Keys to Personal Success

Valuing Differences, Creating Unity
Agenda

1. Introduction, Ice Breaker, Goals
2. True Colors Evolution
3. Your True Colors – Assessment Review
4. Brightest Color Validation Activity
5. Edutainment
6. 4 Colors Blended Application Activity
7. Closing
Welcome and Goals

1. Introductions – Ice Breaker Activity
   a. Your name
   b. What do you do at CMU?
   c. Fun fact – favorite vacation spot, celebrity encounter, unusual accomplishment, etc.

2. Seminar Goals
   a. Understand Yourself
   b. Understand Others
   c. Appreciate Differences
True Colors Evolution

400 B.C. Hippocrates
Four Types/Four Body Fluids

- Sanguine (Blood)
- Choleric (Yellow Bile)
- Phlegmatic (Phlegm)
- Melancholic (Black Bile)
True Colors Evolution

1921 Carl Jung
Psychological Type

- Thinker
- Feeler
- Sensor
- Intuitor
True Colors Evolution

1956 Isabel Myers & Katharine Briggs
Myers Briggs Type Indicator (MBTI)

16 Types
True Colors Evolution

1967 David Keirsey
Marilyn Bates
4 Temperament Types

- Artisans
- Guardians
- Rationals
- Idealists
True Colors History

1978 Don Lowry  
True Colors  
4 Colors  
Green – Orange - Blue – Gold  
Engaging, Experiential, Edutaining  
Valuing Differences, Creating Unity
MBTI/Keirsey/True Colors Correlation

- SP/Artisan/Orange
- SJ/Guardian/Gold
- NT/ Rational/Green
- NF/Idealist/Blue
What Makes True Colors Unique?

- User Friendly
- Memorable
- Interactive Group Work
- Experiential Activities
- Emphasizes Positive Contributions
- A Self Report, Not a Test
- “Edutainment” Concept
- True Colors Full Spectrum
Each of us has a combination of these True Colors® that make up our personality spectrum, usually with one of the styles being the most dominant.

Polling Question: What is your brightest color?
Your Report

• Do you agree with the results? Why or why not?
• Do you plan to share your results with anyone?
• What do you want to be known for?
• What is most important to you at work?
**Brightening Your True Colors**

- **Goal:** Validate your brightest color by sharing with others similar to you

- In your Brightest Color Breakout Room, you have 20 minutes to:
  1. Discuss what you learn about your primary color from your assessment?
  2. What strengths, joys, value of your brightest color resonate the most?
  3. What stressors resonate the most?
  4. Develop a picture, list, story, song, etc. that will help others understand your color.

Be prepared to share your work.
ORANGE

- Playful
- Energetic
- Adventurous
- Resourceful
- Spontaneous
- Action
ORANGE Attributes

- Charming
- Risk-taker
- Test limits
- Quick witted
- Master negotiator
- Creative, inventive
- A natural entertainer
- High need for mobility
- Just do it!

- Pushes the boundaries
- Natural nonconformist
- Thrives on competition
- Likes tangible rewards
- Impulsive and spontaneous
- Appreciates immediate feedback
- Prefers informal environments
- Natural trouble shooter
- Play, then work
GOLD

- Responsible
- Dependable
- Organized
- Dutiful
- Detailed
- Scheduled
GOLD Attributes

- “Be prepared”
- Loves to plan
- Detail-oriented
- Service-oriented
- Values family traditions
- Helpful and trustworthy
- Traditional and stable
- Organized
- Strong work ethic
- Prefers security

- Punctual, predictable, precise
- Value order and the status quo
- Dutiful, loyal
- Right way to do everything
- Tends to be sensible
- Follows policies, procedures, rules
- At ease with formal environments
- Work first, then play
GREEN

- Analytical
- Intelligent
- Visionary
- Knowledgeable
- Competence
- Why?
GREEN Attributes

- “I’ll Think About It”
- “Knowledge is Key”
- Why??
- Theoretical
- Idea people
- Philosophical
- Very complex
- Perfectionists
- Standard setters
- Visionaries, futurists

- Can never know enough
- Cool, calm and collected
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence & private time
- Explores all assets in decision-making
- Logical approach in relationships
- Work is play – play is work
BLUE

- Authentic
- Empathetic
- Passionate
- Communicative
- Harmonious
- Relationship oriented
BLUE Attributes

- Mediators
- Optimistic
- Caretakers
- Imaginative
- Peacemakers
- True romantics
- Cause-oriented
- Need to feel “special”
- Always has a kind word

- Strong sense of spirituality
- Sensitive to needs of others
- Nurturers/Other Centered
- Harmonious/Conflict Averse
- Relationship-centered
- Motivates/Encourages Others
- Looks for meaning & significance
- Cooperative; not competitive
- Work and play together (in harmony)
Insert screenshot of group report
## Stressors For Each Color

<table>
<thead>
<tr>
<th><strong>Orange</strong></th>
<th><strong>Gold</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>- Too much responsibility</td>
<td></td>
</tr>
<tr>
<td>- Imposed structure or deadlines</td>
<td></td>
</tr>
<tr>
<td>- Repetition, routine, being stuck at a desk</td>
<td></td>
</tr>
<tr>
<td>- Lack of variety, options</td>
<td></td>
</tr>
<tr>
<td>- Too many rules, regulations, details</td>
<td></td>
</tr>
<tr>
<td><strong>Blue</strong></td>
<td><strong>Green</strong></td>
</tr>
<tr>
<td>- Broken promises</td>
<td></td>
</tr>
<tr>
<td>- Talking behind one’s back</td>
<td></td>
</tr>
<tr>
<td>- Conflict, insincerity, rejection, lying</td>
<td></td>
</tr>
<tr>
<td>- Lack of social contacts</td>
<td></td>
</tr>
<tr>
<td>- Placing “the system” before people</td>
<td></td>
</tr>
<tr>
<td><strong>Gold</strong></td>
<td><strong>Green</strong></td>
</tr>
<tr>
<td>- Incomplete directions, tasks, answers</td>
<td></td>
</tr>
<tr>
<td>- Disorganization, lack of structure</td>
<td></td>
</tr>
<tr>
<td>- Lack of follow through</td>
<td></td>
</tr>
<tr>
<td>- Irresponsibility of others</td>
<td></td>
</tr>
<tr>
<td>- Changing details</td>
<td></td>
</tr>
<tr>
<td><strong>Green</strong></td>
<td><strong>Green</strong></td>
</tr>
<tr>
<td>- Lack of independence and control</td>
<td></td>
</tr>
<tr>
<td>- Incompetence</td>
<td></td>
</tr>
<tr>
<td>- Inability to use or display knowledge and intellect</td>
<td></td>
</tr>
<tr>
<td>- Small talk/social functions</td>
<td></td>
</tr>
<tr>
<td>- Subjective judgment/emotional displays</td>
<td></td>
</tr>
</tbody>
</table>
Four Colors Blended Application Activity

**GOAL:** Validating Others by Appreciating Differences

**Process:** In blended color groups representing all 4 Colors, create a 4 Color Blended Activity that utilizes the strengths of all 4 Colors.

_An ideal Business/School/Activity that utilizes the strengths of each color._

_You will now be placed in breakout rooms._
Reflection

• Final Group Discussion:
  o What is your biggest “lesson learned” from today?
  o What was the best/most meaningful part of today’s training?

• Take a few minutes to write down your action plan, remember 3 – 2 – 1
  o Write down 3 things your learned about yourself or others
  o Write down 2 actions that you’ll take to apply this knowledge
  o Write down 1 person that you’ll share what you’ve learned today
Thank You

Valuing Differences, Creating Unity
Appendix
Reframing Definition

Reframing means correcting misperceptions and moving from negative, judgmental statements to positive, esteeming statements.

Result: Improved communication and appreciation of differences which emphasizes strength in diversity.
<table>
<thead>
<tr>
<th>OTHERS PERCEIVE ORANGE AS:</th>
<th>ORANGES SEE THEMSELVES AS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Goofs off too much</td>
<td>● Flexible, easy-going</td>
</tr>
<tr>
<td>● Manipulative</td>
<td>● Clever, good negotiator</td>
</tr>
<tr>
<td>● Scattered</td>
<td>● Explores all practical options</td>
</tr>
<tr>
<td>● Unable to stay on task</td>
<td>● Welcomes new ideas</td>
</tr>
<tr>
<td>● Takes unnecessary risks</td>
<td>● Pushes the boundaries</td>
</tr>
<tr>
<td>● Resists closure or decisions</td>
<td>● Maintains open ended options</td>
</tr>
<tr>
<td>● Obnoxious</td>
<td>● Bold, assertive</td>
</tr>
<tr>
<td>● Immature</td>
<td>● Values freedom</td>
</tr>
<tr>
<td>● Self-centered</td>
<td>● Adventuresome, courageous</td>
</tr>
<tr>
<td>● Irresponsible</td>
<td>● Fun loving; enjoys life</td>
</tr>
<tr>
<td>● Flakey</td>
<td>● Spontaneous</td>
</tr>
<tr>
<td>● Impulsive</td>
<td>● Carefree</td>
</tr>
</tbody>
</table>
## Reframing GOLD

<table>
<thead>
<tr>
<th>OTHERS PERCEIVE GOLD AS:</th>
<th>GOLD SEE THEMSELVES AS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rigid, inflexible</td>
<td>Consistent</td>
</tr>
<tr>
<td>Controlling, bossy</td>
<td>Provides structure</td>
</tr>
<tr>
<td>Too serious</td>
<td>Goal-oriented</td>
</tr>
<tr>
<td>Resistant to Change</td>
<td>Firm or traditional</td>
</tr>
<tr>
<td>Opinionated</td>
<td>Knows right from wrong</td>
</tr>
<tr>
<td>System-bound</td>
<td>Loyal to organization</td>
</tr>
<tr>
<td>Lacking imagination</td>
<td>Realistic</td>
</tr>
<tr>
<td>Judgmental</td>
<td>Decisive, seeking closure</td>
</tr>
<tr>
<td>Boring</td>
<td>Dependable</td>
</tr>
<tr>
<td>Uptight</td>
<td>Concerned about security</td>
</tr>
<tr>
<td>Predictable</td>
<td>Follows a routine</td>
</tr>
<tr>
<td>Autocratic</td>
<td>Possesses leadership ability</td>
</tr>
</tbody>
</table>
### Reframing Green

<table>
<thead>
<tr>
<th>Others perceive Green as:</th>
<th>Gold see themselves as:</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Arrogant, a know it all</td>
<td>● Confident 100%</td>
</tr>
<tr>
<td>● Cold, hard</td>
<td>● Mentally tough, strong</td>
</tr>
<tr>
<td>● Insensitive</td>
<td>● Logical, rational</td>
</tr>
<tr>
<td>● Head in the clouds</td>
<td>● Visionary, inventive</td>
</tr>
<tr>
<td>● Cool, aloof, unfeeling</td>
<td>● Self-controlled</td>
</tr>
<tr>
<td>● Afraid to open up</td>
<td>● Enjoying one’s own company</td>
</tr>
<tr>
<td>● Critical, fault-finding</td>
<td>● Good at analysis</td>
</tr>
<tr>
<td>● Lacking compassion</td>
<td>● Objective</td>
</tr>
<tr>
<td>● Unappreciative of others</td>
<td>● Able to reprimand</td>
</tr>
<tr>
<td>● Intellectually demanding</td>
<td>● Perfectionists</td>
</tr>
<tr>
<td>● Argumentative</td>
<td>● Knowledgeable</td>
</tr>
<tr>
<td>● Absent minded</td>
<td>● Thinking deeply</td>
</tr>
<tr>
<td>Others Perceive Blue As:</td>
<td>Blue See Themselves As:</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>-----------------------------------------</td>
</tr>
<tr>
<td>Very emotional</td>
<td>Feeling-oriented</td>
</tr>
<tr>
<td>Overly sensitive</td>
<td>Compassionate</td>
</tr>
<tr>
<td>Mushy</td>
<td>Romantic</td>
</tr>
<tr>
<td>Too tender-hearted</td>
<td>Idealistic</td>
</tr>
<tr>
<td>Easily persuaded</td>
<td>Empathetic</td>
</tr>
<tr>
<td>Too nice</td>
<td>Caring</td>
</tr>
<tr>
<td>Too trusting</td>
<td>Seeing best in others</td>
</tr>
<tr>
<td>Smothering</td>
<td>Nurturing</td>
</tr>
<tr>
<td>Too soft, too giving</td>
<td>Liking to please people</td>
</tr>
<tr>
<td>Weak</td>
<td>Wanting harmony</td>
</tr>
<tr>
<td>Talking too much</td>
<td>Great communicator</td>
</tr>
<tr>
<td>Illogical</td>
<td>Valuing feelings</td>
</tr>
</tbody>
</table>