



TRUE COLORS OVERVIEW (for Counselors and Teachers)

Since 1978, when [Don Lowry](#) founded True Colors, its mission has been to enhance the way we live, work, communicate and interact with those around us at work and in our personal lives.

Over the last 26 years, thousands of individuals have experienced the True Colors process, which is widely used in the United States, Canada, Latin America the United Kingdom and parts of Asia and is available in multiple languages.

The Genesis of True Colors

In 1978, founder Don Lowry, became interested in the work of clinical psychologist David Keirsej.

Keirsej, author of the best-selling self-help book *Please Understand Me*, studied the work of psychologists Carl Jung, Katherine Briggs, and Isabel Myers who theorized that all people fit into one of four broad categories of personality.

The concepts instantly rang true with Lowry, who quickly recognized their potential to improve people's lives, careers and relationships. So he set about developing a fundamental and universal way to package the information into practical guidelines that could be understood and easily applied by both children and adults alike.

The result is True Colors, which expands upon Keirsej's four temperament types, and translates complicated personality and learning theory as presented by Myers and Briggs, into "one of the easiest, most convenient ways of understanding and appreciating human behavior."

The True Colors program asks participants to identify their "color spectrum" using four colors that represent key personality types: **Blue**, **Gold**, **Green** and **Orange**.

- **Blue major characteristic: Compassionate-people**
- **Gold major characteristic: Conventional-structure**
- **Green major characteristic: Conceptual-ideas**
- **Orange major characteristic: Courageous-interactive**

Each color has particular strengths and each analyzes, conceptualizes, understands, interacts and learns differently. But these differences, if not acknowledged and understood, can become barriers to interpersonal communication, making understanding between people of different types difficult.

Lowry believes that entertainment offers the most broadly appealing and universal context for communicating messages; so he specifically designed the program to be as entertaining and fun as possible (Edu-tainment). When people are entertained and relaxed, Lowry realized, their resistance to new ideas diminishes, allowing them to fully experience and become aware of their own True Colors, and those of the people around them.

The EUREKA Version of True Colors is in keeping with the “Edu-tainment” value of True Colors. Students find it fun and easy...yet very informative. It’s surprising how much they learn from this very simple process. True Colors provides them with a way of seeing themselves, and others in a totally different light.

EUREKA’s True Colors is done in flash format. Selections are made by dragging and dropping. The entire assessment will take no more than 10 to 20 minutes. Even less time if the worksheet is filled out in class.

The Curriculum process that follows this overview will hopefully enable students to gain a more clear understanding of themselves, and how their personality fits into a career.



EUREKA CURRICULUM ACTIVITY

Name of Activity: Finding Your True Colors

Recommended Class: English, or Guidance

Grade Level: Grades 9th-12th

CTE Standard(s):

- **English Standard:** Vocabulary and Content Development

Goal(s) of Activity:

- Students gain a better understanding of their personality and how it relates to careers they may enjoy.

Materials Needed:

- True Colors Overview; Keyword Vocabulary Worksheet; True Colors Worksheet
- True Colors Student's Overview
- Access to EUREKA.org

Time: Approximately three 45 minute classroom periods.

- One class period: vocabulary review of Keywords with a one sentence description of how each keyword relates to the student's personality.
- One class period: discuss Keywords (and personality concepts presented by them) and sentences, complete the True Colors worksheet. (**Home-Work:** Do True Colors online.)
- One class period: discuss True Colors results, break into groups by Color, and discuss occupations of interest on True Colors lists of occupations.

Procedures:

1. Review and explain True Colors Overview.
2. Distribute vocabulary list; ask students to jot down or look up the meanings of the terms
3. Ask students to select 10 vocabulary words that describe themselves in some way then write a sentence using each word to describe some aspect of their personality.
4. In class, hold open discussion regarding the words and allow some students to read their sentences aloud in class.
5. Pass out the True Colors Worksheet and allow the class to make their selections. Make the True Colors homework assignment.
6. **HOMEWORK:** Go to EUREKA.org and take the True Colors Assessment. Ask students to save any occupations that interest them.
7. In Class, divide the students into groups based on Color. Ask them to discuss and find which traits or behaviors they have in common. Have each group select a reporter that will share their group's findings with the class. Allow time for discussion of the occupations they find interesting.



TRUE COLORS OVERVIEW (for Students or Clients)

True Colors is called a career assessment strategy. It is a part of the EUREKA System. It is based on **your** assessment of **your** personality.

In True Colors, human personality is divided into four broad categories. Each category has specific strengths and weaknesses...just as all of us have things we are strong in or do well in; and things that we are weak in, or do not do well in.

The colors used in True Colors are: **Blue**, **Gold**, **Green** and **Orange**. You will learn what these colors mean as we go through the True Colors process.

Occupations and careers...just like human beings have personality characteristics. They require people in those fields of work to be strong where the occupation requires strength and knowledge.

True Colors will assist you in learning about your personality, and in linking your personality characteristics to possible careers.

Please be aware:

- **People and occupations are a combination of all four colors.**
- **True Colors will have occupational options for you based on your strongest color.**
- **This does not mean that other occupations under other colors are not good for you...it just reflects your key word selections.**
- **Always explore any careers or occupations that interest you...even though they may not match your strongest color.**



TRUE COLORS VOCABULARY WORKSHEET

Name: _____ Date _____

Define each personality-related word. Choose ten of these words and use each in a sentence to describe your personality.

1. Determined

Definition: _____

Sentence: _____

2. Complex

Definition: _____

Sentence: _____

3. Composed

Definition: _____

Sentence: _____

4. Authentic

Definition: _____

Sentence: _____

5. Harmonious

Definition: _____

Sentence: _____

6. Compassionate

Definition: _____

Sentence: _____

7. Concerned

Definition: _____

Sentence: _____

8. Procedural

Definition: _____

Sentence: _____

9. Cooperative

Definition: _____

Sentence: _____

10. Daring

Definition: _____

Sentence: _____

11. Impulsive

Definition: _____

Sentence: _____

12. Fun

Definition: _____

Sentence: _____

13. Versatile

Definition: _____

Sentence: _____

14. Inventive

Definition: _____

Sentence: _____

15. Competent

Definition: _____

Sentence: _____

16. Tender

Definition: _____

Sentence: _____

17. Inspirational

Definition: _____

Sentence: _____

18. Dramatic

Definition: _____

Sentence: _____

19. Orderly

Definition: _____

Sentence: _____

20. Conventional

Definition: _____

Sentence: _____

21. Caring

Definition: _____

Sentence: _____

22. Realistic

Definition: _____

Sentence: _____

23. Open-Minded

Definition: _____

Sentence: _____

24. Adventurousome

Definition: _____

Sentence: _____

25. Vivacious

Definition: _____

Sentence: _____

26. Affectionate

Definition: _____

Sentence: _____

27. Sympathetic

Definition: _____

Sentence: _____

28. Loyal

Definition: _____

Sentence: _____

29. Conservative

Definition: _____

Sentence: _____

30. Organized

Definition: _____

Sentence: _____

31. Exciting

Definition: _____

Sentence: _____

32. Courageous

Definition: _____

Sentence: _____

33. Skillful

Definition: _____

Sentence: _____

34. Theoretical

Definition: _____

Sentence: _____

35. Seeking

Definition: _____

Sentence: _____

36. Ingenious

Definition: _____

Sentence: _____

37. Devoted

Definition: _____

Sentence: _____

38. Warm

Definition: _____

Sentence: _____

39. Poetic

Definition: _____

Sentence: _____

40. Philosophical

Definition: _____

Sentence: _____

41. Principled

Definition: _____

Sentence: _____

42. Rational

Definition: _____

Sentence: _____

43. Competitive

Definition: _____

Sentence: _____

44. Impetuous

Definition: _____

Sentence: _____

45. Impactful

Definition: _____

Sentence: _____

46. Unique

Definition: _____

Sentence: _____

47. Empathetic

Definition: _____

Sentence: _____

48. Communicative

Definition: _____

Sentence: _____

49. Practical

Definition: _____

Sentence: _____

50. Sensible

Definition: _____

Sentence: _____

51. Dependable

Definition: _____

Sentence: _____

52. Curious

Definition: _____

Sentence: _____

53. Conceptual

Definition: _____

Sentence: _____

54. Knowledgeable

Definition: _____

Sentence: _____

55. Active

Definition: _____

Sentence: _____

56. Opportunistic

Definition: _____

Sentence: _____

57. Spontaneous

Definition: _____

Sentence: _____

58. Parental

Definition: _____

Sentence: _____

59. Traditional

Definition: _____

Sentence: _____

60. Responsible

Definition: _____

Sentence: _____



TRUE COLORS WORKSHEET

Student Name: _____ Date _____

Order the 4 statements for each question from 1 to 4. Read each statement and select the number that fits you best:

(4) Most like you (3) Somewhat like you (2) A little like you (1) Least like you

Use your answers to rank the True Colors keywords in EUREKA.org.

Question 1

- ___ I act on a moment's notice. (active, opportunistic, spontaneous)
- ___ I follow the rules and respect authority. (parental, traditional, responsible)
- ___ I look for significant meaning in life. (authentic, harmonious, compassionate)
- ___ I need explanations and answers. (versatile, inventive, competent)

Question 2

- ___ I consider life as a game. (competitive, impetuous, impactful)
- ___ I have a strong sense of right and wrong. (practical, sensible, dependable)
- ___ I need to feel unique and authentic. (unique, empathetic, communicative)
- ___ I seek knowledge and understanding. (curious, conceptual, knowledgeable)

Question 3

- ___ I value skill, resourcefulness, and freedom. (realistic, open-minded, adventuresome)
- ___ I am a natural preserver, and good citizen. (loyal, conservative, organized)
- ___ I am a natural romantic and a nurturer. (devoted, warm, poetic)
- ___ I am a natural non-conformist and visionary. (theoretical, seeking, ingenious)

Question 4

- ___ I need fun, variety, and excitement. (daring, impulsive, fun)
- ___ I need to be useful and belong. (concerned, procedural, cooperative)
- ___ I need to encourage, and to care. (tender, inspirational, dramatic)
- ___ I live life by my own standard. (determined, complex, composed)

Question 5

- ___ I am a natural performer and competitor. (exciting, courageous, skillful)
- ___ I value home, family, and tradition. (orderly, conventional, caring)
- ___ I value integrity and unity in relationships. (vivacious, affectionate, sympathetic)
- ___ I value intelligence, insight, and justice. (philosophical, principled, rational)



TRUE COLORS WORKSHEET

Student Name: _____ Date _____

Read each statement and circle the number that fits you best:

(4) Most like you (3) Somewhat like you (2) A little like you (1) Least like you

Order the 4 statements for each question from 1 to 4. Use your answers to rank the True Colors keywords in EUREKA.org.

Question 1

- | | | | | |
|--|---|---|---|---|
| I act on a moment's notice. (active, opportunistic, spontaneous) | 4 | 3 | 2 | 1 |
| I follow the rules and respect authority. (parental, traditional, responsible) | 4 | 3 | 2 | 1 |
| I look for significant meaning in life. (authentic, harmonious, compassionate) | 4 | 3 | 2 | 1 |
| I need explanations and answers. (versatile, inventive, competent) | 4 | 3 | 2 | 1 |

Question 2

- | | | | | |
|--|---|---|---|---|
| I consider life as a game. (competitive, impetuous, impactful) | 4 | 3 | 2 | 1 |
| I have a strong sense of right and wrong. (practical, sensible, dependable) | 4 | 3 | 2 | 1 |
| I need to feel unique and authentic. (unique, empathetic, communicative) | 4 | 3 | 2 | 1 |
| I seek knowledge and understanding. (curious, conceptual, and knowledgeable) | 4 | 3 | 2 | 1 |

Question 3

- | | | | | |
|--|---|---|---|---|
| I value skill, resourcefulness, and freedom. (realistic, open-minded, adventuresome) | 4 | 3 | 2 | 1 |
| I am a natural preserver, and good citizen. (loyal, conservative, organized) | 4 | 3 | 2 | 1 |
| I am a natural romantic and a nurturer. (devoted, warm, poetic) | 4 | 3 | 2 | 1 |
| I am a natural non-conformist and visionary. (theoretical, seeking, ingenious) | 4 | 3 | 2 | 1 |

Question 4

- | | | | | |
|--|---|---|---|---|
| I need fun, variety, and excitement. (daring, impulsive, fun) | 4 | 3 | 2 | 1 |
| I need to be useful and belong. (concerned, procedural, cooperative) | 4 | 3 | 2 | 1 |
| I need to encourage, and to care. (tender, inspirational, dramatic) | 4 | 3 | 2 | 1 |
| I live life by my own standard. (determined, complex, composed) | 4 | 3 | 2 | 1 |

Question 5

- | | | | | |
|--|---|---|---|---|
| I am a natural performer and competitor. (exciting, courageous, skillful) | 4 | 3 | 2 | 1 |
| I value home, family, and tradition. (orderly, conventional, caring) | 4 | 3 | 2 | 1 |
| I value integrity and unity in relationships. (vivacious, affectionate, sympathetic) | 4 | 3 | 2 | 1 |
| I value intelligence, insight, and justice. (philosophical, principled, rational) | 4 | 3 | 2 | 1 |