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ELP



# Goals/Applicability

Participants will be able to:

- Gain a better understanding of self and your strengths
- Communicate more effectively with others by speaking the language of your listener
- Build rapport with others
- Anticipate viewpoints of others



# History

- **Ancient Egypt** – Hieroglyphics representing personality types
- **Hippocrates** – identified 4 psychological styles based on bodily fluids
- **Carl Jung** – published “psychological types” in the 1920’s
- **Myers-Briggs** – Mother daughter team that developed one of the first assessments related to Jungian types
- **Dr. David Keirsey** – Temperament Theory – 4 types
- **NCTI – Real Colors** – Based on Keirsey’s 35+ years of research related to temperaments



# Real Colors®

- Everyone has all 4 colors
- Most people operate out of their top 2 styles
- Each color has their unique talents and strengths
- Real Colors is not an excuse for behavior
- Refrain from Stereotyping



# Real Colors®

## Assessment Instrument

- Please don't open until told so
- Open the Booklet
- Tear Out the 4 Color Cards from Booklet
- Look at the Pictures on the Cards
  - ❖ What are they telling you?
  - ❖ What looks most like you?

# Real Colors® Scoring



## Cards – Pictures:

- Review Pictures on Cards and Place in Rank Order:
  - From “Looks Most Like You”
  - To “Looks Least Like You”
  
- Record Your Score on the Scoring Grid giving a:
  - 4 to Color “**Most Like You**”
  - 3 to Color “Next Most Like You”
  - 2 to Color “Next Most Like You”
  - 1 to Color “**Least Like You**”

# Real Colors® Scoring-Pictures



	Blue	Gold	Green	Orange
Cards – Pictures (4/3/2/1)	#	#	#	#
Cards – Text				
Color – Survey				
Total				

# Real Colors® Scoring



## Cards – Text:

- Turn Cards Over
  
- Read Text on Each Card and Place in Rank Order:
  - From what “Sounds Most Like You”
  - To what “Sounds Least Like You”
  
- Record Your Score on the Scoring Grid giving a:
  - 4 to Color “Most Like You”
  - 3 to Color “Next Most Like You”
  - 2 to Color “Next Most Like You”
  - 1 to Color “Least Like You”

# Real Colors® Scoring-Text



	Blue	Gold	Green	Orange
Cards – Pictures	#	#	#	#
<b>Cards – Text (4/3/2/1)</b>	#	#	#	#
Colors – Survey				
Total				

# Real Colors® Survey



## Colors – Survey:

- Read Each Incomplete Statement
- Read Each Lettered Phrase and Give :
  - 4 Points to the phrase “Most Like You”
  - 3 Points to the phrase “Next Most Like You”
  - 2 Points to the phrase “Next Most Like You”
  - 1 Point to the phrase “Least Like You”(No Fractions; You have to choose)
  
- Total Your Scores for Each **Letter** on the Grid
- Please Note Where Each Total is Placed

# Real Colors® Scoring-Survey



	Blue	Gold	Green	Orange
Cards – Pictures	#	#	#	#
Cards – Text	#	#	#	#
(100) Colors – Survey	C: Total # Value	D: Total # Value	B: Total # Value	A: Total # Value
(120) Total				

# Real Colors® Scoring-Survey



	Blue	Gold	Green	Orange
Cards – Pictures	#	#	#	#
Cards – Text	#	#	#	#
(100) Colors – Survey	C: #	D: #	B: #	A: #
(120) Total	##	##	##	##

# Real Colors® Scoring



- Identify Number of People with Each Color
- Identify Reality Check (RC) for Each Color
  - Highest score in each color group is “RC”
  - Highest possible score is 48
  - Lowest possible score is 12
- Identify 2-Steppers, 3-Steppers
  - Any scores within 5 points of each other
  - Ability to move between colors without a lot of effort; just happens



# Real Colors

## BRIGHTENING ACTIVITY

### Directions:

1. Thinking in your color, brainstorm your color's:

*Values*

**STRENGTHS**

**JOYS**

*Needs*

2. Pick spokesperson(s) to report out
  - Ground Rule: No Malicious Color Bashing

# Gold

<p><b>Values:</b></p> <ul style="list-style-type: none"><li>- Organization</li><li>- Honesty</li><li>- Structure</li><li>- Consistency</li><li>- Hardwork</li><li>- Rules</li></ul>	<ul style="list-style-type: none"><li>- Punctuality</li><li>- Tradition</li><li>- Practicality</li><li>- Neatness</li><li>- Order</li><li>- Perfection</li></ul>	<p><b>Strengths:</b></p> <ul style="list-style-type: none"><li>- Organized</li><li>- Dependable</li><li>- Knows Rules</li><li>- Follows Rules</li><li>- Fair</li><li>- Reliable</li></ul>	<ul style="list-style-type: none"><li>- Thorough</li><li>- Consistent</li><li>- Saving Money</li><li>- Efficient</li><li>- Procedures</li><li>- Details</li></ul>
<p><b>Needs:</b></p> <ul style="list-style-type: none"><li>- Schedule</li><li>- Stability</li><li>- Direction</li><li>- The Bottom Line</li><li>- "To Do List"</li><li>- Calendar</li></ul>	<ul style="list-style-type: none"><li>- Respect</li><li>- Planning</li><li>- Structure</li><li>- Order</li><li>- Rules</li><li>- Clock</li></ul>	<p><b>Joys:</b></p> <ul style="list-style-type: none"><li>- Task Completion</li><li>- Recognition for a Job Well Done</li><li>- Completing Tasks Early</li><li>- Being On Time (Early)</li><li>- Having Things in Their Place</li><li>- Keeping Traditions</li></ul>	

*Blues: VNSJ...  
Communication*

Family Loyalty

SINCERITY



Understanding  
Tolerance

*Romance*

**Fairness**

**Relationships**



*Loving*

Real Colors®

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*Harmony*



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**PETS**

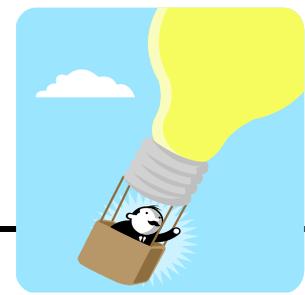


Cooperative

**Pleasing**

# Green

# V/N/S/J



## Values:

- Independence
- Information
- Credibility
- Logic
- Humor
- Questions
- New Ideas
- Intellect
- Alternatives
- Time Alone
- Models
- Linkages



## Strengths:

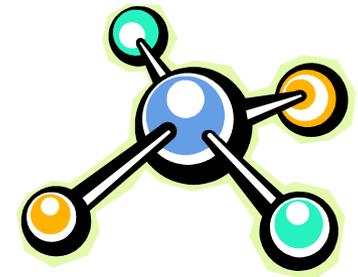
- Curiosity
- Logical
- Challenges
- Cool (Appears)
- Listens
- Asks Questions
- Research Oriented
- Creativity
- Finds Humor
- Analytical
- Applies Learning
- Connects Things

## Needs:

- Information
- To be listened to
- Challenges
- Independence
- To Draw; Visualize
- Theory
- Respect
- "Soak Time"
- Patience
- Strategies
- Flexibility
- To Think, then Speak

## Joys:

- Big Picture
- Early Involvement
- New Ideas
- Linking Complex Ideas/Situations
- Finding the Best Model
- Research



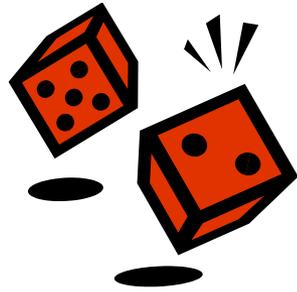
# Orange - Values, Needs, Strengths, Joys



Adaptable

**PARTY!**

*No Fear*



**Risks**

**Easy Going**

*Performance*

**“Just Do It”**

*Challenges*

**COURAGE**



*“Get Over It”*

**NO RULES**

**GOALS**

*Competition*

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# Colors Snap Shot- The 4 P's

- **Golds Parameters** – What are the rules for the game?
- **Oranges Priorities** – Will it make a difference?
- **Blues Purpose** – What makes this important?
- **Greens Process** – How will I make this work?

[Realcolors.me](http://Realcolors.me)

For further ideas, exploration and resources