



True Colors Activity

Facilitator Guide

- **Time:** 30 -45* minutes
*May dedicate more time if interested and ask learners to take the test twice,
1) thinking of themselves as a team-player and 2) thinking of themselves as a leader.
- **Audience:** PGY-1 -- PGY-3, Clinic Staff (if available)
- **Objectives:** Describe your leadership style, its strengths and weaknesses, and understand how it may impact your interactions with team members. Understand the leadership styles of others and how you work with them as collaborators, leaders, and followers.
- **Procedures:**

Distribute True Colors activity to residents and staff (if available). Allow 10 minutes to take the quiz.

Break into groups of the same dominant personality color. Discuss:

1. What are the strengths of this personality style? What makes you feel successful or satisfied?
2. What are some weaknesses to this personality style? What makes you feel challenged or stressed?
3. How does this personality style lead? How does it follow?

Come back together as a group (or if with clinic staff, break into clinic teams) to discuss as a group. Ask one person from each group to describe the personality style, some of its strengths, some of its weaknesses.

1. How can we work together? Are there certain tasks/roles where that are best suited for someone of a certain personality style? How can you empower them? How can you learn from them?
2. What can you do to eliminate conflict that might occur between personality styles?
3. How can you overcome your own strengths and weaknesses to work with each other?

True Colors Personality Quiz

Describe Yourself: In the boxes below are groups of word clusters printed **horizontally** in rows. Look at all the choices in the first box (A,B,C,D). Read the words and **decide which of the four letter choices is most like you**. Give that a "4". Then rank order the next three letter choices from 3-1 in descending preference. You will end up with a box of four letter choices, ranked from "4" (most like you) to "1" (least like you). Continue this process with the remaining four boxes until each have a 4, 3, 2, and 1.

Box One			
A _____ active opportunistic spontaneous	B _____ parental traditional responsible	C _____ authentic harmonious compassionate	D _____ versatile inventive competent

Box Two			
E _____ curious conceptual knowledgeable	F _____ unique empathetic communicative	G _____ practical sensible dependable	H _____ competitive impetuous impactful

Box Three			
I _____ loyal conservative organized	J _____ devoted warm poetic	K _____ realistic open-minded adventuresome	L _____ theoretical seeking ingenious

Box Four			
M _____ concerned procedural cooperative	N _____ daring impulsive fun	O _____ tender inspirational dramatic	P _____ determined complex composed

Box Five			
Q _____ philosophical principled rational	R _____ vivacious affectionate sympathetic	S _____ exciting courageous skillful	T _____ orderly conventional caring

A,H,K,N,S <u>orange</u> = _____	B,G,I,M,T <u>gold</u> = _____
C,F,J,O,R <u>blue</u> = _____	D,E,L,P,Q <u>green</u> = _____

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, a nurturer

In childhood...

- ✓ I was extremely imaginative and found it difficult to fit into the structure of school life.
- ✓ I reacted with great sensitivity to discordance or rejection and sought recognition.
- ✓ I responded to encouragement rather than competition.

In relationships...

- ✓ I seek harmonious relationships.
- ✓ I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- ✓ I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

At work...

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

Leadership Style...

- ✓ Expects others to express views
- ✓ Assumes "family spirit"
- ✓ Works to develop others' potential
- ✓ Individuals oriented
- ✓ Democratic, unstructured approach
- ✓ Encourages change VIA human potential
- ✓ Change time allows for sense of security
- ✓ Expects people to develop their potential

Symptoms of a Bad day...

- ✓ Attention-getting misbehaving
- ✓ Lying to save face
- ✓ Withdrawal
- ✓ Fantasy, day-dreaming, and going into a trance
- ✓ Crying and depression
- ✓ Passive resistance
- ✓ Yelling and screaming

GOLD

I need to follow 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 belong

Faithful, Stable, Organized

I value home, family, and tradition

Caring, Concerned, Concrete

I am a natural preserver, a parent, a helper

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 education system.

In relationships...

- ✓ I am serious and tend to have traditional, conservative views of both love and marriage.
- ✓ I enjoy others who can work along with me, building secure, predictable relationships together.
- ✓ I demonstrate admiration through the practical things I do for the ones I love.

At work...

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

Leadership Style...

- ✓ Expects punctuality, order, loyalty
- ✓ Assumes "right" way to do things
- ✓ Seldom questions tradition
- ✓ Rules oriented
- ✓ Detailed/thorough approach - threatened by change
- ✓ Prolonged time to initiate any change
- ✓ Expects people to "play" their roles

Symptoms of a Bad day...

- ✓ Complaining and self-pity
- ✓ Anxiety and worry
- ✓ Depression and fatigue
- ✓ Psychosomatic problems
- ✓ Malicious judgments about yourself or others
- ✓ Herd mentality exhibited in blind following of leaders
- ✓ Authoritarianism and phobic reactions

ORANGE

I act on a moment's notice

Witty, Charming, Spontaneous

I consider life 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, a competitor

In childhood...

- ✓ Of all types of children, I had the most difficult time fitting into 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.

In relationships...

- ✓ I seek a relationship with shared activities and interests.
- ✓ I like to explore new ways to energize the relationship.
- ✓ In a relationship, I need to be bold and thrive on physical contact.
- ✓ I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

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 utilizing my physical coordination and my love of tools.
- ✓ I view any kind of tool as an extension of myself.
- ✓ I am a natural performer.

Leadership Style...

- ✓ Expects quick action
- ✓ Works in the here and now
- ✓ Performance oriented
- ✓ Flexible approach
- ✓ Welcomes change
- ✓ Expects people to "make it fun"

Symptoms of a Bad day...

- ✓ Rudeness and defiance
- ✓ Breaking the rules intentionally
- ✓ Running away and dropping out
- ✓ Use of stimulants
- ✓ Acting out boisterously
- ✓ Lying and cheating
- ✓ Physical aggressiveness

GREEN

I seek knowledge and understanding

Analytical, Global, Conceptual

I live by my own standards

Cool, Calm, Collected

I need explanation and answers

Inventive, Logical, Perfectionist

I value intelligence, insight, fairness, and justice

Abstract, Hypothetical, Investigative

I am a natural non-conformist, a visionary, a problem solver

In childhood...

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

In relationships...

- ✓ I prefer to let my head rule my heart.
- ✓ I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- ✓ I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

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 innovation.
- ✓ Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

Leadership Style...

- ✓ Expects intelligence and competence
- ✓ Assumes task relevancy
- ✓ Seeks ways to improve systems
- ✓ Visionary
- ✓ Analytical
- ✓ Encourages change for improvement
- ✓ Constantly "in process" of change
- ✓ Expects people to follow through

Symptoms of a Bad day...

- ✓ Indecisiveness
- ✓ Refusal to comply or cooperate; the silent treatment
- ✓ Extreme aloofness and withdrawal
- ✓ Snobbish, put-down remarks, and sarcasm
- ✓ Perfectionism due to severe performance anxiety
- ✓ Highly critical attitudes toward yourself or others



True Colors Activity

Evaluation

1) I understand my leadership style, its strengths and areas for improvement, and understand how to interact with team members who have variable needs as collaborators, leaders, and followers.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	2	3	4	5

2) This activity enhanced my understanding

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	2	3	4	5

3) The information from this activity is relevant to my practice

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	2	3	4	5