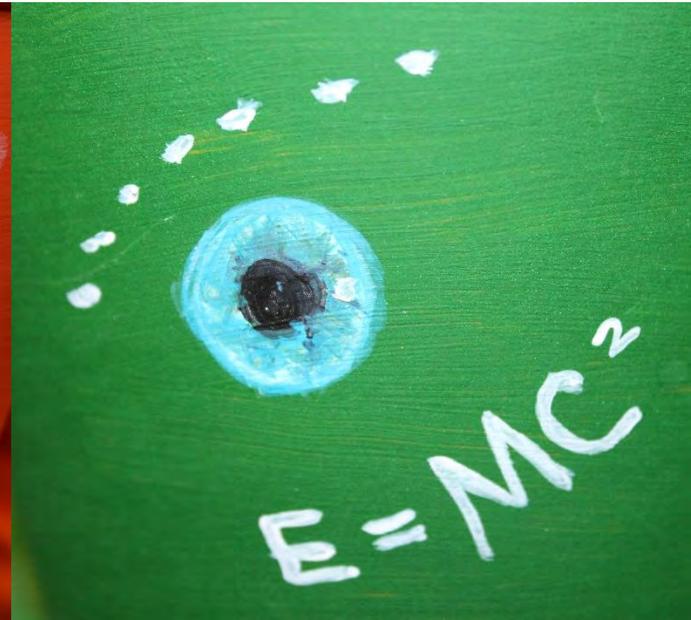


SASI & SDES  
PRESENTS...

# TRUE COLORS

SPANISH-ENGLISH



“

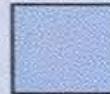
In the spirit of diversity, our goal for this True Colors workshop is to help you better understand the unique qualities and characteristics you and your colleagues bring to your respective offices at UCF.

We all have different needs and motivations, as well as differing ways of analyzing and responding to situations. These differences can sometimes create natural barriers to interpersonal communications and interactions resulting in misunderstandings or even resistance to working with one another.

Using colors as a metaphor, four patterns of human behavior will be discussed and assessed in this workshop. You will be able to identify your primary color along with your preferred way of interacting with the world around you (supervisors, peers, and even students).

Based on the MBTI, True Colors was developed by David Keirsey as a fun and easy tool to use for both personal and professional development to enhance relationships and create harmonious environments.”

*-Dr. Bill Blank*



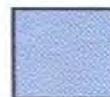
ACTIVE  
OPPORTUNISTIC  
SPONTANEOUS



PARENTAL  
TRADITIONAL  
RESPONSIBLE



AUTHENTIC  
HARMONIOUS  
COMPASSIONATE



VERSATILE  
INVENTIVE  
COMPETENT



COMPETITIVE  
IMPETUOUS  
IMPACTFUL



PRACTICAL  
SENSIBLE  
DEPENDABLE



UNIQUE  
EMPATHETIC  
COMMUNICATIVE



CURIOUS  
CONCEPTUAL  
KNOWLEDGEABLE



REALISTIC  
OPEN-MINDED  
ADVENTURESOME



LOYAL  
CONSERVATIVE  
ORGANIZED



DEVOTED  
WARM  
POETIC



THEORETICAL  
SEEKING  
INGENIOUS



DARING  
IMPULSIVE  
FUN



CONCERNED  
PROCEDURAL  
COOPERATIVE



TENDER  
INSPIRATIONAL  
DRAMATIC



DETERMINED  
COMPLEX  
COMPOSED



EXCITING  
COURAGEOUS  
SKILLFUL



ORDERLY  
CONVENTIONAL  
CARING



VIVACIOUS  
AFFECTIONATE  
SYMPATHETIC



PHILOSOPHICAL  
PRINCIPLED  
RATIONAL



**TOTAL  
ORANGE**



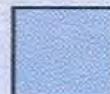
(See Pgs. 12-13)

**TOTAL  
GOLD**



(See Pgs. 14-15)

**TOTAL  
BLUE**



(See Pgs. 16-17)

**TOTAL  
GREEN**



(See Pgs. 18-19)

**NOTE: Be sure to Record your True Color Spectrum on Page 20!**

# Effective Interaction Strategies

*When working with different color preferences, the following strategies can bridge understanding.*

GREEN	BLUE
<ul style="list-style-type: none"> <li>• Prepare material/ presentation in advance. Ensure accuracy.</li> <li>• Use a straightforward, direct, low-keyed approach; stick to business.</li> <li>• Support their logical, methodical approach; build credibility by listing pros and cons of suggestions.</li> <li>• Provide solid, tangible evidence.</li> <li>• Give them time to verify predictability of actions; be accurate, realistic.</li> <li>• Share the “big picture” concept; allow their input.</li> <li>• Provide patient, persistent, diplomatic, thorough explanations.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a chance for them to verbalize about ideas, people and their intuition.</li> <li>• Provide favorable, friendly environment.</li> <li>• Value people and their goals.</li> <li>• Discuss the impact of decisions on people.</li> <li>• Be truthful, sincere, helpful, open and communicative; promote collaboration.</li> <li>• Provide ideas for implementing actions.</li> <li>• Focus on supporting the relationship; be casual in approach.</li> <li>• Provide details in writing, but don’t dwell on them.</li> </ul>
ORANGE	GOLD
<ul style="list-style-type: none"> <li>• Be clear, specific, brief and to the point. Use time efficiently.</li> <li>• Stick to business. Come prepared with all requirements, objectives, supporting material in a well-organized, bulleted “package”.</li> <li>• When timelines exist, speak of them openly and directly.</li> <li>• Provide key alternatives and choices for decision-making.</li> <li>• Provide facts and figures about probability of success for options.</li> <li>• Ask “what” questions, not “how”.</li> <li>• Respect need to digress from point at hand; provide focus.</li> </ul>	<ul style="list-style-type: none"> <li>• Show sincere interest in them as people; find areas of common involvement; be candid and open.</li> <li>• Illustrate personal commitment.</li> <li>• Provide and follow schedules; respect time.</li> <li>• Present point of view softly, non-threateningly. Ask “how” questions to draw opinions.</li> <li>• Move in an orderly, scheduled manner (preferably written), precise guidelines, options and expectations.</li> <li>• Provide personal assurances, clear specific solutions with concrete guarantees.</li> </ul>

Excerpted from *How to Express Your Natural Skills and Talents in A Career*, Carolyn Kalil and Don Lowry, 1990.