



PERSONALITY ASSESSMENT

What's Your Color?

Describe yourself by completing the following.

In each SET of words/phrases mark 2 that best describes you most of the time.

1. A. Expressive B. Impulsive C. Realistic D. Analytical	5. A. Precise B. Flexible C. Systematic D. Gutsy	9. A. Reader/Researcher B. People person C. Witty D. Sensible	13. A. Challenging B. Practicing C. Caring D. Examining
2. A. Organized B. Adaptable C. Critical D. Spontaneous	6. A. Sharing B. Orderly C. Questioning D. Skillful	10. A. List-maker B. Relationship seeker C. Thought provoker D. Trouble-shooter	14. A. Completes a task B. Seeks excitement C. Gains ideas D. Encourages others
3. A. Debating B. Planning C. Creating D. Relating	7. A. Competitive B. Perfectionist C. Cooperative D. Logical	11. A. Changer B. Wonderer C. Feeler D. Judge	15. A. Doing B. Feeling C. Thinking D. Experimenting
4. A. Personal B. Practical C. Scholarly D. Adventurous	8. A. Intellectual B. Sensitive C. Hard-working D. Risk-taking	12. A. Communicating B. Discovering C. Cautious D. Reasoning	

After completing the assessment, circle the letters of the words you chose for each number in the grid below.

1.	C	D	A	B
2.	A	C	B	D
3.	B	A	D	C
4.	B	C	A	D
5.	A	C	B	D
6.	B	C	A	D
7.	B	D	C	A
8.	C	A	B	D
9.	D	A	B	C
10.	A	C	B	D
11.	D	B	C	A
12.	C	D	A	B
13.	B	D	C	A
14.	A	C	D	B
15.	A	C	B	D
	Total Circled	Total Circled	Total Circled	Total Circled
	Gold	Green	Blue	Orange

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COLORFUL PERSONALITY TYPES

Each person has important strengths to contribute to their class, school, family, club, or community. Which colorful characteristics best describe you?

Remember— appreciating every person’s strengths can be your key to success!

Responsible Gold

- High standards
- Follows rules
- Wants a product
- Prefers predictability
- Analyzes things
- Practical perfectionist
- Organized
- Needs steps
- Dislikes change
- Loyal & dependable
- Great with details
- Focuses on tasks

May need to consider short cuts, and to look at the big picture sometimes.

Curious Green

- Gets things going
- Risk-taker
- Prefers independence
- Likes to be in charge
- Enjoys change
- Likes structure/planning
- Forms own ideas
- Wants a product
- Values fairness & justice
- Focuses on tasks
- Speaks up
- Always wants to win

May need to be more relaxed, and to take a little more time making decisions.

Harmonious Blue

- Team player
- Values relationships
- Looks for meaning
- Needs to be needed
- Nurturing/caring
- Craves honesty
- Includes everyone
- Doesn’t enjoy change
- Avoids risks
- Focuses on people
- Wants to be appreciated
- Likes a process

May need to be more assertive setting boundaries, and to make decisions a little faster.

Adventurous Orange

- Enjoys change
- Wants to be liked
- Open & accepting
- Creative brainstormer
- Cheerful motivator
- Spontaneous & witty
- Variety of friends
- Likes a process
- Likes to “visit”
- Risk taker
- Focuses on people
- Doesn’t care who wins

May need to be more low-key, and to organize things so others can follow along.

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COLOR ATTRIBUTES

RESPONSIBLE GOLD

- “Be prepared”
- Loves to plan
- Detailed oriented
- Service oriented
- Values family traditions
- Helpful and trustworthy
- Conservative and stable
- “Shoulds” and “should nots”
- Never breaks the speed limit
- Strives for a sense of security
- Punctual, predictable, precise
- Value order and the status quo
- Duty, loyalty, useful, responsible
- There is a right way to do everything
- Tends to be left-brained and analytical
- Strong belief in policies, procedures, and rules
- Most comfortable with a formal environment

CURIOUS GREEN

- “Should be able to”
- “Why?”
- Intellectual
- Theoretical
- Idea people
- Philosophical
- Very complex
- Perfectionists
- Visionaries, futurist
- Can never know enough
- Cool, calm and collected
- Work is play, play is work
- Often not in the mainstream
- Abstract, conceptual, global
- Need for independence and private time
- Explores all facets before making decisions
- Knows how to spell and pronounce “big” words
- Approaches relationships in a logical manner

HARMONIOUS BLUE

- Mediators
- Optimistic
- Caretakers
- Passionate
- Peacemakers
- True romantic
- Cause oriented
- Need to feel “special”
- Always has a kind word
- Enjoys symbols of romance
- Strong sense of spirituality
- Sensitive to needs of others
- Peace, harmony, relationship
- Motivate and encourage others
- Cooperative rather than competitive

ADVENTUROUS ORANGE

- Playful
- Energetic
- Charming
- Risk taker
- “Just do it”
- Tests limits
- Quick witted
- Creative, inventive
- “Let’s make a deal”
- A natural entertainer
- High need for notability
- Likes tangible rewards
- Stimulates the economy
- Impulsive and spontaneous
- Appreciates immediate feedback

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RESPONSIBLE GOLD

GOLD may see self as:

- Stable
- Providing security
- Dependable
- Firm
- Always has a view
- Efficient
- Realistic
- Decisive
- Executive style
- Good planner
- Orderly neat
- Organized person
- Punctual, expects same
- Goal oriented
- Finish what is started
- Good at sorting things out

Others may see GOLD as:

- Rigid
- Controlling
- Boring
- Stubborn
- Opinionated
- System-bound
- Unimaginative
- Judgmental
- Bossy/Controlling
- Limited flexibility
- Uptight
- Sets own agenda
- Rigid, on time
- End justifies means
- Limited
- Tosses good items

CURIOUS GREEN

GREEN may see self as:

- Superior intellect
- 98% right
- Tough-minded
- Efficient
- Powerful
- Creative, visionary
- Original, unique
- Reasonable
- Rational
- Calm, not emotional
- Under control
- Precise not repetitive
- Task goal focus
- Holds firm to policy
- Assumes well done
- Great planner

Others may see GREEN as:

- Intellectual snob
- Arrogant
- Heartless
- Careless about people
- Ruthless
- Unrealistic
- Eccentric, weird
- Emotionally controlled
- Ignores peoples values
- Cool, unfeeling
- Afraid to open up
- Covers things differently
- Not on my side
- Devaluing rationale
- Lacking mercy, unfair
- Doesn't consider people

HARMONIOUS BLUE

BLUE may see self as:

- Warm
- Compassionate
- Romantic
- Spiritual
- Creative
- Idealistic
- People person
- Willing to work
- Tireless worker
- Unselfish
- Empathetic
- Affirming
- Caretaker
- Promoter of growth
- Well being
- Interaction expert

Others may see BLUE as:

- Over emotional
- Mushy
- Unrealistic
- Flaky
- Hopelessly naive
- Too tender hearted
- Easily duped
- Too "Touchy-feely"
- Too nice
- Smothering
- Teaching non-essential
- Ignores policy
- Chaotic
- Talks too much
- Obscures the issues
- Incomprehensible

ADVENTUROUS ORANGE

ORANGE may see self as:

- Fun-loving
- Spontaneous
- Flexible, adaptable
- Carefree
- Proficient, capable
- Practical
- Problem-solver
- Good negotiator
- Here and now person
- Does a lot at once
- Welcomes new ideas
- Can deal with chaos
- Sees shades of gray
- Discriminates among options

Others may see ORANGE as:

- Irresponsible
- Flaky
- Wishy-washy
- Not serious
- Talk about what they like
- Not interested
- Unimaginative
- Disobeys rule
- Manipulative
- Not to be trusted
- Not able to stay on task
- Scattered, cluttered
- Indecisive
- Resists closure

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RESPONSIBLE GOLD

At work: I am well organized and detailed-oriented. I often work extra hours to make sure the job is completed to perfection. I need to know that is expected of me. I am driven to be responsible and to honor my commitments. I want to be viewed as hard working and dedicated.

With Friends/Acquaintances: I like my friends to be loyal, dependable, and on time. I prefer people who are careful with their money and who make plans ahead of time. I am serious about my relationships and demonstrate my loyalty through the practical things I do.

As a Parent: I like things to be done in a timely and organized fashion. I feel responsible for making sure family members “keep on task” and do the right thing. But sometimes I find I have to “do it myself” if others don’t follow through. I want others to view me as a good parent.

CURIOUS GREEN

At work: I am drawn to constant challenge, creation and construction. I need to be allowed to explore ideas and arrive at my own conclusions. I enjoy problem solving and analyzing. Once I have perfected an idea, I prefer to move on; leaving the project to be maintained and supported by others.

With Friends/Acquaintances: I may seem without emotion. I prefer to let my head rule my heart. I am uneasy about being controlled by my emotions, and I do not want relationships to be complex. Once I establish a relationship, I like to leave it to maintain itself.

As a Parent: I need to have my private time and space. I encourage my children to investigate and ask questions about subjects which interests them. I enjoy having intellectual discussions with family members. I may not praise very often and may appear unemotional at times. I may use criticism as a tool to improve a difficult situation.

HARMONIOUS BLUE

At work: I have a strong desire to influence others and to be accepted by others. I believe in team spirit because I am a team player. I enjoy my job the most when my work consists of communicating with and helping people. I want to work at making a difference in people’s lives.

With Friends/Acquaintances: I am an affectionate person who values close friendships. I like to express myself and tell others about their strong points. I like quiet talks and warm feelings. I bring drama, warmth, and empathy to all relationships.

As a Parent: I like to be happy and loving. I am sensitive to family conflicts. At times I may be inconsistent and subjective in handling situations depending upon how I feel. I desire a warm and affectionate home environment centered around people.

ADVENTUROUS ORANGE

At work: I am bored and restless with routine jobs. Don’t tie me to a desk job all day. I prefer tasks/roles that allow me independence and freedom. I act on a moment’s notice. I’m great in a crisis situation. I’m a natural born promoter, troubleshooter and negotiator. I have a tremendous amount of energy.

With Friends/Acquaintances: I like to do exciting, new and different things with friends. Planning activities ahead of time bores me. I never know what I want to do until the moment arrives.

As a Parent: I enjoy being active and having fun with the family. I believe in practical hands-on approach to problem solving which produces immediate results. I tend to use humor when faced with complex topics. I want my children to be the best they can be in whatever pursuit they may desire.

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How can we effectively communicate with others?

Research shows that the way in which we communicate affects the end result.

Below are some hints you may find helpful.

TALKING WITH GOLD

- Allow time to prepare
- Don't surprise GOLDS, give warnings of changes
- Show that you are dependable
- Be practical with ideas
- Present a timetable and stick with it
- If meeting at a scheduled time; don't be late

TALKING WITH GREEN

- Be brief and concise
- Be logical
- Be prepared to list the pros and cons
- Be intellectually critical and objective
- Be calm and reasonable
- Don't assume feelings are not important, just valued differently
- Presents emotions and feelings as facts

TALKING WITH BLUE

- Get to know the person before getting down to business
- Be personable and friendly
- Demonstrate empathy by showing areas of agreement first
- Show why the idea is valuable and can affect people
- Be aware that BLUES might have difficulty taking and giving negative feedback

TALKING WITH ORANGE

- Allow for flexibility and ideas to flow
- Share other viewpoints and ideas
- Encourage ORANGES to perform
- Allow for options and changes
- Encourage independent thinking
- Realize change in direction is not necessarily impulsiveness
- Present info in a "hands-on" approach

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