Thank you for choosing to attend our True Colors workshop brought to you by the Arapahoe/Douglas Works! Facilitation team.

We facilitate all our workshops as if they are in a live classroom setting. For virtual workshops please be respectful and mindful of your camera if your video is on. “To ensure compliance with current A/D Works! And Arapahoe County IT policies for virtual platform use and information storage, attendees are asked not to use AI tools to capture notes during any of our workshops currently.”

Arapahoe/Douglas Works! is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
Agenda

- Introduction
- History
- Card Sort
- Brightening Activity
- Break
- Pale Activity
- Blended Application
- Closure
True Colors History

400 B.C.  Hippocrates ➢ Four types

• Sanguine
• Choleric
• Phlegmatic
• Melancholic
True Colors History

1920’s Carl Jung

Psychological Types

Thinker
Feeler
Sensor
Intuitor
True Colors History

Katharine Cook Briggs & Isabel Briggs Myers (Myer-Briggs Type Indicator or MBTI)

1950’s Myers - Briggs
True Colors Evolution

1970’s David Keirsey

Temperament Types

- Apollonian
- Promethean
- Epimethean
- Dionysian
True Colors Evolution

1978 Don Lowry  ➤ True Colors

Don becomes aware of the work of David Keirsey. He believed there were Fundamental and Universal applications of Keirsey’s work.

But…to remember it, it needed to be FUN!

True Colors is born.

ORANGE • GOLD • BLUE • GREEN
Card Sort
What Are My Colors?
What is Your True Color Spectrum Today?

Card Sort Results

Word Cluster Sort

Active, Optimistic, Spontaneous

Practical, Responsible

Authentic, Pioneering, Committed

Versatile, Intellectual, Competent

Competitive, Impactful, Fiercely

Practical, Dependable

Unique, Expressive, Communicative

Considerate, Knowledgeable, Networking

Realistic, Open-Minded, Adventurous

Logical, Conservative, Organized

Dedicated, Workaholic

Theoretical, Seeding, Visionary

Daring,IPPING, Fun

Concerned, Cooperative

Tender, Inspirational, Dynamic

Determined, Complex, Composed

Exciting, Courageous, Skillful

Gentle, Caring, Caring

Worried, Attentive, Sensitive

Philosophical, Principle, Original

TOTAL ORANGE
(See Pgs. 12-13)

TOTAL GOLD
(See Pgs. 14-15)

TOTAL BLUE
(See Pgs. 16-17)

TOTAL GREEN
(See Pgs. 18-19)

NOTE: Be sure to Record your True Colors Spectrum on Page 20!
What is Your True Color Spectrum Today?
### What is Your True Color Spectrum Today?

#### Final Tally

Add Each Column Down

What’s My Color?

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**Word Cluster Sort**

<table>
<thead>
<tr>
<th>Total Orange</th>
<th>Total Gold</th>
<th>Total Blue</th>
<th>Total Green</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
</tbody>
</table>

**NOTE:** Be sure to Record your True Colors Spectrum on Page 20!
Core Needs & Values ➤ ORANGE

Skillfulness
Freedom
Attributes ➤ ORANGE

- Playful
- Energetic
- Charming
- Risk-taker
- “Just do it”
- Test limits
- Quick witted
- Master negotiator
- Creative, inventive
- “Let’s make a deal”
- A natural entertainer
- High need for mobility
- Visual and kinesthetic

- Pushes the boundaries
- Natural nonconformist
- Thrives on competition
- Likes tangible rewards
- External focus of control
- Stimulates the economy
- Impulsive and spontaneous
- Appreciates immediate feedback
- Tends to be left/right brain integrated
- Most productive in informal environments
Core Needs & Values ➤ GOLD

Duty
Responsibility
Attributes ➤ GOLD

➢ “Be prepared”
➢ Loves to plan
➢ Detail-oriented
➢ Service-oriented
➢ Values family traditions
➢ Helpful and trustworthy
➢ Conservative and stable
➢ “Should” and “should not”
➢ Rarely breaks the speed limit
➢ Strives for a sense of security

➢ Punctual, predictable, precise
➢ Value order and the status quo
➢ Duty, loyalty, useful, responsible
➢ There is a right way to do everything
➢ Tends to be left-brained and analytical
➢ Strong belief in policies, procedures, rules
➢ Most comfortable with a formal environment
Core Needs & Values ➔ GREEN

Intellectual Competence
Knowledge
Attributes ➤ GREEN

- “Should be able to”
- “Why?”
- Intellectual
- Theoretical
- Idea people
- Philosophical
- Very complex
- Perfectionists
- Standard setters
- Visionaries, futurists
- Can never know enough
- Cool, calm and collected

- Work is play - play is work
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence and private time
- Explores all facets before making decisions
- Knows how to spell and pronounce “big” words
- Approaches interpersonal relationships in a logical manner
Core Needs & Values ➤ BLUE

Relationships
Authenticity
Attributes ➢ BLUE

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

➢ Enjoys symbols of romance
➢ Strong sense of spirituality
➢ Sensitive to needs of others
➢ Peace, harmony, relationships
➢ Motivate and encourage others
➢ Cooperative rather than competitive
Brightening Activity

GOAL:
- To better understand yourself and learn about others.

PROCESS:
- Break into groups of brightest color. Select a leader to record your comments and ideas.
- In your color groups discuss:
  1. What are your strengths, joys, values and needs.
  2. What are your stressors and frustrations?
- Report out.
Break

Take a 10 minute break to refresh yourself!
Pale Color Application

**PROCESS:**

- Separate into pale color groups. Select a leader to record your comments and ideas.

- In groups discuss:
  Create an ideal _______ (Business/Venture/Activity) that utilizes the strengths of each color and appeals to each color of participant.

- Report out.
Blended Application

**PROCESS:**
- Separate into blended groups. Select a leader to record your comments and ideas.
- In groups discuss:
  Create an ideal ________ (Business/Venture/Activity) that utilizes the strengths of each color and appeals to each color of participant.
- Report out.
Closure

Final Thoughts
Thank you for attending our workshop today.

We’d appreciate your feedback. Please click on the link below to access our workshop evaluation. We especially enjoy your personal comments.

**Workshop Evaluation, link**

**PowerPoint and Handout, link**
https://www.adworks.org/index.php/job-seekers/online-powerpoint-workshops/

**To reach a Career Services Advisor, link**