange As Your Brightest Color, You Tend To:

| | |
|-----------|--|
| Dream of: | Being free, spontaneity and impetuosity |
| Value: | Skills, grace, finesse and charisma |
| Regard: | Opportunities, options and competitions |
| Dislike: | Rigidness, authority and forcelessness |
| Express: | Optimism, impatience, eagerness and confidence |
| Foster: | Recreation, fun and enjoyment |
| Respect: | Skill and artistic expression |
| Promote: | Stimulation and risk |

If you are GREEN.....Your Strength is Knowledge

If your brightest color is green, you feel best about yourself when you are solving problems and when your ideas are recognized, especially when you feel ingenious. You seek to express yourself through your ability to be an expert in everything. Your idea of a great day is to use your know-how like a laser to create solutions, in that you are a complex individualist with great analytical ability. Although you do not express your emotions openly, you do experience deep feelings.



Chapter 4 Your Keys to Personal Success

Developing Models, abstract thinking, analytical thinking, exploring ideas, a variety of interests, striving for competency, admiring intelligence, storing wisdom & intelligence, being a perfectionist, abhorring redundancy, utilizing precise language and handling complexity.

You Esteem Yourself By Utilizing Ingenuity

People with green as their brightest color have curious minds. They explore every facet of a problem or an idea to control the realities of life. They are global by nature, always seeking universal truth. They acquire skills and perfect any product of systems on which they choose to focus. They are symbolized by the abstract thinker, the unknown challenge of outer space, the complexity and simplicity in design, and the symmetry of format.

With Green As Your Brightest Color You Tend To:

| | |
|-----------|---|
| Dream of: | Truth, perfection, accuracy |
| Value: | Answers, resolutions, intelligence |
| Regard: | Efficiency, increased output, reduced waste |
| Dislike: | Injustice and unfairness |
| Express: | Coolness, calm & collected reservation. |
| Foster: | Invention and technology |
| Respect: | Knowledge and capability |
| Promote: | Effectiveness, competence, and know-how |

If you are BLUE.....Your Strength is Authenticity

If your brightest color is blue, you seek to express the inner you. Authenticity and Honesty are valued above all other characteristics. You are sensitive to subtlety and -with great flair- you create roles in life's drama. You enjoy close relationships with those you love and you possess a strong spirituality in your nature. Making a difference in the world is easy for you because you cultivate the potential in yourself and others.



Your Keys to Personal Success

Authenticity as a standard, seeking reality, devotion to relationships, cultivating others, assuming creative roles in life's drama, writing and speaking with poetic flair, self-searching, having a life of significance, spirituality, making a difference in the world and seeking harmony.

You Esteem Yourself By Behaving Sincere and Sympathetic

People with blue in their character as their brightest color are persons of peace and love. They are the natural romantics in life, idealizing the perfect moment and gestures of love. They are most satisfied when nurturing the potential of others, bringing out the best in them. They are the facilitators of human potential. They are symbolized by the dove of peace, the romantic ballad, the drama of life, and the importance of a simple touch or handshake.

With Blue As Your Brightest Color, You Tend To:

| | |
|-----------|---|
| Dream of: | Love and affection, authenticity |
| Value: | Compassion, sympathy, rapport |
| Regard: | Meaning, significance, identity |
| Dislike: | Hypocrisy, deception insincerity |
| Express: | Vivacity, enthusiasm |
| Foster: | Potential growth in people, harmony |
| Respect: | Nurturing, empathy, sharing of feelings |
| Promote: | Growth and development in others |

Working With Your True Colors:



GOLD

GREEN

ORANGE

BLUE

| | | | | |
|-----------------------------|----------------------------|------------------------|-----------------|----------------------|
| Esteemed By: | Chapter 5 Being of Service | Insights | Recognition | Helping People |
| Appreciated For: | Accuracy and thoroughness | Their ideas | Creativity | Unique Contributions |
| Validated By: | Appreciation of service | Affirming their wisdom | Visible results | Personal Acceptance |
| At Work They Are: | Procedural | Pragmatic | Flexible | A Catalyst |
| Their Specialty Is: | Results | Strategy | Energy | Relationships |
| Their Overall Mood: | Concerned | Cool, Calm, Collected | Enthusiastic | Committed |
| Key Characteristics: | Responsibility | Ingenuity | Skillfulness | Authenticity |

WHAT TO LOOK FOR WHEN YOU'RE OUT OF ESTEEM

GREEN:

Indecisiveness
Refusal to comply or cooperate
Extreme aloofness and withdrawal
Snobbish, put-down remarks, and sarcasm
Refusal to communicate; the silent treatment
Perfectionism due to severe performance anxiety
Highly critical attitudes towards yourself or others

BLUE:

Attention-getting misbehavior
Lying to save face
Withdrawal
Fantasy, day-dreaming, and trancing out
Crying and depression
Passive resistance
Yelling and screaming

ORANGE:

Rudeness and defiance
Breaking the rules intentionally
Running away and dropping out
Use of stimulants
Acting out boisterously
Lying and cheating
Physical aggressiveness

GOLD:

Complaining and self-pity
Anxiety and worry
Depression and fatigue
Psychosomatic problems
Malicious judgments about yourself and others
Herd mentality exhibited in blind following of leaders
Authoritarianism and phobic reactions