Keys to Personal Success
Valuing Differences, Creating Unity
I. Introduction, Ice Breaker, Goals
II. True Colors Evolution
III. Your True Colors are? (Card Sort)
IV. Brightest Color Validation Activity
V. Edutainment
VI. Reframing
VII. Closing
Welcome

Introductions

Ice Breaker Activity

Seminar Goals
- Understand Yourself
- Understand Others
- Appreciate Differences
Ice Breaker Activity

How Smart Is Your Right Foot?
Here is an example of how our personality is expressed without us actually choosing to express it. This exercise shows people that there are unconscious instinctual responses that are not controlled at a conscious level.

While sitting at your desk RIGHT NOW, lift your right foot off the floor and move it in clockwise circles. Get it going well until you are sure that you can maintain the circle.

Now, while doing this, draw the number "6" in the air with your right hand. Look down at your foot and you will find that it has changed direction without you’re being aware that it did so.
Get your brain working

BAD wolf

LAND IF
C IF IF

SENSCOME

What is wrong with this saying?

A
BIRD
IN THE
THE BUSH

WALK
H₂O

MOMANO

TMC
AUO
HSM
WTE

Cof fee

FAREDCE

H₂O
Get your brain working

BAD wolf
Big Bad Wolf

LAND IF
C IF IF
One IF by Land, Two IF by sea

MOMANON
Man in the Moon
    TMC
What goes
    AUO
up must come
    HSM
down
    WTE

SENSCOMEE
Come in sense
(Common sense)
What is wrong with this saying?

A

BIRD

IN THE

THE BUSH

Cof fee
Coffee break

FAREDCE
Red in the face

Most people do not notice that the word “the” is listed twice
What do you see?
What do you see?

Look at the picture
Can you see the deliberate mistake?
Some people see it immediately.
Others stare at the image, and don't notice it at first.
Some people don't see it at all.
# True Colors Evolution

1956 Isabel Myers & Katharine Briggs

Myers Briggs Type Indicator (MBTI)

16 Types

## What’s Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don’t agree with every description.

<table>
<thead>
<tr>
<th>Question</th>
<th>ISTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>INTJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are you outwardly or inwardly focused? If you:</td>
<td><strong>E</strong></td>
<td><strong>I</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Could be described as talkative, outgoing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Like to be in a fast-paced environment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Tends to work out ideas with others, think out loud</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Enjoy being the center of attention</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>then you prefer</td>
<td><strong>E</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Extraversion</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. How do you prefer to take in information? If you:</td>
<td><strong>S</strong></td>
<td><strong>N</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Focus on the reality of things</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Pay attention to concrete facts and details</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Prefer ideas that have practical applications</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Like to describe things in a specific, literal way</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>then you prefer</td>
<td><strong>S</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sensing</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. How do you prefer to make decisions? If you:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Make decisions in an impersonal way, using logical reasoning</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Value justice, fairness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Enjoy finding the flaws in an argument</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Can be described as level-headed, then you prefer</td>
<td><strong>T</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Thinking</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. How do you prefer to live your outer life? If you:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Prefer to have matters settled</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Think rules and deadlines should be respected</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Prefer to have detailed, step-by-step instructions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Need to know what you’re getting into</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>then you prefer</td>
<td><strong>J</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Judging</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. How do you prefer to live your inner life? If you:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Like to leave your options open</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- See rules and deadlines as flexible</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Like to improvise and make things up as you go</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Are spontaneous, enjoy surprises and new situations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>then you prefer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>P</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Perceiving</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Myers-Briggs Type Indicator (MBTI)

- **ISFJ**: Introverted, Sensing, Feeling, Judging
- **INFJ**: Introverted, Intuitive, Feeling, Judging
- **INTJ**: Introverted, Intuitive, Thinking, Judging
- **ISFP**: Introverted, Sensing, Feeling, Perceiving
- **INFP**: Introverted, Intuitive, Feeling, Perceiving
- **INTP**: Introverted, Intuitive, Thinking, Perceiving
- **ENFJ**: Extraverted, Sensing, Feeling, Judging
- **ENFP**: Extraverted, Intuitive, Feeling, Perceiving
- **ENTP**: Extraverted, Intuitive, Thinking, Perceiving
- **ESTP**: Extraverted, Sensing, Thinking, Perceiving
- **ESFP**: Extraverted, Sensing, Feeling, Perceiving
- **ENFP**: Extraverted, Intuitive, Feeling, Perceiving
- **INFJ**: Introverted, Intuitive, Feeling, Judging
- **INTJ**: Introverted, Intuitive, Thinking, Judging
- **ISFJ**: Introverted, Sensing, Feeling, Judging
- **ISTJ**: Introverted, Intuitive, Thinking, Judging

**Note:** For a full description of each type, refer to the original work by Isabel Myers & Katharine Briggs.
True Colors Evolution

1967 David Keirsey & Marilyn Bates
4 Temperament Types

- Artisan
- Guardian
- Idealist
- Rational
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
Card Sort (Front then Back)

Context – My True Colors Today
What is your True Colors Spectrum?

4 is most like you
Word Clusters Sort

Word Cluster Sort

- Active Opportunistic
- Parental Traditional
- Versatile Inventive
- Authentic Harmonious

- Opportunistic Spontaneous
- Parental Responsible
- Versatile Competent
- Authentic Compassionate

- Competitive Impetuous
- Practical Sensitive
- Curious Conceptual
- Unique Empathetic

- Realistic Open-Minded
- Loyal Conservative
- Theoretical Ingenious
- Devoted Poetic

- Adventurous Fun
- Concerned Cooperative
- Determined Composed
- Tender Dramatic

- Exciting Courageous
- Orderly Conventional
- Philosophical Rational
- Vivacious Affectionate

This is Your True Colors Spectrum!
Final Tally

60 Points Total
24 Points Max.
6 Points Min.

Add Each Column Down

Your True Colors

<table>
<thead>
<tr>
<th>Color</th>
<th>Total Orange</th>
<th>Total Gold</th>
<th>Total Green</th>
<th>Total Blue</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACTIVE OPPORTUNISTIC SPONTANEOUS</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PARENTAL TRADITIONAL RESPONSIBLE</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VERSATILE INVENTIVE COMPETENT</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>AUTHENTIC HARMONIOUS COMPASSIONATE</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>COMPETITIVE IMPETUOUS IMPACTFUL</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PRACTICAL SENSIBLE DEPENDABLE</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>CURIOUS CONCEPTUAL KNOWLEDGEABLE</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>UNIQUE EMPATHETIC COMMUNICATIVE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>REALISTIC OPENMINDED ADVENTUREOSE</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOYAL CONSERVATIVE ORGANIZED</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>THEORETICAL SEEKING INGENIOUS</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>DEVOTED WARM POETIC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DARING IMPULSIVE FUN</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONCERNED PROCEDURAL COOPERATIVE</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>DETERMINED COMPLEX COMPOSED</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>TENDER INSPIRATIONAL DRAMATIC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXCITING COURAGEOUS SKILLFUL</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ORDOLOGICAL CONVENTIONAL CARING</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>PHILOSOPHICAL PRINCIPLED RATIONAL</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>VIVACIOUS APPEALING SYMPATHETIC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

THIS IS YOUR TRUE COLORS SPECTRUM!
**GOLD**

I follow the rules and respect authority.
Loyal · Dependable · Prepared

I have a strong sense of what is right and wrong in life.
Thorough · Sensible · Punctual

I need to be useful and to belong.
Faithful · Stable · Organized

I value home, family and tradition.
Caring · Concerned · Concrete

I am a natural preserver, a good citizen and helpful.

At work, I provide stability and can maintain organization. My ability to handle details and to work hard make me the backbone of many organizations. I believe that work comes before play, even if I must work overtime to complete the job.

In relationships, I am serious and tend to have traditional, conservative views of both love and marriage. I want a mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection through the practical things I do for my loved ones.

In childhood, I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the educational system.

**BLUE**

I need to feel unique and authentic.
Enthusiastic · Sympathetic · Personal

I look for meaning and significance in life.
Warm · Communicative · Compassionate

I need to contribute, to encourage and to care.
Idealistic · Spiritual · Sincere

I value integrity and unity in relationships.
Peaceful · Flexible · Imaginative

I am a natural romantic, a poet and a nurturer.

At work, I have a strong desire to influence others so they lead more significant lives. I often work in the arts, communications, education, and the helping professions. I am adept at motivating and interacting with others.

In relationships, I seek harmonious relationships and believe in true love. I am romantic and cherish the small gestures of love. I am affectionate, supportive and a good listener. I enjoy doing thoughtful things for others. I bring drama, warmth and empathy to relationships.

In childhood, I was imaginative and creative. I flourished with encouragement rather than competition and wanted others to like me. I reacted with great sensitivity to discordance or rejection. I responded best to my teachers who were warm and friendly.
GREEN

I seek knowledge and understanding.
Analytical · Global · Conceptual
I live life by my own standard.
Cool · Calm · Collected
I need explanations and answers.
Inventive · Logical · Perfectionistic
I value intelligence, insight, fairness and justice.
Abstract · Hypothetical · Investigative
I am a natural non-conformist, a visionary and a problem solver.

At work, I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge in careers and like to develop models, explore ideas, or build systems to satisfy my need to deal with the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

In relationships, I prefer to let my head rule my heart. I dislike repetition so it is difficult for me to continuously express feelings. I believe that once feelings are stated, they should be obvious to a partner. I am uneasy when my emotions control me. I want to establish a relationship, leave it to maintain itself and turn my energies back to my career.

In childhood, I appeared to be older than my years. I was focused on my greatest interests and achieved more in subjects that were mentally stimulating. I was impatient with drill and routine. I questioned authority and found it necessary to respect teachers before I could learn from them.

1.800.422.4686 • www.truecolorsintl.com

ORANGE

I act on a moment's notice.
Witty · Charming · Spontaneous
I consider life as a game, here and now.
Impulsive · Generous · Impactful
I need fun, variety, stimulation, and excitement.
Optimistic · Eager · Bold
I value skill, resourcefulness and courage.
Physical · Immediate · Fraternal
I am a natural trouble-shooter, a performer and a competitor.

At work, I am bored and restless with jobs that are routine and structured. I am satisfied in careers that allow me independence and freedom while using my physical coordination and my love of tools. I view any kind of tool as an extension of self. I am a natural performer.

In relationships, I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover I need to be bold; I thrive on physical contact. I believe in leaving plans flexible so I can choose what to do when the moment arrives.

In childhood, I had the most difficult time fitting into an academic routine. I learned by doing and experiencing, rather than by listening and reading. I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

1.800.422.4686 • www.truecolorsintl.com
Goal: Validate yourself with those just like you

In your Brightest color group discuss:

1. What are your values, joys, strengths and needs?
2. What are your stressors and frustrations?

Be ready to report out.
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
● 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
● 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
• 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)
<table>
<thead>
<tr>
<th>Color</th>
<th>Stressors</th>
</tr>
</thead>
</table>
| **Orange** | Too much responsibility  
Imposed structure or deadlines  
Repetition, routine, being stuck at a desk  
Lack of variety, options  
Too many rules, regulations, details |
| **Gold** | Incomplete directions, tasks, answers  
Disorganization, lack of structure  
Lack of follow through  
Irresponsibility of others  
Changing details |
| **Blue** | Broken promises  
Talking behind one’s back  
Conflict, insincerity, rejection, lying  
Lack of social contacts  
Placing “the system” before people |
| **Green** | Lack of independence and control  
Incompetence  
Inability to use or display knowledge and intellect  
Small talk/social functions  
Subjective judgment/emotional displays |
What irritates the colors at work?

**ORANGE:**
- Being told HOW to work
- Having to follow SOP* rules and regulations
- Theories, routine work, concepts, goal statements and philosophy make them crazy (Hints: Make the project feel like a crisis, have fun, tight project dates)

**GOLD:**
- NOT having SOP rules, procedures, or a model to work from
- Someone not meeting a deadline
- Being surprised (Hints: Involve Gold by getting them involved in the details of a project, documenting procedures)

**GREEN:**
- Being asked to do something illogical
- Going by the rules, tradition, or biases that seem silly
- Submitting to an authority when the Green doubts his/her competence (Hints: Engage Green by having them design the process, demonstrate the value of the goal)

**BLUE:**
- Being treated as a role, rather than a unique individual
- Having a role that separates them from people as individuals
- Not having their feelings and other’s feelings honored (Hints: Encourage Blue to express their feelings & to lead teams during training or meetings at which participants need to share)

*SOP – Standard Operating Procedures
Edutainment
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>● Adventurous, 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>

TrueColors®
<table>
<thead>
<tr>
<th>OTHERS PERCEIVE GREEN AS:</th>
<th>GREEN 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>
Closing Activity

Valuing Differences, Creating Unity
Thank you

Darla Gundler
gundler@uchc.edu