

**TRUE COLORS: EXPLORING LEADERSHIP STYLES**

Often, when individuals work together in a team or project based setting, differences of leadership and personal style can exist. This exercise can be used to understand different leadership styles and personal styles. Using a simple framework called "true colors," this allows people to identify themselves from four common personal styles. While individual style is much more complex, the

simplicity of the framework is useful for helping assess the environment with a goal of improving our ability to work effectively together. HAVE FUN!

**COLOR LEADERSHIP QUIZ**

In describing yourself, which words better fit your personality?

- | A  | B   |
|--|---|
| 1. <input type="checkbox"/> physically active, a can-do person | OR <input type="checkbox"/> mentally active, an idea person |
| 2. <input type="checkbox"/> sociable, friendly                 | OR <input type="checkbox"/> able, forceful                  |
| 3. <input type="checkbox"/> adventurous, broad-minded          | OR <input type="checkbox"/> cautious, security-minded       |
| 4. <input type="checkbox"/> practical, down-to-earth           | OR <input type="checkbox"/> persuasive, influential         |
| 5. <input type="checkbox"/> outspoken, motivating              | OR <input type="checkbox"/> thoughtful, conscientious       |
| 6. <input type="checkbox"/> inventive, artistic                | OR <input type="checkbox"/> systematic, orderly             |
| 7. <input type="checkbox"/> busy, hard-working                 | OR <input type="checkbox"/> insightful, philosophical       |
| 8. <input type="checkbox"/> methodical, procedure-minded       | OR <input type="checkbox"/> hard-driving, aggressive        |
| 9. <input type="checkbox"/> precise, painstaking               | OR <input type="checkbox"/> creative, imaginative           |
| 10. <input type="checkbox"/> inner-directed, individualistic   | OR <input type="checkbox"/> outer-directed, group-minded    |
| 11. <input type="checkbox"/> frank, straight-forward           | OR <input type="checkbox"/> careful, particular             |
| 12. <input type="checkbox"/> informal, congenial               | OR <input type="checkbox"/> formal, sensible                |
| 13. <input type="checkbox"/> realistic, well-grounded          | OR <input type="checkbox"/> gentle, considerate             |
| 14. <input type="checkbox"/> companionable, good talker        | OR <input type="checkbox"/> purposeful, action-minded       |
| 15. <input type="checkbox"/> enthusiastic, warm-hearted        | OR <input type="checkbox"/> settled, deep-rooted            |
| 16. <input type="checkbox"/> forthright, plainspoken           | OR <input type="checkbox"/> agreeable, easygoing            |
| 17. <input type="checkbox"/> likeable, generally pleasing      | OR <input type="checkbox"/> self-reliant, stand on own      |
| 18. <input type="checkbox"/> kindhearted, humane               | OR <input type="checkbox"/> disciplined, well-balanced      |
| 19. <input type="checkbox"/> watchful, restrained              | OR <input type="checkbox"/> energetic, go-getter            |
| 20. <input type="checkbox"/> steadfast, never say die          | OR <input type="checkbox"/> alert, on one's toes            |
| 21. <input type="checkbox"/> sensitive, aware of feelings      | OR <input type="checkbox"/> committed, deeply involved      |
| 22. <input type="checkbox"/> industrious, task oriented        | OR <input type="checkbox"/> judicious, level-headed         |
| 23. <input type="checkbox"/> good mixer, social-minded         | OR <input type="checkbox"/> right and proper, correct       |
| 24. <input type="checkbox"/> decisive, take charge             | OR <input type="checkbox"/> unhurried, contemplative        |

R (Red)       G (Green)       Y (Yellow)       B (Blue)

**COLOR LEADERSHIP QUIZ KEY**

Reading down, in Column A from 1 - 24, score your answers marked in this column as follows: R-G-G-R-G-B-R-Y-Y-B-R-G-R-G-G-R-G-B-Y-Y-B-R-G-R. (For example, if you have Column A checked for the first question, you will score one point for R. For the second question, if you have Column A checked you will score one point for G.)

**LEADERSHIP**

Reading down, in Column B from 1 - 24, score your answers marked in this column as follows:  
B-R-Y-G-B-Y-B-R-B-G-Y-Y-B-R-Y-G-B-Y-R-B-G-Y-Y-B.

Now total the R (red), G (green), Y (yellow), and B (blue).

The higher the score in a particular color, the more you probably demonstrate the personality for that color.

**COLOR QUALITIES**

**RED** - Action-directed, forthright, forceful, objective, bold, firm, productive, efficient, effective, frank, realistic, constructive, active, positive, builder, dynamic, go-getter, doer. Phrase: "Where are we?"

**GREEN** - Outer-directed, persuasive, group-oriented, eager, out-going, gregarious, other-oriented, verbal, open-minded, agreeable, involved, extroverted, liberal, motivator, sales-person. Phrase: "What's going on?"

**YELLOW** - Precision-directed, cautious, systematic, objectivity, precise, logical, historian, regulates, conservative, accurate, conventional, moderate, will not be pushed into a confrontation. Phrase: "Get to the point."

**BLUE** - Inner-directed, empathetic, kind, inventive, creative, thinker, calm, aware, artistic, individualistic, do not like to have to criticize anyone, abstract, future oriented. Phrase: "Let's brainstorm."