**True Colors Survey**

Starting with the first category – Values – carefully read the sentence and the four possible endings. Compare each ending to the other three. Then determine how much each ending describes you. Put the endings in order, Write a 4 beside the one that is most like you, a 3 beside the one that is next most like you, a 2 beside the one that is next, and a 1 beside the one that is least like you. Repeat this step until all ten categories have been scored.

|  |  |
| --- | --- |
| **Points** | **Rating** |
| **4** | Most like me |
| **3** | Next most like me |
| **2** | Next most like me |
| **1** | Least like me |

You must be honest to make sure your results will be as accurate as possible. Don’t consider your current roles, responsibilities, and duties. Don’t respond the way you think you should or how other people think you should. Don’t respond the way you wish you were or would like to be – answer the way you truly feel, deep down inside.

Avoid making a choice based on one or two words – consider the entire sentence. Take your time, but don’t over-analyze the phrases. When you’re done with all ten items, calculate your spectrum on the Score Sheet.

1. **Values**

These things are important to me:

\_\_\_\_ A. Intelligence, new ideas, and competence

\_\_\_\_ B. Competition, challenges, and taking risks

\_\_\_\_ C. Organization, wealth, and structure

\_\_\_\_ D. Feelings, peace, and people

1. **Motivation**

I am motivated by:

\_\_\_\_ E. Action, contests, and crisis

\_\_\_\_ F. Being in charge, organization, and being useful

\_\_\_\_ G. Being true to myself, harmony, and personal attention

\_\_\_\_ H. Learning, tough problems to solve, and new ideas

1. **Communication**

I like conversations to be:

\_\_\_\_ A. well-thought out, logical, and full of fact

\_\_\_\_ B. Lively, bold, and straightforward

\_\_\_\_ C. Proper, controlled, and on topic

\_\_\_\_ D. Free of conflict, open, and sincere

1. **Work**

When thinking about work I have to do:

\_\_\_\_ E. I’d rather get it over with so I can go play

\_\_\_\_ F. It always comes before play, even if I must work overtime

\_\_\_\_ G. I prefer to do it with others in a pleasant environment

\_\_\_\_ H. If it is interesting, I could do it all day and night

1. **Supervision**

As a leader, I:

\_\_\_\_ A. Enjoy improving products and procedures

\_\_\_\_ B. Make things happen in a flash

\_\_\_\_ C. Establish rules, stability, and order

\_\_\_\_ D. Like harmony and cooperation

1. **Recreation**

When I want to have fun and enjoy myself:

\_\_\_\_ E. I get out, cut loose, and do some pretty wild things

\_\_\_\_ F. I like my activities to be organized and have a goal

\_\_\_\_ G. It doesn’t matter what I do as long as it is with loved ones

\_\_\_\_ H. I work on hobbies or try to increase my knowledge

1. **Childhood**

As a child under the age of 12, I was:

\_\_\_\_ A. Curious and did things that weren’t typical of children my age

\_\_\_\_ B. Noisy, energetic, and did what I wanted, when I wanted

\_\_\_\_ C. Well-mannered, did my chores, and followed the rules

\_\_\_\_ D. Very sensitive and loved to pretend with my friends

1. **Youth**

As a teenager, I:

\_\_\_\_ E. Stayed close to the action and always pushed the limits

\_\_\_\_ F. Studied hard and joined well-known groups and clubs

\_\_\_\_ G. Spent a lot of time building and maintaining relationships

\_\_\_\_ H. Did my own thing, even when it wasn’t very popular

1. **Education**

I learn best when I am:

\_\_\_\_ A. Figuring things out on my own with good resources nearby

\_\_\_\_ B. Entertained and involved in energetic learning activities

\_\_\_\_ C. Given an outline and taught in a step-by-step manner

\_\_\_\_ D. Free to work creatively in small, supportive groups

1. **Love**

In relationships with my friends, I provide:

\_\_\_\_ E. Energy, excitement, and adventure

\_\_\_\_ F. security, order, and consistency

\_\_\_\_ G. Kindness, devotion, and communication

\_\_\_\_ H. Knowledge, reason, and composure

**Score Sheet**

To get your results, go back through the test and total all the points you gave to each letter. Write the number next to its letter below. Then, total the points in each row (Column 1 + Column 2) and write that number in the Total column. When you are done with that, sit back and relax – your facilitator will tell you what to do next.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Column 1** | **Column 2** |  | **Total** | **Color** |
| D = | G = |  | D + G = | Blue |
| C = | F = |  | C + F = | Gold |
| A = | H = |  | A + H = | Green |
| B = | E = |  | B + E = | Orange |

What is your primary color? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your secondary color? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your tertiary color ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your lowest color ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_