DIVISION OF AGRICULTURE
RESEARCH & EXTENSION
University of Arkansas System

Community & Economic Development
Strengthening Arkansas Communities

United States Department of Agriculture, University of Arkansas, and County Governments Cooperating

Colors Personality Quiz

Describe Yourself: In the boxes below are groups of word clusters printed <u>horizontally</u> 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 _____	B _____	C _____	D _____
active	parental	authentic	versatile
opportunistic	traditional	harmonious	inventive
spontaneous	responsible	compassionate	competent

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

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

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

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

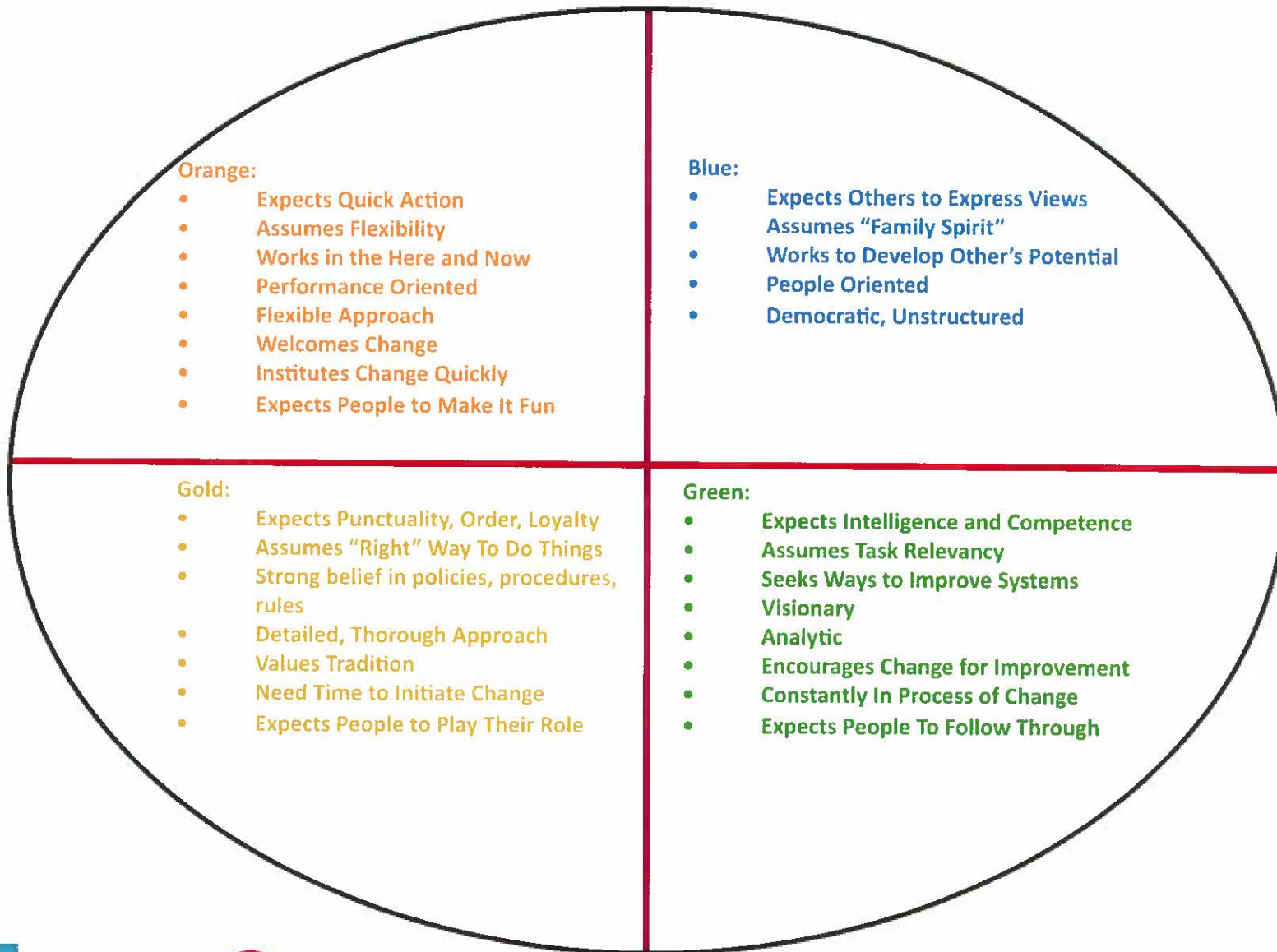| A, H, K, N, S __orange__ = _____	B, G, I, M, T __gold__ = _____
C, F, J, O, R __blue__ = _____	D, E, L, P, Q __green__ = _____

Adapted from: http://www.nfty.org/_kd/Items/actions.cfm?action=Show&item_id=12*54&destination=ShowItem

True Colors
Leadership Styles Wheel

Orange:
- **Expects Quick Action**
- **Assumes Flexibility**
- **Works in the Here and Now**
- **Performance Oriented**
- **Flexible Approach**
- **Welcomes Change**
- **Institutes Change Quickly**
- **Expects People to Make It Fun**

Blue:
- **Expects Others to Express Views**
- **Assumes "Family Spirit"**
- **Works to Develop Other's Potential**
- **People Oriented**
- **Democratic, Unstructured**

Gold:
- **Expects Punctuality, Order, Loyalty**
- **Assumes "Right" Way To Do Things**
- **Strong belief in policies, procedures, rules**
- **Detailed, Thorough Approach**
- **Values Tradition**
- **Need Time to Initiate Change**
- **Expects People to Play Their Role**

Green:
- **Expects Intelligence and Competence**
- **Assumes Task Relevancy**
- **Seeks Ways to Improve Systems**
- **Visionary**
- **Analytic**
- **Encourages Change for Improvement**
- **Constantly In Process of Change**
- **Expects People To Follow Through**

1.1d

UNM
College of Education

Family Development Program: A Center for Excellence for Early Learning

TIPS ON HOW TO COMMUNICATE WHEN WORKING TOGETHER
(True Colors)

Blue	ORANGE	GOLD	GREEN
• Clearly outline your expectations for performance in a friendly, but frank way. Recognize their contribution often. • Identify rewards for achievement individually and in teams. This builds cooperation and excitement. • Couch comments in feelings terms. "I value your uniqueness and your contribution. You are important to me as a person, and I care about how you feel." • Provide personal contact through pats on the back or a light touch of approval. • Recognize their creativity and the depth of feeling they put into their work.	• Outcome based short-term goals will be most effective. • Focus on behavior and performance more than the finished products. • Reward by freeing them to act on their own initiative. • Tangible rewards and competitive situations create stronger incentives. • Set high expectations, which challenge their skills causing them to know they have really earned the recognition received. • Clearly identify the impact their performance has on the organization.	• Clearly established expectations, short and long-term goals, and plans for achieving them. • Give specific measures of their performance and achievement. • Tangible rewards have the greatest appeal. • Provide clear, specific feedback regarding the work accomplished and its contribution to the organization. • Traditions, rituals and ceremonies are meaningful. When pre-planned, they provide incentives for performance. • Hierarchical structure and clearly defined roles aid Gold performance.	• Clear expectations and project outcomes with the latitude to figure out how to accomplish them works well. • Provide sincere recognition only when warranted. This color group does not appreciate "hoopla". • Assign tasks requiring designing new models or think up new approaches. • Compliments relating to his/her intelligence are the greatest source of esteem. • Reinforce through the contributions their knowledge provides for completing projects.
Praise Their: Unique contributions Personal achievements Personal characteristics that are valued and meaningful Honesty and sincerity Energetic and enthusiastic manner Contributions to the performance of the group and the organization	**Praise Their:** Cleverness Skill Quickness Spontaneity Versatility Quick and timely responses Creativity Motivational skills	**Praise Their:** Accomplishments Thoroughness and sense of responsibility Provide a "pat on the back" regularly and consistently Contributions to the growth and development of the organization and its performance traditions	**Praise Their:** Competence Quality of work Language capabilities Independent initiative Ingenuity Analysis abilities Clear, logical explanations in precise terms Good ideas and capabilities
They Dislike: • Insincerity • Hypocrisy • Deception	**They Dislike:** • Rigidness • Authority • Rules	**They Dislike:** • Non-conformity • Ambiguity • Waste	**They Dislike:** • Incompetence • Unfairness • Injustice

UNM
College of Education

1.1g