

Arapahoe/Douglas Works!
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 Arapahoe/Douglas Works!



True Colors®

Keys to Personal Success



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

Arapahoe/Douglas Works!
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303.636.1160

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."

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 Arapahoe/Douglas Works!

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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*)**

ENTP
ESTJ **INFJ** **ISTJ** **ESFP**
ENTP

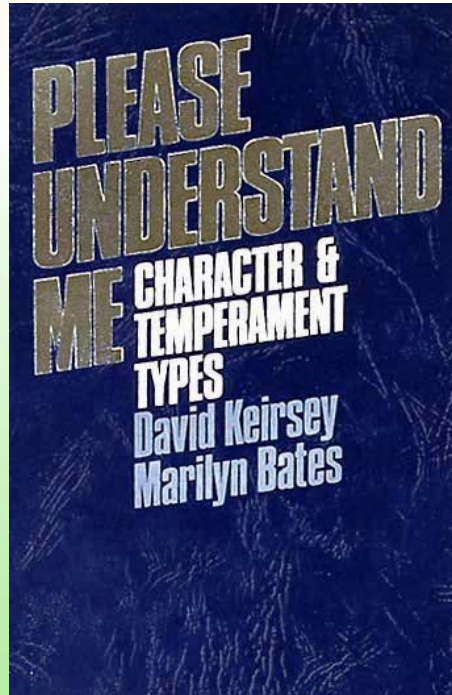
1950's Myers - Briggs



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?





Word Cluster Sort

			
			
ACTIVE OPPORTUNISTIC SPONTANEOUS	PARENTAL TRADITIONAL RESPONSIBLE	AUTHENTIC HARMONIOUS COMPASSIONATE	VERSATILE INVENTIVE COMPETENT
COMPETITIVE IMPETUOUS IMPACTFUL	PRACTICAL SENSIBLE DEPENDABLE	UNIQUE EMPATHETIC COMMUNICATIVE	CURIOUS CONCEPTUAL KNOWLEDGEABLE
REALISTIC OPENMINDED ADVENTURESOME	LOYAL CONSERVATIVE ORGANIZED	DEVOTED WARM POETIC	THEORETICAL SEEKING INGENIOUS
DARING IMPULSIVE FUN	CONCERNED PROCEDURAL COOPERATIVE	TENDER INSPIRATIONAL DRAMATIC	DETERMINED COMPLEX COMPOSED
EXCITING COURAGEOUS SKILLFUL	ORDERLY CONVENTIONAL CARING	VIVACIOUS AFFECTIONATE SYMPATHETIC	PHILOSOPHICAL PRINCIPLED RATIONAL
TOTAL ORANGE	TOTAL GOLD	TOTAL BLUE	TOTAL GREEN
(See Pgs. 12-13)	(See Pgs. 14-15)	(See Pgs. 16-17)	(See Pgs. 18-19)

NOTE: Be sure to Record your True Colors Spectrum on Page 20!

 **Card
Sort
Results**

What is Your True Color Spectrum Today?





Word Cluster Sort			
			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ACTIVE OPPORTUNIST SPONTANEOUS	PARENTAL TRADITIONAL RESPONSIBLE	AUTHENTIC HARMONIOUS COMPASSIONATE	VERSATILE INVENTIVE COMPETENT
COMPETITIVE IMPETUOUS IMPACTFUL	PRACTICAL SENSIBLE DEPENDABLE	UNIQUE EMPATHETIC COMMUNICATIVE	CURIOUS CONCEPTUAL KNOWLEDGEABLE
REALISTIC OPEN-MINDED ADVENTUROUS	LOYAL CONSERVATIVE ORGANIZED	DEVOTED WARM POETIC	THEORETICAL SEEKING INGENIOUS
DARING IMPULSIVE FUN	CONCERNED PROCEDURAL COOPERATIVE	TENDER INSPIRATIONAL DRAMATIC	DETERMINED COMPLEX COMPOSED
EXCITING COURAGEOUS SKILLFUL	ORDERLY CONVENTIONAL CARING	VIVACIOUS AFFECTIONATE SYMPATHETIC	PHILOSOPHICAL PRINCIPLED RATIONAL
TOTAL ORANGE <input type="checkbox"/>	TOTAL GOLD <input type="checkbox"/>	TOTAL BLUE <input type="checkbox"/>	TOTAL GREEN <input type="checkbox"/>
(See Pgs. 12-13)	(See Pgs. 14-15)	(See Pgs. 16-17)	(See Pgs. 18-19)
NOTE: Be sure to Record your True Colors Spectrum on Page 20!			

Word
Cluster
Sort



What is
Your
True
Color
Spectrum
Today?

Word Cluster Sort

			
#	#	#	#
ACTIVE OPPORTUNIST SPONTANEOUS	PARENTAL TRADITIONAL RESPONSIBLE	AUTHENTIC HARMONIOUS COMPASSIONATE	VERSATILE INVENTIVE COMPETENT
#	#	#	#
COMPETITIVE IMPETUOUS IMPACTFUL	PRACTICAL SENSIBLE DEPENDABLE	UNIQUE EMPATHETIC COMMUNICATIVE	CURIOUS CONCEPTUAL KNOWLEDGEABLE
#	#	#	#
REALISTIC OPEN-MINDED ADVENTUROUS	LOYAL CONSERVATIVE ORGANIZED	DEVOTED WARM POETIC	THEORETICAL SEEKING INGENIOUS
#	#	#	#
DARING IMPULSIVE FUN	CONCERNED PROCEDURAL COOPERATIVE	TENDER INSPIRATIONAL DRAMATIC	DETERMINED COMPLEX COMPOSED
#	#	#	#
EXCITING COURAGEOUS SKILLFUL	ORDERLY CONVENTIONAL CARING	VIVACIOUS AFFECTIONATE SYMPATHETIC	PHILOSOPHICAL PRINCIPLED RATIONAL
#	#	#	#
TOTAL ORANGE (See Pgs. 1-10)	TOTAL GOLD (See Pgs. 11-20)	TOTAL BLUE (See Pgs. 21-30)	TOTAL GREEN (See Pgs. 31-40)

NOTE: Be sure to Record your True Colors Spectrum on Page 20!

Final
Tally

Add
Each
Column
Down

What's
My
Color?



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

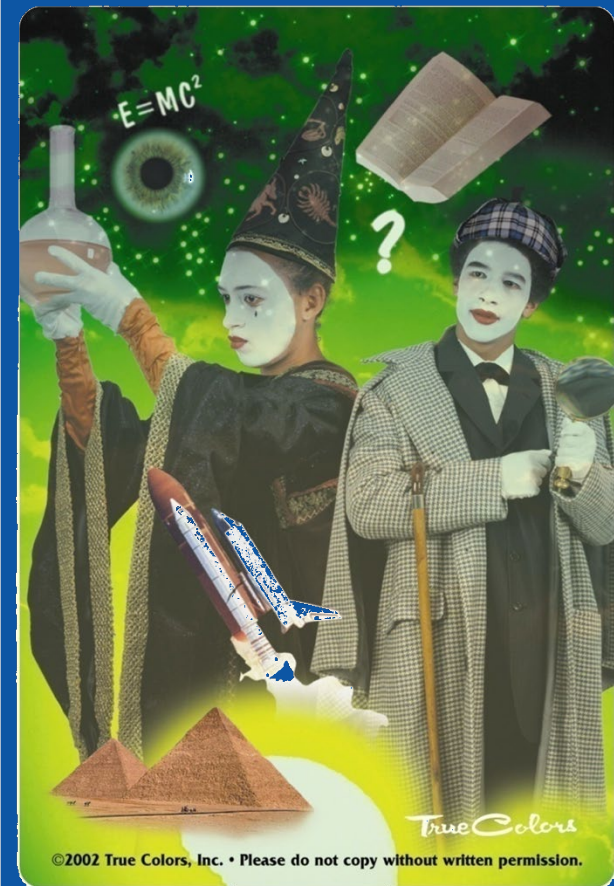
- “Be prepared”
- Loves to plan
- Detail-oriented
- Service-oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- “Should” and “should not”
- Rarely breaks the speed limit
- Strives for a sense of security
- Punctual, predictable, precise
- Value order and the status 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.



True Colors®

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

<https://fs8.formsite.com/adworks/Evaluations/index.html>



PowerPoint and Handout, link

<https://www.adworks.org/index.php/job-seekers/online-powerpoint-workshops/>

To reach a Career Services Advisor, link

<https://fs8.formsite.com/adworks/form52/index.html>