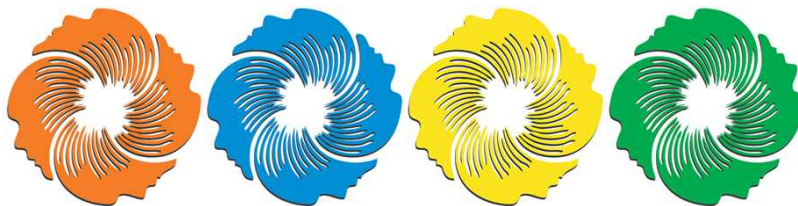




True Colors®



Personalized Report for: **Sample Report**

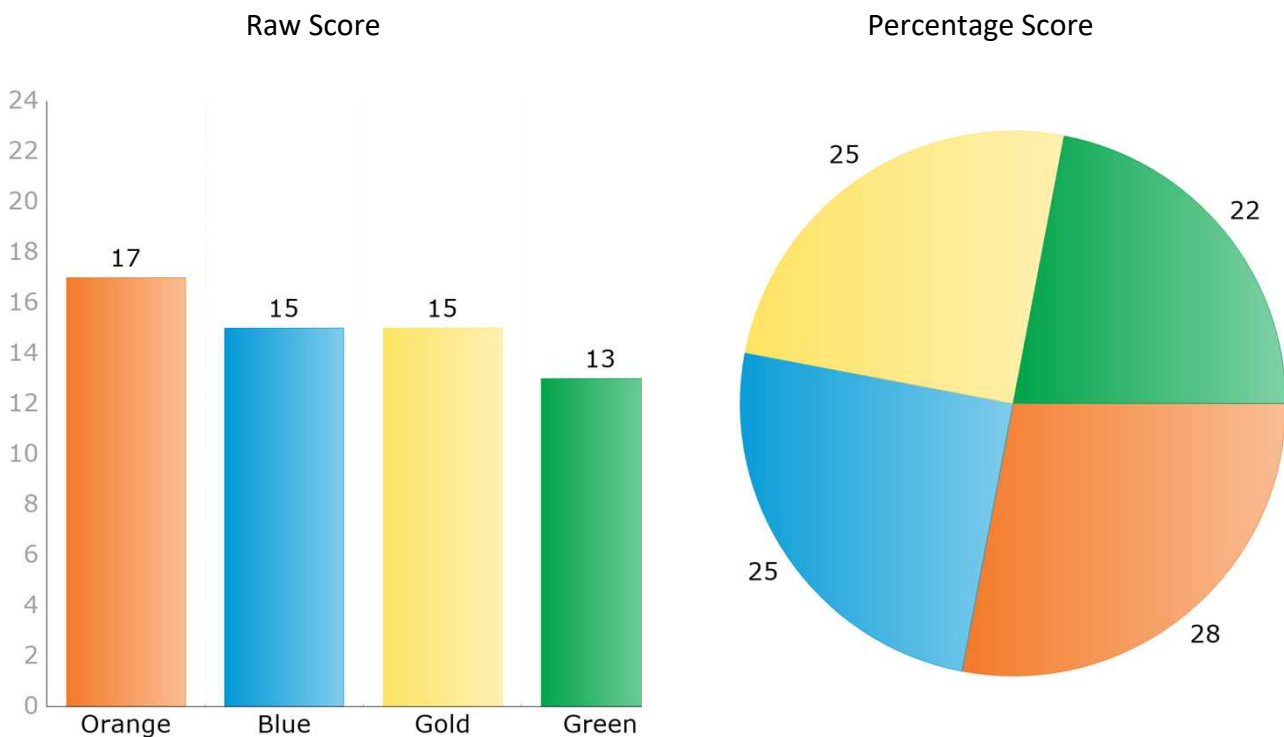


Valuing Differences - Creating Unity

Congratulations on completing your True Colors® Online Assessment!

Thank you for taking the time to answer the questions in the True Colors® Online Assessment. True Colors® is a model for understanding yourself and others based on your personality temperament. The colors of Orange, Gold, Green and Blue are used to differentiate the four central personality styles of True Colors®. Each of us has a combination of these True Colors® that make up our personality spectrum, usually with one of the styles being the most dominant. By learning our methodology to identify your personality and personalities of others, True Colors® provides you with insights into different motivations, actions and communication approaches. Although it is based on the complexities of psychology and temperament theory, True Colors® works because it is clear, easy to remember and easy to use in all circumstances.

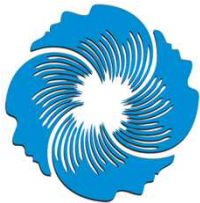
Your color spectrum and interpretation is provided below:





First - Brightest – Most Dominant (Primary Color)

Your strongest, most dominant personality trait is Orange. The characteristics in this No. 1 spot on your color spectrum indicate the traits you most prefer to operate from and truly represent you. Your brightest color traits and characteristics are most likely the attributes you draw upon when you are being your most natural self—the ones that happen automatically, like writing with your dominant hand.



Second – Extremely Influential

The second color in your spectrum is Blue. Your second color Blue will have a major influence on your first color Orange. Sometimes it will even outshine your first color. Your second color Blue will often be confused by others as being your first color Orange because you are able to call on your secondary color strengths in many situations.



Third – The Back-up

The third color in your spectrum is Gold. Your third color Gold is not so much an obvious part of your personality; however, it is an important fallback position for your first two, especially when these strengths are required and appropriate. Your Gold abilities support your Orange and Blue personality traits; however, you can feel depleted if you are called on to use these skills for extended periods.



Fourth – Palest

The last color in your spectrum is Green. This is significant because these characteristics are the least natural to you. You may admire them in others, or more commonly, these traits may cause the most irritation or conflict with others. This is because they are the least natural for you, and possibly the least understood or appreciated.



Your True Colors®

The color that we operate in will be influenced by the activity.

Your True Colors® spectrum is a combination of the four color styles: **Orange**, **Gold**, **Green** and **Blue**. Most likely, one color will be more dominant than the rest; however, your personality will be influenced by the needs of the situation you are operating in and your environment. This does not mean your personality changes; it is a reflection or an individual's use of the full scope of their personality traits adapting to complete a task or to conform to a requirement or group.

Your **Gold** may be required to take on a leadership or planning role, your **Green** to complete a research or development project, your **Blue** to find empathy in a parenting situation or your **Orange** in a social setting. Certain interpersonal interactions may brighten different aspects of your personality. A visit to your accountant may require you to draw on your **Gold** or spending time with children can bring up your **Blue**. This is because the people in our environment have a definite influence on our behaviors.

Our basic character ingredients may remain the same, but whom we are with or what role we're playing may influence what color is in operation at any given time. Sometimes we even find ourselves pressured to act in certain ways to be accepted or fit in that are not natural to us.

Keep this in mind when determining your True Colors®, or the colors of others. Look for the underlying motivation for the behavior. If a person is following the rules because it is the appropriate and responsible thing to do, it is different than someone following the rules to keep harmony or to be liked or accepted by others. Notice that the action is the same but the motivation behind it is different.



Uniquely YOU !

As you read through this personalized report, you will recognize you have a unique blend of color characteristics from your most dominant and second color to your third and perhaps a hint of your palest color. Although extensive, this report simply scratches the surface of your personality—like the iceberg that shows only its tip above the water, there is so much more underneath. Use this report as a treasure map to begin or contribute to your journey of self-exploration. Its main purpose is to provide an entertaining glance into your personality and spark your curiosity to investigate further. Enjoy the experience of gaining awareness of your own strengths, values and unique style!

You can explore all our training and consulting services at www.truecolorsintl.com.

"Man's main task in life is to give birth to himself, to become what he potentially is. The most important product of his effort is his own personality". -Erich Fromm

Primary Colors -

We each lead with one color, our most prevalent personality traits, but we have all four color types within us to some extent. This is why the full spectrum is an important feature to the True Colors® model.

It is a fast and easy tool, but not fully representative, to refer to yourself as just one color type. For example, the statement that "I'm a Blue" is a useful, but incomplete statement. Stating our first color just touches the surface of who we are.

The basic premise is that an Orange personality has the traits of boldness, action, and immediacy, a Gold is a details person that thrives on order and tradition, a Green is inquisitive, a thinker and respects intellect, and a Blue is a nurturer and people pleaser.

YOUR Primary/Dominant Color:

Orange



Cheerful and Optimistic

Oranges feel the need to be free to do as they wish. For them, action is the thing—to its own end. Although they do not object when their deeds contribute to the ends held by others, it cannot be the reason for doing what they do. Oranges do things because they have the impulse, the whim. All Colors feel these impulses at one time or another, but society disciplines them in the name of duty, power or spirit. To wait, to save, to store, to prepare, to live for tomorrow—this is NOT their way. Duty, power and spirit are of secondary importance to Oranges. Other primary colors practice their skills; Oranges do not practice because this is only preparation for future action; instead, they do, such as the person who climbs the mountain just because it's there.



"The person who goes farthest is generally the one who is willing to do and dare. The sure-thing boat never gets far from shore." —Dale Carnegie

Being Free

To esteem yourself, you need to feel free to act on a moment's notice. Acting and doing carry their own joys. Those with an Orange personality choose to be impulsive, preferring to act upon the idea of the moment. You take pride in being highly skilled in a variety of fields. Oranges are also known to be master negotiators. Adventure for you is the joy of life, and you want to test its limits. The hands-on approach to problem solving suits you best. Your direct line of reasoning creates excitement and immediate results. Your friends would describe you as "exciting, optimistic, cheerful, light-hearted and full of fun". You are socially charming and witty. An Orange like you brings a brighter, more colorful atmosphere into a room that is charged with adventure.

Just Do It

You tackle life with enthusiasm, moving quickly from one activity to the next. You thrive on working under pressure and prefer to work on jobs that are lively, risky and unpredictable. Being tied down and having your personal freedoms limited makes you restless. You are straightforward, realistic and practical bringing a flair of energy and excitement to a place. Talented, resourceful, skillful and adaptable by nature, you are upbeat and social, presenting a positive and confident self-image to the world. "Seize the Day" is your motto. You like to be where the action is, and, if it is not there, you might just be tempted to create it!



"No, you never get any fun out of things you haven't done." —Oscar Wilde

The Performers

You are naturally skilled and physical so you tend to gravitate to pursuits that allow you to express this. You may be a performer on stage, a sports person or athlete, a sales professional, or a skilled tradesperson. The key for you in all that you do is to keep variety in your daily activities and have regular personal interaction. To sit in an office and do repetitive work constantly away from other people is your idea of horror. You like to juggle multiple projects, make quick decisions and are a risktaker. You are noted for your quick wit, flexibility, initiative and positive outlook. Courageous, competitive and resilient with great endurance, you are not afraid to question the status quo and take charge. Change is embraced by you, and you have a determination and drive plus an instinct for opportunity. You celebrate results and enjoy the rewards of your achievements. Fast, flashy and bold, you inject a lighthearted, nonjudgmental openness and excitement into situations and groups.

The Master Negotiator

Your agile mind, competitive nature and quick reflexes help you see and seize opportunities and come out on top in negotiations. Spontaneous and fun-loving, you have a tendency to go with the flow, but only when the flow is going where you want to be. If need be, you will bend rules to meet the demands of a situation or achieve a desired end. You live life to the fullest and look for the zest in every situation. You are a tactile person and need physical contact, constantly seeking new ways to keep your relationships vibrant and exciting. You are generous and take pleasure in giving and doing for others. You love to surprise special people with gifts or actions that demonstrate your affection. You dream of spontaneity, impetuosity and freedom. You dislike rigidity, authority, limiting systems, and procedures or rules. Your characteristics may be symbolized by the flight of the eagle, the sensation of riding a motorcycle, the roaring of the rapids and the skillfulness of the virtuoso.



"The fun stuff comes when someone is not so strict on sticking to the script. You're allowed the spontaneity, and great moments can happen."
Jennifer Aniston

Motion and Freedom of Spirit

Orange represents an energy-expending physiological condition. Orange is the expression of vital force and of nervous and glandular activity; thus, it has the meaning of desire and of all forms of appetite and craving. Orange is the urge to achieve results to win success; it is hungry and desires all of those things that offer intensity of living and fullness of experience. Orange is impulse with the will to win and all forms of vitality and power from sexual potency to revolutionary transformation. It is the impulse toward active doing, sport, struggle, competition, eroticism and enterprising productivity. Orange is impact of the will or the force of will. It corresponds symbolically to the blood of conquest, to the sanguine temperament and to masculinity. Its sensory perception is appetite; its emotional content is desire; and its organs are the voluntary muscles, the sympathetic nervous system and the organs of reproduction. In temporal terms, Orange is present.





In Childhood

As children, we may or may not have grown up in environments that encouraged us to let our True Colors® show. Some parents may have admired and fostered creativity, imagination and self-expression. Some supported conventionality and neatness, while others promoted risk-taking and competition. Still others taught the cultivation of competence and intellectual pursuits. It is common for parents, teachers and even communities to attempt to instill their values in others. If they are not aware of the importance of supporting an individual's own gifts and preferences, these individuals or groups may end up rewarding the behaviors they label as “good” or “appropriate” and punishing behaviors they do not understand or approve of. When children think they have not lived up to their parents', teachers' or community's expectations, they may feel inadequate or even defective.

Orange is the style of behavior reflected in your childhood. You needed to be “hands on” and play games, to compete and to perform. You enjoyed flexibility, changes of pace and variety. You had difficulty with routine and structure. Your favorite subjects were music, art, theatre, physical education and crafts. You often excelled in sports. You liked problem solving in active ways and negotiating for what you want, being direct and getting immediate results.

All Grown Up?

As adults we can have more control over the behaviors we choose. However, some of us still may believe the old labels and behave accordingly. Many have held jobs they hated—just to make a living. Some are still criticized by spouses, family members, bosses or even friends for behaving or not behaving in manners they deem appropriate. We may even feel that we must pursue activities or causes that others consider suitable, enjoyable or worthwhile just to be accepted. Many of us have lived up to—or down to—our labels. Fortunately, many people have at least some family or friends that they can “be themselves” with and “let their True Colors® shine”. Others are not that lucky. They may never have been validated for their own unique values, abilities and preferences.

Now it is your opportunity to shine—to be esteemed for being who you are and to foster self-expression in others so they may shine too.





Communication

Have you ever tried to communicate something to someone and it just didn't come out right? Or perhaps you thought it came out right but they took it wrong? Why is it that communication flows so smoothly with some, while with others it can be bumpy and frustrating? Of course the mood you are in, your relationship with the person (boss to subordinate, spouse, best friend, etc.) and your background, such as education or expertise in an area, will have an influence on the way you communicate—but there is something more. The way you communicate with others has a great deal to do with your True Colors® communication style.

Your Style

When interacting with others, your communication style comes across as Orange. You are an engaging and lively communicator able to skip from one subject to the next with ease. You prefer conversations that are light and fun or direct and to the point. Negative or intensely emotional or detailed conversation will quickly lose your interest. You are often animated, speaking quickly and passionately. Your vocal range will often be high as you engage in the excitement and passion you have for your subject. You may find yourself talking simultaneously or interrupting the conversations of others in your energetic flow of thoughts and words. Oranges are the most 'in the now' of the color styles, and this can make them magnetic in appeal to others. When their attention is upon someone or something, they are totally engrossed. This attention is not usually given in long bursts, as there is much that excites and distracts an Orange personality. Oranges generally like to be playful, to have a laugh and a joke, delighting in the spontaneity and action of the moment. When speaking they may want to "enhance" their communication by elaborating on certain aspects and painting "larger than life" stories. It is a special joy to Oranges not to have to concern themselves about being appropriate or moderating their loudness or ribald behavior.

If you find that your communication style seems to stop communication or is often misinterpreted with certain people, use the tips on page 22 of this report to adapt in order to build bridges of understanding. Once the bridges are established, you will have more freedom to express yourself in your preferred style.

Listen to This!

Oranges listen for entertainment and opportunity. They enjoy conversations that are impactful, fun and engaging, and can mentally hop from one subject to the next with ease. To an Orange listener, the subject of the story is often not as important as the delivery of the information, unless, of course, that subject is them. They will often tell lengthy and interesting stories about their lives and achievements even though the original conversation was about something quite unrelated. They enjoy reliving their 'wins' and being applauded repeatedly for being skillful and adept. Oranges tend to multitask during a conversation, often jumping playfully from one subject to another while simultaneously measuring the motivation of the other parties involved and looking for cues or openings. They are the most 'in-the-now' of personality types, immediate action being their favored response.



Power Combos

The True Colors® model, with the four primary colors of Orange, Gold, Green and Blue allows the creation many combinations or permutations. There are 24 possibilities of what we at True Colors® refer to as your “Full Spectrum.”

However, the range of possibilities is actually infinite. The possibilities are infinite because each of the four color types are present in various gradations. Someone may have the full spectrum of **Blue/Orange/Gold/Green** but another person may have the same full spectrum but the gradations or amount of each color type may be different.

The more you have of any color in your spectrum the more evident the personality traits that these represent will be evident.

It is helpful to use your first two colors when describing your personality to others, we refer to this as your “**Power Combo**.” For example – “I’m a Blue-Green” or “I’m a Gold-Orange”. This gives a person that understands the True Colors® model a much more insightful understanding of your personality and how you relate to the world.

The influence and moderating power of the second color provides a quick and useful insight into the whole person. When you share/use your Power Combo you are providing key information about the way you act and view the world around you.

A brief explanation of **your Power Combo** is provided below:



Orange



Blue

This combo provides a powerful one-two punch to create relationships. The Orange personality is often attractive to others and provides an impelling force, while the Blue provides the social skill of a people person to be able to make connections with others.



Secondary Color (**Blue**) Characteristics

Blue Strengths

Knowing, valuing and using my strengths in work and personal situations brings me success and positive self-esteem. Knowing the strengths of others not only increases my understanding and appreciation of individual differences, but also my capacity to relate and communicate, effectively contributing to their success and self-esteem.

Affectionate	Optimistic
Authentic	Passionate
Caretaker	Peacemaker
Communicative	Perceptive
Compassionate	Personal
Creative	Persuasive
Dramatic	Sensitive
Empathetic	Sharing
Enthusiastic	Sincere
Harmonious	Spiritual
Imaginative	Supportive
Intuitive	Sympathetic
Loving	True romantic
Mediator	Trustworthy
Nurturing	

Blue Joys

Joys in my work and personal life come from engaging in the following activities. These activities are satisfying, fulfilling and contribute to my self-esteem and success. Individuals with a different primary color experience joy in very different ways and seek different experiences and activities for fulfillment and success.

- Affection and sensitive gestures
- Friendships and personal relationships
- Music and fine arts
- Social acceptance
- Using imagination
- Emotional movies and plays
- Teambuilding
- Entertaining family
- Influencing situations
- Nature, aesthetics and beauty
- Self-searching and self-help



Blue Values

My values direct my actions as well as give meaning and purpose to my life. They serve as an internal gyroscope for my actions. My success is directed by and consistent with my values. I am recognized and esteemed by others for these values.

- Compassion
- Friendships and interaction with people
- Human potential
- Honesty
- Integrity
- Intimacy
- Long-lasting relationships
- Peace, tranquility, and harmony
- Possibilities in others
- Self-actualization and autonomy
- Strong sense of spirituality
- The needs of others

Conclusion

There is great power in each power combo. Understanding your power combo and the power combos of those around you provides amazing insights. These insights not only can help you understand the strengths of those around you, but also show you the potential energy in teaming with someone who possesses a complimentary power combo. Imagine if you have a power combo of Blue, Gold and you partnered/teamed up with a Green, Orange. Wow—look out! The two of you could be a dynamic duo. Power combos have many possibilities and opportunities for improved performance as well.

At Work

To be able to act on impulse and be expressive without reluctance are joys in your life. Career choices in the world of entertainment and athletics are often a draw for Oranges. The passion that accompanies the skill is what provides the attraction for the Orange.

On a work team or at a meeting

It is important to recognize that everyone has all four colors in their True Colors spectrum to varying degrees. At work, people may access different parts of their spectrum depending upon the specific circumstances. Your responses to the assessment indicate that on a work team you access the Orange in your spectrum by your keenness to act now! Details slow you down, and you can become bored or frustrated quickly. You have a good eye for a fast and expedient solution and like to see instant results. Your attitude to challenges is: "I can make difficult things happen quickly; impossible things take a little longer". You are courageous and often accomplish goals that others thought unachievable. Your passionate sales spiel can win over the most difficult audience, while your humor and charm lead them to agree with your proposal. Your 'big' personality and confident and entertaining manner often has you taking over meetings and conversations. Delegation is one of your well-utilized skills. You excel at the 'big picture' and prefer not to have to concern yourself with the tediousness of detail. Oranges enjoy to see tangible results, be rewarded and acknowledged for their efforts, and move on quickly to the next challenge. You add 'spice' and excitement to a situation, often being the "life of the party", and this could just be the break room at work!

Achieving the Objective

Being efficient is your most valued skill. You have a strong practical sense of expediency and efficiency, always aim for the most time- and cost-effective way to reach your goals. You are task-focused and enjoy to see a job well done. Rules are something you like to be sure of, and you will hesitate until you clear all ambiguity. A firm structure and clarity of purpose relieves you of the internal stress of having to guess as to what is required from you. What may seem like mundane activities to others can be 'fun' to you as you have a clear vision of the finish-line and enjoy your achievements and those of your team. While you enjoy to be recognized for your efforts, the end result is reward in itself.



***"Then indecision brings its own delays,
And days are lost lamenting o'er lost days.
Are you in earnest? Seize this very minute;
What you can do, or dream you can, begin it;
Boldness has genius, power and magic in it."
—Johann Wolfgang von Goethe***



Potential Challenges

It is the Orange in your spectrum that appears to cause the most challenges when you are on a work team or participating in meetings. Your directness, forthrightness and bold sense of humor may confront some sensibilities. Being intolerant of time delays and always ready for immediate action, you find the time spent on deliberation and gaining consensus tedious and frustrating. You take life seriously, contrary to your oft-perceived casual dress and manner. The “act now, get permission later” mode of operation at meetings or on a team, especially with a propensity to interrupt with ideas, usually indicates an Orange manner of conduct. Although entertaining, you may have to watch your propensity to be flippant when communicating with others and remember to use your humor appropriately. With a “now” time orientation, you may not allow sufficient time for data collection, discussion or planning. You may have problems prioritizing because you usually want to do it all now and have a tendency to react rather than make a plan and follow it. If this is the case, you may jump in before understanding all the ramifications, focusing on the short-term results and neglecting the long-term solution. If you get impatient with what appears to be unnecessary discussions around problem analysis, decision making and fact finding, you may encounter conflict as you push ahead to get the project rolling. A lack of tact is something that others may accuse you of when your real objective is just to move ahead in what you see as a time-effective manner. The feelings of others are not always something you have in your focus nor should you expect others will be as emotionally resilient as yourself. When the team is in its early stages, you can get frustrated if you are not seeing direct and tangible outcomes from your efforts. You love to brainstorm ideas, but look for immediate implementation of the forthcoming ideas. You find long-winded planning and paperwork onerous and may lose interest if a project or meeting takes too long to complete.



Others' Perceptions

Our personality can sometimes be misunderstood by others. Do you notice how you are perceived through the eyes of others? Many of us strive to make sure our actions are acceptable to others and society. Others don't give it much concern. Try as we might, people may label any of our admirable characteristics as being less than appealing if they wouldn't act that way themselves. When the motivation behind someone's behavior is not understood, it can be interpreted in unfavorable ways. In fact, what one might perceive as a "negative" quality is oftentimes an exaggeration of a "good" quality. Since there are multiple ways to label any given behavior, it is beneficial for us to know how other people may view ours.



When we are aware of how our own behavior is affecting others, we can make choices. We may think, "Yes, I do that, and it is a part of myself that I cherish, so I'm not going to change it." Or, "Gee, I didn't know I did that. Thank you for pointing that out to me so that I can become aware and change it if I choose." For example, have you ever had the opportunity to hear yourself on a tape machine? If so, did you sound the way you thought you would? Many times when people hear their voices played back, they are surprised at the speed, style or even accent of their words. Frequently, after people hear something in their speech they were not aware of before and do not like, they make modifications based on the feedback they receive.



"And since you know you cannot see yourself, so well as by reflection, I, your glass, will modestly discover to yourself, that of yourself which you yet know not of". -William Shakespeare

Keeping this in mind as you read, think of situations in which the following traits may apply to you. Notice whether you are coming across to others in ways other than you intended. Instead of hoping others will change and clearly understand your intentions, pay attention to the contributions you are bringing to the situation. Remember, it is your choice whether to modify your behaviors or not. Feedback is a gift. You may choose to use this gift in any way you desire; however, it is important you learn to validate yourself for who you are, and know when, where, and how you wish to best express yourself.

From the lists provided on the assessment, your top selection of ways your behavior could be "misinterpreted" by others included attributes associated with the Orange personality style.



Others May See Orange As:

Loud and Tactless - In their enthusiasm, an Orange can often miss the nonverbal cues of others and use loud, fast or inappropriate language in their dealings, causing offense by not considering the feelings of others.

Unreliable - May not be relied on to finish a project, turn up on time or deliver on promises. 'Flakey', all show and no follow-through. Acts before thinking, disregarding the consequences.

Trivial - Does not take life or their responsibilities seriously. Would rather play than work.

Opportunist - Lives outside the rules. Feels rules are for the other people and will take opportunities without consideration for the fairness of the situation. Proudly rebels against the system for their own advantage.

Inconsistent - Jumps from one thing to another, loses interest and focus quickly. Either does not deliver a finished product or delivers at the 11th hour.

Bulldozing - Charges in and 'shoots from the hip'. Not considerate of the chaos that can be caused or the resulting chagrin of others. Not tactful or considerate.



“What we see in others says more about ourselves than it does about them”. –Anais Nin





Orange May See Self As:

Direct - You speak your mind so that others may know where they stand with you. Expressing your honest opinion is important to you.

Casual - You are easy to get along with and flexible in your expectations. You don't avoid conflict as you believe in being direct, but don't hold grudges. A confrontation is just another sort of discussion to you.

Physical - Your life is action-packed and results are important to you, but so is the joy of the journey.

Multiskilled - You are enthusiastic, competitive and able to address a situation in many ways. Having a number of projects happening at one time keeps you interested and exhilarated.

Troubleshooter - You shine in a crisis with your ability to act on a moment's notice. Responsive and inventive.

Adventurous – You embrace change, variety and can reprioritize in a moment. Capable and adaptable, you are happy to try new ways of doing things.



Time Management

As with your communication style, how you manage your time depends on a lot of things—your lifestyle, the number of people and activities that have a claim on your time, the “time habits” you have developed over the years, and, of course, your personality.



Oranges work very well in crisis situations and are rarely afraid of taking risks. If there is a need for you to do something critical, others just need to point out the challenge and you will immediately address it. You love both the challenge of the task and responding to the crisis and seem to have a knack for expediency and to do whatever needs to be done. Oranges have positive attitudes and are only temporarily defeated by setbacks. You are a true survivor. You also possess an endurance far beyond the other personality types. Other types at times tend to see the Oranges as impulsive, but in reality, it is your strong need and drive for action that others may be misjudging. You truly hunger for action and, conversely, get bored with inactivity. As managers you are great encouragers or motivators—a master of the “grand gesture”. You tend to live life as well as manage in large strokes and, therefore, need the skills of the Golds on staff to pick up the details and work toward closure.

Some tips for the Orange time management style include:

Write an Action Plan

Focus your attention. Try writing a list of priorities and then set some time to each item on the list. Review this list at the end of each day or week. As much as possible, stick to your action plan and don't allow yourself to be distracted.

The Definition of a Shortcut

Taking shortcuts may often feel like you are saving time until you have to go back and fix things. Remember the definition of a shortcut is "the longest distance between point A and point B". Often the established routine is kept in place because it works.

Find Some Order

Take the time to clear the clutter from your environment, and you will find that you spend less time on finding or working around things, which will allow you greater productivity with less stress.

Avoid Rushing

Give yourself extra time and start the day just a little earlier. Leave for your appointments a few extra minutes earlier than necessary and make provisions for traffic delays. The adrenal rush that is released when rushing and the stress of the prospect of being late are major stressors for you.

Stress

When a person uses their skills, talents and natural preferences in positive, resourceful ways, they are “shining brightly” or showing their True Colors® in positive ways. They have a sense of worth and self-respect, or what we often refer to as positive self-esteem.

When a person experiences major or long-term stress, they feel like they have no control over their circumstances, or perceive they are being threatened or victimized. Their self-esteem can start heading downhill, and they can begin to “fade.” In these circumstances, normal behaviors can shift to defense mechanisms carried with us from the past. Even when people are experiencing success in some areas of their life, they may begin to fade under prolonged periods of stress in other areas.



Things that might be stressful to one person or style may be exciting or motivating to another. Although there are variations in the ways people react to circumstances, there are some general themes among the different styles. Your responses on the assessment indicate a Orange variety of stressors. Any one of the styles could possibly become stressed by these situations; they are not restricted to dominant Orange, just more common. And the suggestions that follow can be applied across the spectrum as well.

Common Orange Stressors

- Waiting
- Lack of freedom or choices, feeling trapped
- Being told how to do something with no room to use creativity
- Not being able to use their skills
- Rigidity
- Being bogged down by rules
- Repetition or rehearsal
- Insufficient attention
- Activities that lack challenge
- Indecisiveness
- Inactivity, slow pace
- Unnecessary routine
- Lack of resources
- Details, paperwork
- Restriction of physical activity
- Lack of money



Stress Tips for Orange

Oranges need to have variety, excitement and the freedom to make up your own rules. The lack of these may cause you to feel defiant. You may even resort to using stimulants, being rude and quitting. When you are out of esteem, you may intentionally break rules, act out, lie and have aggressive confrontations. This is compounded by your quick reactions and adrenal responses to situations and can escalate quickly to a situation that does not have the most positive outcomes for you. Some suggestions are as follows:

Let's Get Physical - The best thing to reduce stress for an Orange is physical activity: run, jump, skydive, work out at the gym—get back into your body and let your mind clear. Dancing, biking, canoeing—try something new and daring. This is the fastest and safest way to let off steam or pent-up emotional energy so that you can return to your tasks in a productive way.

Be Constructive - If you are feeling hemmed in and frustrated, then try turning your energies to creative activities—build something, paint, do some yard work, learn a new craft, repair or restore. Your natural ability to be skillful offers you the opportunity to choose from many activities. Once chosen, just do it!

Focus - Focus on completing one task at a time. Turn off your phone, radio or television; close the door; clear away other projects; and concentrate on your highest priority. Do not start anything else until you have completed the task at hand.

Recognize Your Achievements - You have high standards, particularly for yourself. It is easy to focus on what you feel you could have done better, but it is important for your self-esteem for you to congratulate yourself on your achievements too.

Compete - Being involved in or organizing games, events or competitions is a great stress reliever for you. Look for ways to incorporate the 'fun' element into your work and private life that don't put either at jeopardy.

Start Your Own Business - Being your own employer means you set your own rules. Perhaps this is the challenge that your boundless energy requires? Choose to do something that you are passionate about and your energy will soar.

Refocus Your Energies - Be aware of the times when your behavior slips into self-destructive patterns. Signs can be unhealthy living, poor diet, taking physical risks, overeating, taking stimulants, drinking or gambling. Turn that energy to a better, more productive use.



Full Spectrum

In True Colors® language the Full Spectrum code tells you not only about what a person leads with and enjoys, but also what they may find difficult or tiring.

When you look at the nature of your full spectrum of the four colors, you will see that the unique gifts and talents of each color type blended with the other three provide an in-depth mixture of possibilities.

The full spectrum contains an insight into the rationale for behaviors and the interplay among the behaviors of each color type. The first (brightest or primary) color is the key indicator of your core. This typically represents the key behaviors that people most clearly see when you engage in life.

The first two colors (aka “Power Combo”) represent what a person leads with and what clearly brings them joy. The first pair of colors for most people truly represents who they are, how they operate and how they see the world.

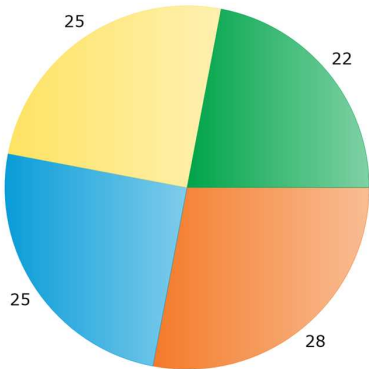
The other pair of colors (third and fourth/palest color) complete the picture by adding nuances. Additionally, these paler colors (third and fourth color) may need to be utilized in certain situations.

This may be challenging or may even create fatigue, because this requires more energy compared to their primary color or “Power Combo”. The paler colors may not be a part of the “Power Combo” but represent skills that you can draw upon when needed.

The relationship building strength of this combination is undeniable. The addition of the Gold and Green attributes provides details to any situation. The social and emotional connections are clear.

However, with the influence of the Gold a plan to include all can easily be developed. The influence of the final coloration, Green, can give a well-rounded view of the moving parts of the people driven process. The pale Green may miss some details but the social ability of the Orange and Blue will certainly smooth this out.

This color spectrum is rich in people, with a twist of a plan to make good things happen for everyone involved.





Communicating Across the Spectrum

Fortunately, learning to communicate “in color” is remarkably easy, and it not only improves your interactions, but it also changes your effectiveness in virtually everything you do. It is surprising how many people experience better results in communicating after just a few adjustments to their approach. The following descriptions will help you recognize the communication manner of the other color styles in the True Colors® Intl system and provide tips for getting your message across. Since we are all a blend of the four color styles, you may even recognize some of your own attributes in the communication styles of the others.

Green Communication

For the most part, **Greens** communicate for the purpose of gaining or sharing information. During a conversation, their attention is usually focused on the matter at hand, not on the relationship.

- Logical and objective
- Includes facts and information
- Big picture, conceptual
- Questioning, critiquing
- Wry sense of humor

Tips for Communicating with Greens:

- Allow them time to ponder
- Skip the “small talk”
- Avoid redundancy
- Give big picture or point first, then fill in details if asked
- Don’t misinterpret their need for info as interrogation

Blue Communication

A **Blues** world revolves around people, relationships and fostering growth in themselves and others. When speaking, they first focus their attention on establishing a relationship or reconnecting with the person. The information they wish to convey is woven into this.

- Friendly, helpful, empathetic
- Optimistic
- Expressive with emotion
- Fostering or maintaining harmony
- May use metaphors to embellish points

Tips for Communicating with Blues:

- Acknowledge them
- Show appreciation
- Include them
- Have patience
- Don’t “bark” orders



Gold Communication

Golds are generally respectful and responsible. They listen for details so they know what their part is. They usually size-up a situation for what would be most appropriate response before responding.

- Purposeful, plans ahead
- Respectful, appropriate
- Supportive of policies and rules
- Detail-oriented, chronological
- Loyal, devoted

Tips for Communicating with **Golds**:

- Be prepared, give details
- Stay on target, be consistent
- Show respect
- Don't interrupt
- Recognize their contributions

Orange Communication

Generally, **Oranges** want to share their opinion the minute it hits their mind. Interested in taking action and being expedient, they may skip the softeners and go straight for the “punch-line”.

- Casual, playful
- Spontaneous, now-oriented
- Fast-paced, changes subjects frequently
- Straightforward
- Active, involved, mobile

Tips for Communicating with **Oranges**:

- Use “sound bites”
- Move with them while they multitask
- Appreciate their flair
- Allow options and flexibility
- Lighten up



Helpful Hints

Listen to Understand - Unless you are talking with another Orange, you may need to consider slowing down your dialogue to accommodate those who do not move with the speed you do. Practice finishing sentences, moderating volume and tonality, and waiting for appropriate pauses to speak. Consider the intention and information offered to you rather than just thinking about what you are going to say next.

Too Much Haste Can Be Counterproductive - With your resilient and forthright personality, sometimes you may miss the sensibilities of others or just choose to disregard them in your hurry. To avoid delays caused by "too much haste and not enough speed" causing errors and unnecessary misunderstandings, take the time to consider the 'norms' of the situation and the established patterns of communication. Keep in mind, this will benefit your outcomes.

Frame Directions With Respect - Frame your request so that it does not come across as a demand, and you are more likely to get the response you desire. Try "Would you mind ...", "I would appreciate it if you would ..." or "I can see what you are saying, do you mind if I express my opinion?"




"Much speech is one thing, well timed speech is another".
-Sophocles

Be Aware of Your Audience - Your stories are fun and entertaining, but not necessarily appropriate or well-received in all situations. Embellishing can make a story more engaging, but too much, too often can have people not believing you. Take a moment to be aware of your audience and their responses.

Communicate Your Changed Plans - You pride yourself in being fluid and flexible; however, sometimes others are still left with the expectation of the 'old' plan. To reduce confusion, keep communication lines open and others informed of your changed mind.

Playfulness Can Be Misconstrued - Your playfulness and jokes may not always be well-received. Others may think your lighthearted teasing is your being mean, harsh, picky or inconsiderate. Look for the Oranges in the group for the 'fun' element and be aware of the sensibilities of the other color styles.



Learning to recognize and understand the different communication styles of each color can sometimes take some concentration at first because we all have differing amounts of all four colors in our spectrum. So you also need to pay attention to broad themes. For example, everyone can be caring, kind and considerate—not just **Blues** and **Golds**. Be careful not to start seeing things as only black or white. If you watch for the overall tone, you'll notice patterns emerging. So pay attention to the current situation. Look at, listen to and experience the other person before proceeding. It is very important that you meet people where they are.

Practice until you no longer have to consciously think about or plan your communication. It just happens automatically. When you use the communication techniques in this document, you will start to experience results. It may be more transformational than you realize. You've probably noticed that as you're learning about True Colors®, you're already beginning to apply it to the circumstances and people in your life.



“The quality of your life is the quality of your communication”.

-Anthony Robbins

Let YOUR True Colors® Shine!

In summation, "Variety is the Spice of Life" was written for the Oranges of the world. The zing and excitement of living is what they thrive on. An unpredictable life is aspired to by these active and outgoing people. Skydiving, rock climbing, competitive sports, acting and singing, or just being in the limelight—this is the desire of the Oranges. Fast-talking fun people with a keen sense of skill and adventure, they can often be seen smiling and joking, wearing bright eye-catching clothes and daring to do what others may only wonder at. How dull would the world be with out the zest of the Oranges?



"Hide not your talents, they for use were made. What's a sun-dial in the shade?"

Benjamin Franklin

A Final Thought

Thank you for taking the True Colors® Online Assessment today. We hope you gained some understanding of our temperament model and learned a new way to understand yourself and others.

If you would like to gain a deeper understanding to further your personal development please see our website at www.truecolorsintl.com . We offer **workshops, training to become a facilitator** (teacher for your own organization), **CEUs, books, Keynotes, LIVE SHOWS** for events you may be hosting and **ADDITIONAL FOCUSED TRAININGS** in **Communication, Leadership, Team Building, Consultative Sales, Learning Styles** and **Conflict Resolution**.

We congratulate you and welcome you to the world of better understanding and communication. As you stop and think about the insights you have gained so far by reading about your unique True Colors® spectrum, you will realize how knowing this information can bring about shifts in the way you interact with the people in your life. This personalized report has provided information about your preferences, energizers, stressors, communication style and much more. Recognizing your own approach to life is just one aspect of the power of this assessment.

Of course, the key to outstanding personal effectiveness and enhancing relationships is not only knowing your own style, but finding out what makes others tick as well. When you are able to recognize and appreciate the motivations and values of others, you open up a completely new world of possibilities. Imagine how engaged and more functional your entire organization could be if everyone was "colorized". Our online assessment and consulting can make that happen ! Contact us at: customerservice@truecolorsintl.com.

Visit the True Colors® International website www.truecolorsintl.com to continue your adventure.

And remember to...

Let Your True Colors® Shine!

True Colors® Intl / Tel: (800) 422-4686 (U.S.) or +1 (714) 769-7050 (Intl)



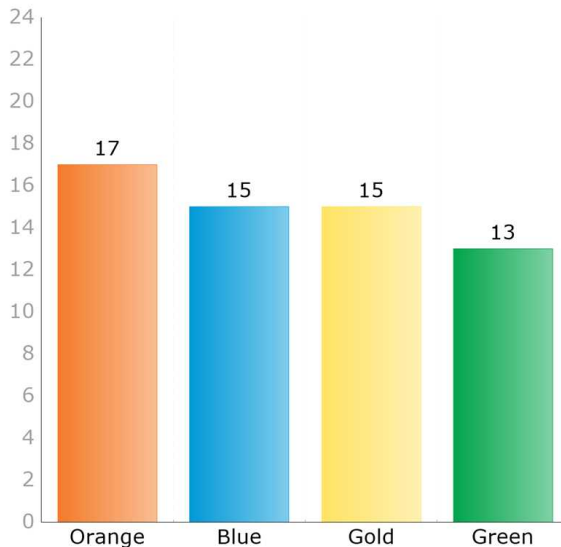
Please see following pages designed to be removed and displayed as a desk sign.

Sample Report

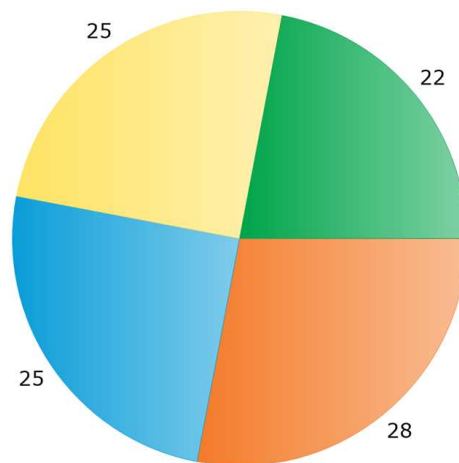
True Colors Spectrum



Raw Score



Percentage Score



YOUR Primary/Dominant Color: Orange

Cheerful and Optimistic

Oranges feel the need to be free to do as they wish. For them, action is the thing—to its own end. Although they do not object when their deeds contribute to the ends held by others, it cannot be the reason for doing what they do. Oranges do things because they have the impulse, the whim. All Colors feel these impulses at one time or another, but society disciplines them in the name of duty, power or spirit. To wait, to save, to store, to prepare, to live for tomorrow—this is NOT their way. Duty, power and spirit are of secondary importance to Oranges. Other primary colors practice their skills; Oranges do not practice because this is only preparation for future action; instead, they do, such as the person who climbs the mountain just because it's there.

A brief explanation of your Power Combo is provided below:



Orange



Blue

This combo provides a powerful one-two punch to create relationships. The Orange personality is often attractive to others and provides an impelling force, while the Blue provides the social skill of a people person to be able to make connections with others.



How to Communicate Tips:

Oranges: Witty, Charming, Impulsive, Optimistic, Physical

Tips for Communicating with Oranges:

- Use “sound bites”
- Move with them while they multitask
- Appreciate their flair
- Allow options and flexibility
- Lighten up

Golds: Loyal, Dependable, Sensible, Faithful, Caring

Tips for Communicating with Golds:

- Be prepared, give details
- Stay on target, be consistent
- Show respect
- Don't interrupt
- Recognize their contributions

Greens: Analytical, Cool, Calm, Inventive, Hypothetical

Tips for Communicating with Greens:

- Allow them time to ponder
- Skip the “small talk”
- Avoid redundancy
- Give big picture or point first, then fill in details if asked
- Don't misinterpret their need for info as interrogation

Blues: Enthusiastic, Communicative, Idealistic, Peaceful, Sympathetic

Tips for Communicating with Blues:

- Acknowledge them
- Show appreciation
- Include them
- Have patience
- Don't “bark” orders