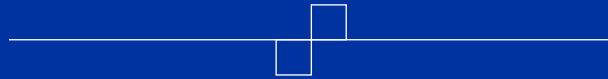


Martin-Gatton College of Agriculture, Food and Environment

“Personality Types: That’s Not the Way I Would’ve Done It!”



Ashley H. Vice

NICHOLAS COUNTY
FCS/4-H Agent

 Cooperative
Extension Service



Overview of Our Lesson

- Why is it important to know your personality type?
- The background of the True Colors™ Personality Assessment
- Why True Colors™?
- Take the True Colors™ Personality Assessment
- Using the results



Different Drums and Different Drummers



If I do not want what you want, please try not to tell me that my want is wrong.

Or if I believe other than you, at least pause before you correct my view.

Or if my emotion is less than yours, or more, given the same circumstances, try not to ask me to feel more strongly or weakly.

Or yet if I act, or fail to act, in the manner of your design for action, let me be.

I do not, for the moment at least, ask you to understand me. That will come only when you are willing to give up changing me into a copy of you.

I may be your spouse, your parent, your offspring, your friend, or your colleague.

If you will allow me any of my own wants, or emotions, or beliefs, or actions, then you open yourself, so that some day these ways of mine might not seem so wrong, and might finally appear to you as right-for me. To put up with me is the first step to understanding me.

Not that you embrace my ways as right for you, but that you are no longer irritated or disappointed with me for my seeming waywardness.

And in understanding me you might come to prize my difference from you, and, far from seeking to change me, preserve and even nurture those differences.

Why is it important to know your personality type?



- Useful for recognizing how we lead, influence, communicate, collaborate, and manage stress
- Knowing your personality type can help you resolve conflicts more effectively
- Allows us to develop a greater understanding of those around us and how they react and act
- Without knowing your personality type, you may not take the time to analyze how your natural style of interacting affects others

Background of True Colors Personality Assessment™

Teamwork is everything



- Created by Don Lowry in 1978
- Originally developed to assess at-risk youth
- Improve teamwork, identify commonalities, acknowledge individuality, appreciate the gifts of others, value methods of others
- Uses 4 colors to describe personality types: orange, blue, gold, and green and is easier to remember than Myers-Briggs



Why True Colors™?

- Difference in styles can trigger conflicts
- Knowing our own style, we can better understand our tendencies & reactions
- Knowing the styles of others, we can more fully appreciate differences & enhance working relationships



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

<https://www.youtube.com/watch?v=-4EDhdAHrOg>



Assessment Time

Take 10+ minutes to complete your True Colors assessment to determine your dominant color.



ORANGE

- **Oranges** want to do things now!
- **Oranges** like variety and to be spontaneous.
- **Oranges** like to solve practical problems.
- **Oranges** enjoy action, sports & sporting events.

Oranges are artisans and craftspeople; painters, sculptors, dancers, singers, actors and sometimes makers of fine furniture. As children, they were always on the move.



BLUE

- **Blues** are searching for meaning in their life.
- **Blues** motivation is to feel authentic.
- **Blues** yearn for self-actualization.
- **Blues** focus on people & relationships.

Blues are the peacemakers, and as children found conflict very stressful. They often work in careers that involve helping people, such as psychology, ministry or nonprofits.



GOLD

- **Golds** are the keepers of our traditions.
- **Golds** motivation is to belong.
- **Golds** like look to the past to determine the future.
- **Golds** enjoy family traditions like birthdays.

***Golds** are the record keepers, the inspectors and caregivers. They value membership in groups. As children, they were more willing to follow the rules. Most elementary teachers are **Golds**.*





GREEN

- **Greens** are always questioning the status quo.
- **Greens** motivation is a quest for power through knowledge.
- Greens strive for competency.
- **Greens** may move on once they master a sport or activity.

Greens are inventors. They see the world as a set of systems and are very good at organizing for efficiency. As children, they were always asking "Why?"



How do others see us?

“That’s not how I would’ve done it!”

<https://www.youtube.com/watch?v=C8IMW0MODFs>



Arrange yourself in groups by dominant color:

1. What are your COLOR strengths?
2. What are your COLOR weaknesses?
3. Choose 1 of the other colors and list something that gets under your skin



ORANGE

- Irresponsible
- Flaky
- Wishy-Washy
- Not serious about serious matters
- Spend too much time at things they're proficient at or enjoy
- Don't seem interested in other's ideas
- Unimaginative
- Disobeying rules
- Slippery – not trustworthy
- A turnoff to past-oriented blues and future-oriented greens



BLUE



- Over-emotional
- Bleeding heart
- Mushy
- Other-worldly
- Flaky
- Unrealistic
- Hopelessly naïve
- Too tender-hearted
- Easily duped
- A pushover
- Weak
- Too “touchy-feely”
- Just pathetic

GOLD



- Rigid
- Controlling
- Dull or boring
- Stubborn – Pigheaded
- Opinionated
- System-bound
- Unimaginative
- Uncreative



GREEN

- “They think they are superior beings...”
- Arrogant
- Heartless
- Don’t care about people...
- Ruthless
- Unrealistic
- Eccentric or weird
- Poor Dresser
- Emotionally controlled
- Repressed



Reflect:

- Did your True Colors traits match what you think your personality is?
- Do you wish you had some traits that you don't?



Conclusion:

- You are ALL 4 colors, but some shine brighter than the others
- Colors may change depending on circumstances / environment
- Communication is key to all of our personal interactions whether it's with our family, fellow homemakers, friends, and community members

