

# True Colors Test

Leaders come in all shapes, styles, and personalities. While some people are naturally charismatic and are believed to be "natural born leaders," everyone has leadership potential. This activity is designed to unlock that potential and define strengths and weaknesses of each leadership style.

- We recommend this activity for 5th grade and up because of its complexity, however we have simplified it as much as possible.
- Do not limit this activity to students! Educators can learn a lot about each other with this activity
- This activity is all about being a cooperative leader, therefore it has the potential to help students understand their differences and improve their ability to collaborate

Below you will find a detailed explanation of the color test and its philosophy, links to versions of the test modified to fit the needs of your grade levels, as well as explanations of the results.

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## Discovering Our Personality Style Through TRUE COLORS

Participants will discover the qualities and characteristics of their own particular personality style or type; Gain an understanding of other personality styles.

### Key Concepts

- True Colors is a metaphor.
- Each person is a unique blend of the four colors or styles—a spectrum.
- There are no bad or good colors.
- There are wide individual variations within each color spectrum.

Each of us has a different and unique personality; however, there are commonalities that we share. True Colors is an attempt to identify various personality styles and label them with colors. This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of Isabel Briggs-Myers, Katherine Briggs, and David Keirse. Don Lowry, a student of Keirse, developed the system called True Colors which uses four primary colors to designate personality types and behavioral styles. Lowry's objective was the application of temperament or personality style to facilitate deeper communications and understanding. He hoped it would result in positive selfworth and self-esteem. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities. The ease of understanding and use in all human relationships and interactions make this model very functional. The belief is that with increased understanding of ourselves and others that conflict will decrease. Once you learn your color and that of your co-workers, you will have a better understanding of why they behave the way they do! Each color is associated with certain personality traits or behaviors. Everyone has some degree of each color, but one color is predominant. The following quiz will identify your color spectrum. Print out the following two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

\*explanation copied from [https://ces-personnel.ca.uky.edu/files/true\\_colors\\_test.pdf](https://ces-personnel.ca.uky.edu/files/true_colors_test.pdf)

Starting with row 1, Score each box in each row based on what you think is most important to you.  
Do this for Each Row.

4=most important      3= important      2= a little important      1=least important

Example:

	A	B	C	D
Example row	Nice _____	Quiet _____	Honest _____	Silly _____
		<input type="text" value="1"/>		

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	A	B	C	D
Row 1:	Active Athletic Fun	Organized Neat Mature	Helpful Friendly Kind	Science Quiet Learning
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 2:	Action Competitive Challenges	On-Time Honest Dependable	Feelings Unique Talking	Curious Ideas Questions
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 3:	Playful Independent Fun	Helpful Loyal Trustworthy	Understanding Giving Devoted	Exploring Thinking Puzzles
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 4:	Winning Brave Risk Taker	Follow Rules Careful Traditional	Sharing Inspirational Easy going	Complex Determined Informational
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 5:	Exciting Courageous Performer	Sweet Caring Nice	Dramatic Happy People Person	Perfectionist Put-together Knowledge
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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	A	B	C	D
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Total

Starting with row 1, Score each box in each row based on what you think is most important to you. Do this for Each Row.

4=most important      3= important      2= a little important      1=least important

Example:

	A	B	C	D
Example row	Nice _____	Quiet _____	Honest _____	Silly _____
		<input type="text" value="1"/>		

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	A	B	C	D
Row 1:	Active _____	Organized _____	Friendly _____	Quiet _____
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 2:	Competitive _____	Honest _____	Unique _____	Curious _____
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 3:	Independent _____	Helpful _____	Giving _____	Exploring _____
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 4:	Brave _____	Careful _____	Sharing _____	Determined _____
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	A	B	C	D
Row 5:	Exciting _____	Caring _____	Dramatic _____	Perfectionist _____
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Add all of the A, B, C, and D in the box below

No number should be less than 5 or greater than 20

	A	B	C	D
Total				

To calculate your results, add each column. The column with the highest score is your true color. (no column should equal more than 20. If a column adds up to more than 20 something has been done incorrectly) Some people may find they have high scores in more than one category. That's perfectly fine! Use the information below to learn more about your leadership style(s).

You are encouraged to not only read about your leadership color, but also about your peers and colleagues. Increasing your understanding of your leadership strength and the strengths of others is crucial to become a collaborative leader.

## **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

## **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
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## 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
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## BLUE

### BLUE ATTRIBUTES

Mediators	Need to Feel Special
Optimistic	Always has a kind word
Caretakers	Enjoys symbols of romance
Passionate	Strong sense of spirituality
Peacemakers	Sensitive to needs of others
True Romantics	Peace harmony and relationship

### BLUE MAY SEE SELF AS:

Warm	Affirming
Caring	Expressive
Compassionate	Caretaker
Romantic	Idealistic
Spiritual	Empathetic
Creative	Inspiring
Likes to Please	Social Expert

### OTHERS MAY SEE BLUE AS:

Over-Emotional	Aloof, unfeeling
“Bleeding Heart”	Too Trusting
Mushy	Smothering
Other-worldly	Slick,
Flaky	Manipulative
Hopelessly Naïve	Ignores policy
Chatterbox	Easily Duped
	Teachy

## GOLD

### GOLD ATTRIBUTES

“Be Prepared	Strives for a sense of security
Loves to plan	Punctual, predictable, precise
Detailed oriented	Value order and the status quo
Service oriented	Duty, loyalty, useful, responsible
Values family traditions	There is a right way to do everything
Helpful and trustworthy	Tends to be left-brain and analytical
Conservative and stable	Strong belief in policies, procedures and rules
“Shoulds” and “Should not”	
Never breaks the speed limit	Most comfortable with format environment

### GOLD MAY SEE SELF AS:

Stable	Executive type
Provides security	Dependable
Firm	Always has a view
Efficient	Realistic
Decisive	Orderly, neat
Good Planner	Punctual
Organized	Finish what starts
Realistic	

### OTHERS MAY SEE GOLD AS:

Rigid	Limited flexibility
Controlling	Uptight
Dull, boring	Sets own agenda
Stubborn	Predictable
Opinionated	Rigid idea of time
System-bound	End justifies the means
Unimaginative	
Judgmental	Limited

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**ORANGE**

**ORANGE ATTRIBUTES**

Playful	"Let's Make a deal"
Energetic	Natural Entertainer
Charming	High Need for mobility
Risk Taker	Visual and kinesthetic
"Just do it"	Pushes the limits
Tests limits	Natural Non-Conformist
Quick Witted	Thrives on Competition
Master Negotiator	Likes tangible rewards
Creative, Inventive	External locus of control
Impulsive	Appreciates immediate feedback

**ORANGE MAY SEE SELF AS:**

**OTHERS MAY SEE ORANGE AS:**

Fun Loving	Enjoys Life	Irresponsible	Manipulative
Spontaneous	Here & now	Flaky	Wishy-washy
Flexible, adaptable	person	Scattered	Cluttered
Carefree	Multi-Tasker	Not serious	Uncontrollable
Proficient	Eclectic	Indecisive	Disobeys rules
Problem Solver	Can deal with chaos		
	Curious		

**GREEN**

**GREEN ATTRIBUTES**

"Should I be able to"	Visionaries, futurists
"Why?"	Can never know enough
Intellectual	Cool, calm, collected
Theoretical	Work is play, play is work
Idea People	Often not in the mainstream
Philosophical	Abstract, Conceptual, Global
Very complex	Need for independence and private time
Perfectionists	Explores all facets before making decisions
Standard setters	Can spell and pronounce big words

**GREEN MAY SEE SELF AS:**

**OTHERS MAY SEE GREEN AS:**

Superior Intellect	Calm	Intellectual Snob	Cool, aloof, unfeeling
98% right	Under control	Arrogant	Afraid to open up
Tough-minded	Precise	Heartless	Ruthless
Efficient	Able to find flaws	Unrealistic	Not on my side
Powerful	Creative	Eccentric	Weird
Organized	Seeking justice	Unfair	Unappreciative
Rational			