

## **Going Deeper in Discovering Our Unity and Diversity**

### **TRUE COLORS<sup>1</sup> Personality Exploration**

In Leading Congregations in Mission we continue to emphasize the relational nature of the message and mission of Christ. We have discussed the high value Jesus placed on relationships. We have explored how the highest expression of the gospel is lived out in and through relationships.

In our Pastor Leadership Teams we are striving to model the relational nature of mission by making a commitment to monthly gatherings where we invest time in our relationship with God and one another. This is all well and good until we disagree or a member of the team begins to rub us the wrong way.

How do we develop a deeper understanding of one another? How do we move beyond a surface level recognition of our individuality to a genuine appreciation of our diversity? TRUE COLORS is a simple yet helpful tool to help us develop a genuine appreciation for our diversity as we create safe space for conversation.

In this exploration each person will:

- a. discover the qualities and characteristics of their own personality type; and
- b. develop an understanding of other personality types.

A few key concepts are important as we begin this exploration:

- True Colors is a metaphor. All metaphors have their limitations.
- Each person is a unique combination of the four colors or styles—a spectrum.
- There is no bad or good color.
- There is wide individual variation within each color spectrum.

The primary objective of this survey and discussion is to facilitate deeper communication and understanding. A secondary objective is to recognize personality differences in positive ways that lead to healthy self-worth and self-esteem.

Each color is associated with certain personality traits or behaviors. Everyone has a degree of each color, but one color is usually predominant. The following survey 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 more accurately describes you.

After some general discussion consider the questions on the last page of this document...

---

<sup>1</sup> This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of 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.

Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. **Score each of the four boxes in each row from most to least as it describes you:** 4 = most, 3 = a lot, 2 = somewhat, 1 = least.

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

<b>Total Orange Score</b> A, H, K, N, S <input type="text"/>	<b>Total Green Score</b> D, E, I, P, Q <input type="text"/>	<b>Total Blue Score</b> C, F, J, O, R <input type="text"/>	<b>Total Gold Score</b> B, G, L, M, T <input type="text"/>
--	---	--	--

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.

Congratulations! You now know your color spectrum. Here are some general descriptions of each color:

Greens	Oranges
<ul style="list-style-type: none"> <li>■ Are innovative and logical</li> <li>■ Seek to understand the world</li> <li>■ Need to be competent</li> <li>■ Require intellectual freedom</li> <li>■ Are curious</li> <li>■ Question authority</li> <li>■ Push themselves to improve</li> <li>■ Seek perfection in play</li> <li>■ May become intellectually isolated</li> <li>■ Are slow to make decisions</li> <li>■ Value concise communication</li> <li>■ Look for intellectual stimulation</li> <li>■ Enjoy intriguing discussions</li> <li>■ Are sometimes oblivious to emotions</li> <li>■ Are detached</li> <li>■ Believe work is play</li> <li>■ Are drawn to technical occupations</li> <li>■ Analyze and rearrange systems</li> <li>■ Focus on the future</li> <li>■ Bring innovation to society</li> </ul>	<ul style="list-style-type: none"> <li>■ Are free and spontaneous</li> <li>■ Are impulsive risk-takers</li> <li>■ Are active</li> <li>■ Are optimistic</li> <li>■ Resist commitment</li> <li>■ Can become virtuosos</li> <li>■ Thrive on crises</li> <li>■ Are drawn to tools</li> <li>■ Like to be the center of attention</li> <li>■ Have great endurance</li> <li>■ Are drawn to action jobs</li> <li>■ Need variety</li> <li>■ Are dynamic, animated communicators</li> <li>■ Are competitive</li> <li>■ Deal with the here and now</li> <li>■ Are bold in relationships</li> <li>■ Are generous</li> <li>■ Have difficulty finding acceptance</li> <li>■ Like to live in a casual atmosphere</li> <li>■ Bring excitement to society</li> </ul>
Golds	Blues
<ul style="list-style-type: none"> <li>■ Are dutiful and stable</li> <li>■ Need to be useful</li> <li>■ Want to be self-sufficient</li> <li>■ Value organization</li> <li>■ Desire punctuality</li> <li>■ Schedule their lives</li> <li>■ Make and keep commitments</li> <li>■ Measure worth by completion</li> <li>■ Are goal-oriented</li> <li>■ Value rules</li> <li>■ Prepare for the future</li> <li>■ Are inclined to join groups</li> <li>■ Believe work comes before play</li> <li>■ Safeguard tradition</li> <li>■ Prefer order and cleanliness</li> <li>■ Are responsible and dedicated</li> <li>■ Are drawn to respected occupations</li> <li>■ Enjoy positions of authority</li> <li>■ Desire structure</li> <li>■ Bring stability to society</li> </ul>	<ul style="list-style-type: none"> <li>■ Are in search of themselves</li> <li>■ Need to feel unique</li> <li>■ Must be true to themselves</li> <li>■ Look for symbolism</li> <li>■ Value close relationships</li> <li>■ Encourage expression</li> <li>■ Desire quality time with loved ones</li> <li>■ Need opportunities to be creative</li> <li>■ Compromise and cooperate</li> <li>■ Nurture people, plants and animals</li> <li>■ Look beyond the surface</li> <li>■ Share emotions</li> <li>■ Make decisions based on feelings</li> <li>■ Need harmony</li> <li>■ Are adaptable</li> <li>■ Are drawn to literature</li> <li>■ Are drawn to nurturing careers</li> <li>■ Get involved in causes</li> <li>■ Are committed to ideals</li> <li>■ Bring unity to society</li> </ul>

<http://hsgd.org> (Head Start of Greater Dallas)

## Questions for the Pastor Leadership Team and Congregation

After completing the survey spend time as a PLT or congregation discussing the results.

Focus on the following questions:

- What did you learn about yourself in this exercise?
- After learning about the color(s) of your group members, what insights did you gain about how you are similar and different from one another?
- How might your differences create opportunities for better decisions?
- How might your differences lead to potential challenges for group decision-making?
- How can this tool be utilized to help the PLT function better as a group?
- How can this tool be utilized to help the congregation function better as a group?
- How does this tool help you honor differences instead of being “rubbed the wrong way?”