

True Colors™ Overview

True Colors helps participants develop an understanding of their own style and the styles of others in order to be more effective in working with people of all types. It is ideal for new teams to quickly increase familiarity.

True Colors equips participants with the appropriate perspective and skills necessary to successfully manage relationships with others based on an understanding of style preferences. The module achieves this through a combination of self-assessment, individual and group exercises and activities, and various group discussions.

Who Benefits

- Teams who would like to gain familiarity with and understanding of one another.
- Teams who would like to work on communication to enable them to take on challenges more effectively

How True Colors Works

Participants are given a series of questions that they can either complete prior to the meeting or take 15 minutes at the start. After self-scoring, participants then are given their “true color” style preference (Blue, Green, Orange and Gold) with associated information. Facilitators then lead the groups through a series of large group discussions that help to highlight individual’s primary styles. Finally, each group presents out on different questions:

- What do we need people to understand about us?
- What are our strengths?
- What stresses and frustrates us?
- What are the potential pitfalls of our style?

What ensues is a deeper understanding of the necessity of having a group that has different primary styles (seeing our differences as a strength vs. a liability). Our experience with True Colors is that it’s the ideal type indicator to remember and easy to administer. Though much deeper surveys exist (MBTI, LSI, Enneagram), True Colors is unique in its ability to convey and grasp the primary styles with a large group.

We combine the True Colors assessment and training with some of our team development initiatives such that individuals can get a visceral experience of the different styles in action. The activities chosen in the design depends on the time allotted and the goals and objectives for your team.

Learning Outcomes

- Deeper understanding of ones self and others on his or her team