

Arapahoe/Douglas Works!  
Workforce Center  
[www.adworks.org](http://www.adworks.org)  
303.636.1160

X @adworks303

in .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.

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.”



# Agenda

- ❖ **Introduction**
- ❖ **History**
- ❖ **Card Sort**
- ❖ **Brightening Activity**
- ❖ **Break**
- ❖ **Pale Activity**
- ❖ **Blended Application**
- ❖ **Closure**



# True Colors History #1

**400 B.C. Hippocrates ➤ Four types**

- Sanguine
- Choleric
- Phlegmatic
- Melancholic





# True Colors History #2

**1920's Carl Jung**

➤ **Psychological Types**



Thinker

Feeler

Sensor

Intuitor



# True Colors History #3

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

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

1950's Myers - Briggs

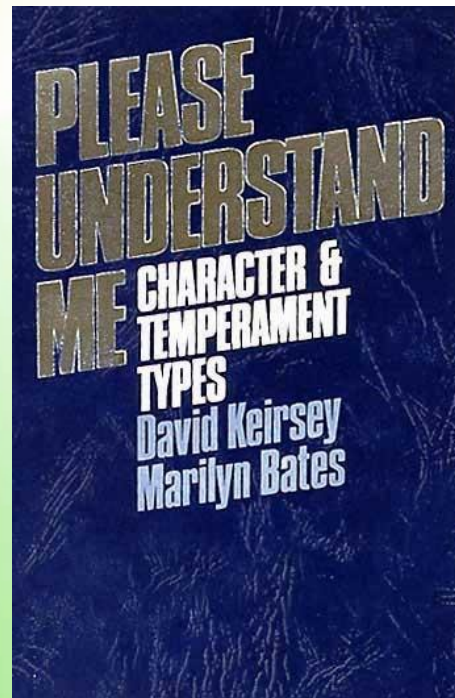




# True Colors Evolution

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 Keirse. He believed there were Fundamental and Universal applications of Keirse'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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

COMPETITIVE IMPETUOUS IMPACTFUL	PRACTICAL SENSIBLE DEPENDABLE	UNIQUE EMPATHETIC COMMUNICATIVE	CURIOUS CONCEPTUAL KNOWLEDGEABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

REALISTIC OPENMINDED ADVENTURESOME	LOYAL CONSERVATIVE ORGANIZED	DEVOTED WARM POETIC	THEORETICAL SEEKING INGENIOUS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

DARING IMPULSIVE FUN	CONCERNED PROCEDURAL COOPERATIVE	TENDER INSPIRATIONAL DRAMATIC	DETERMINED COMPLEX COMPOSED
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

EXCITING COURAGEOUS SKILLFUL	ORDERLY CONVENTIONAL CARING	VIVACIOUS AFFECTIONATE SYMPATHETIC	PHILOSOPHICAL PRINCIPLED RATIONAL
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

<b>TOTAL ORANGE</b> <input type="checkbox"/>	<b>TOTAL GOLD</b> <input type="checkbox"/>	<b>TOTAL BLUE</b> <input type="checkbox"/>	<b>TOTAL GREEN</b> <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!**

Card  
Sort  
Results

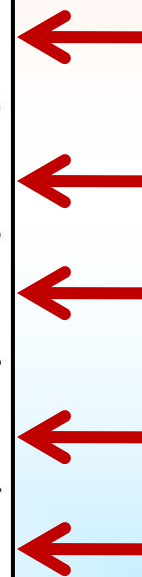
# What is Your True Color Spectrum Today?

**Word Cluster Sort**

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

**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

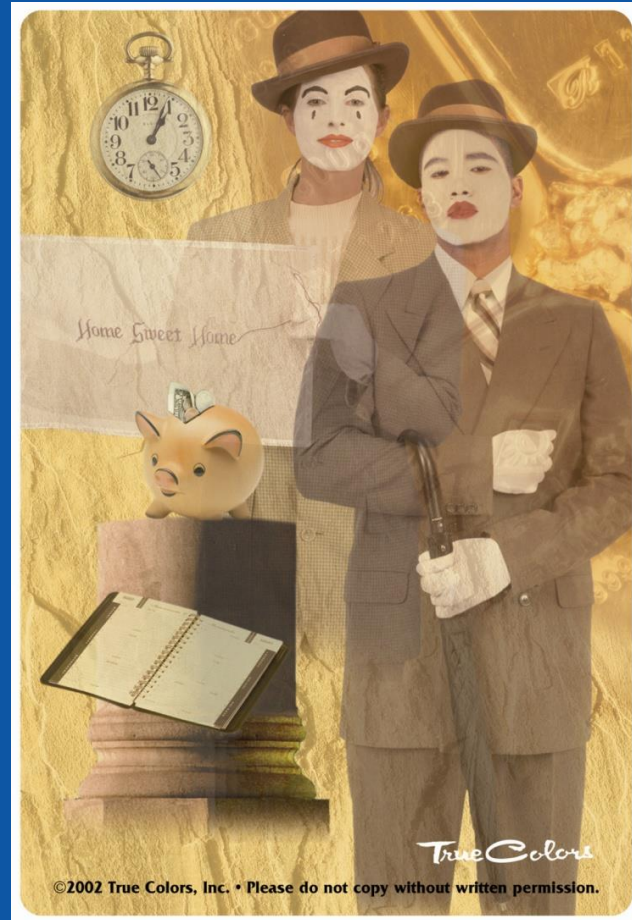
- Playful
- Energetic
- Charming
- Risk-taker
- "Just do it"
- Test limits
- Quick witted
- Master negotiator
- Creative, inventive
- "Let's make a deal"
- A natural entertainer
- High need for mobility
- Visual and kinesthetic
- Pushes the boundaries
- Natural nonconformist
- Thrives on competition
- 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**



©2002 True Colors, Inc. • Please do not copy without written permission.



# 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>