

Discovering Our Personality Style Through TRUE COLORS Quiz

Adapted from the University of North Carolina, Chapel Hill.

<http://campusrec.unc.edu/sites/campusrec.unc.edu/files/Personality%20Test.pdf>

Each of us has a different and unique personality; however, there are common features that we share. True Colors attempts to identify various personality styles and label them with colors. This model of categorizing personality styles is based on the work of researchers: Isabel Briggs-Myers, Katherine Briggs, and David Keirsey.

Don Lowry, a student of Keirsey, 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. 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 True Colors model makes it easy to look at human relationships and interactions at work and in our personal lives. It's believed that increased understanding of ourselves and others, decreases conflict. Once you learn your color and that of your co-workers, you will have a better understanding of why you behave the way you do, and why they behave the way they do.

Key Concepts

- Each color is associated with certain personality traits or behaviors.
- Each person is a unique blend of the four colors or styles
- Everyone has some degree of each color, but one color is predominant.
- There are no bad or good colors (or style)
- There are wide individual variations within each color

Directions

The True Color 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.

***Disclaimer:** The True Colors quiz is provided for educational use only. It is not clinically administered. It should be treated as useful information that may give additional insight to a person's personality and communication style and that of their co-workers.*

For additional information, please contact the True Colors International organization (<http://truecolorsintl.com/assessments/online>). ANTHC or True Colors headquarters can provide the contact information for Alaska-based True Color trainers that can provide workshops and full assessments for your work teams.

DIRECTIONS: Part I: There are 20 boxes. Review the words in each box and decide how much those words describe you. Start with Row 1. Look at all the words in box A. Do not analyze each word; just get a sense of the words. Then **score how much these words describe you, from most to least:**

4 = most like me 3 = a lot like me 2 = somewhat like me 1 = least like me

Then, review and score the rest of the boxes.

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	A Score: _____	B Score: _____	C Score: _____	D Score: _____
Row 2	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	E Score: _____	F Score: _____	G Score: _____	H Score: _____
Row 3	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions
	I Score: _____	J Score: _____	K Score: _____	L Score: _____
Row 4	M Follow Rules Useful Saves Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	M Score: _____	N Score: _____	O Score: _____	P Score: _____
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional
	Q Score: _____	R Score: _____	S Score: _____	T Score: _____

Part II: Add the scores for each of the boxes above into the boxes below. If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

Total Score _____ for boxes: A, H, K, N, S ORANGE	Total Score _____ for boxes: D, E, L, P, Q GREEN	Total Score _____ for boxes: C, F, J, O, R BLUE	Total Score _____ for boxes: B, G, I, M, T GOLD
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Below are some general descriptions of each color

GREEN

Are innovative and logical
Seek to understand the world
Need to be competent
Require intellectual freedom
Are curious
Question authority
Push themselves to improve
Seek perfection in play
May become intellectually isolated
Are slow to make decisions
Value concise communication
Look for intellectual stimulation
Enjoy intriguing discussions
Are sometimes oblivious to emotions
Are detached
Believe work is play
Are drawn to technical occupations
Analyze and rearrange systems
Focus on the future
Bring innovation to society

ORANGE

Are free and spontaneous
Are impulsive risk-takers
Are active
Are optimistic
Resist commitment
Can become virtuosos
Thrive on crises
Are drawn to tools
Like to be the center of attention
Have great endurance
Are drawn to action jobs
Need variety
Are dynamic, animated communicators
Are competitive
Deal with the here and now
Are bold in relationships
Are generous
Have difficulty finding acceptance
Like to live in a casual atmosphere
Bring excitement to society

GOLD

Are dutiful and stable
Need to be useful
Want to be self-sufficient
Value organization
Desire punctuality
Schedule their lives
Make and keep commitments
Measure worth by completion
Are goal-oriented
Value rules
Prepare for the future
Are inclined to join groups
Believe work comes before play
Safeguard tradition
Prefer order and cleanliness
Are responsible and dedicated
Are drawn to respected occupations
Enjoy positions of authority
Desire structure
Bring stability to society

BLUE

Are in search of themselves
Need to feel unique
Must be true to themselves
Look for symbolism
Value close relationships
Encourage expression
Desire quality time with loved ones
Need opportunities to be creative
Compromise and cooperate
Nurture people, plants and animals
Look beyond the surface
Share emotions
Make decisions based on feelings
Need harmony
Are adaptable
Are drawn to literature
Are drawn to nurturing careers
Get involved in causes
Are committed to ideals
Bring unity to society