



**Time Allocation:** 5-10 minutes

**Materials/Resources Needed:** Building Ethical Employability (BEE-1) Virtual Content (Section 1, Session 2: Leading Yourself), True Colors Personality Quiz & Explanations Worksheet

**In-Person Directions:**

1. After completing the True Colors Personality Quiz, give each student a copy of the True Colors Personality Quiz Explanations.
2. Instruct students to read through the description of their corresponding personality color.
3. Students should be prepared to share with the class or in a small group discussion, if necessary.

**Virtual Directions:**

1. After completing the True Colors Personality Quiz, instruct students to open the True Colors Personality Quiz Explanation document on their device and read through the description of their corresponding personality color.
2. Students should be prepared to share with the class or in a small group discussion, if necessary.

**Check for Understanding:**

1. Using either peer discussions, small group discussion, or a class discussion, ask students to share which color personality they are and how accurate they believe their results are.

**Guided Activity:**

- See below for worksheet

**Resource:**

- <https://truecolorsintl.com/the-four-color-personalities/>

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# True Colors Personality Quiz Explanations

## BLUE

Enthusiastic, Sympathetic, Personal  
Warm, Communicative, Compassionate  
Idealistic, Spiritual, Sincere  
Peaceful, Flexible, Imaginative

### Professional Environment:

- Strong desire to influence others so they may lead more significant lives.
- Often works in arts, communication, education, and helping professions.
- Adept at motivating and interacting with others

I look for meaning and significance in life.  
I need to contribute, to encourage, and to care.  
I value integrity and unity in relationships.  
I am a natural romantic, a poet, a nurturer.

### Leadership Style:

- Expects others to express views
- Assumes “family spirit”
- Works to develop others’ potential
- Individuals oriented
- Expects people to develop their potential

## GOLD

Loyal, Dependable, Prepared  
Thorough, Sensible, Punctual  
Faithful, Stable, Organized  
Caring, Concerned, Concrete

### Professional Environment:

- Provides stability and can maintain organization.
- Able to handle details and to work diligently.
- Believes work comes before play, even if they must work overtime to complete the task.

I have a strong sense of what is right and wrong.  
I need to be useful and belong.  
I value home, family, and tradition.  
I am a natural preserver, a parent, a helper.

### Leadership Style:

- Expects punctuality, order, loyalty
- Rules oriented
- Detailed/thorough approach
- Expects people to “play” their roles.

## ORANGE

Witty, Charming, Spontaneous  
Impulsive, Generous, Impactful  
Optimistic, Eager, Bold  
Physical, Immediate, Fraternal

### Professional Environment:

- Bored and restless with jobs that are routine and structured.
- Satisfied in careers that allow independence and freedom, while utilizing physical coordination and love of tools
- A natural performer

I consider life a game, here and now.  
I need fun, variety, stimulation, and excitement.  
I value skill, resourcefulness, and courage.  
I am a natural trouble shooter and competitor.

### Leadership Style:

- Expects quick action
- Works in the here and now
- Performance oriented
- Flexible approach
- Welcomes change
- Expects people to “make it fun”

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# GREEN

Analytical, Global, Conceptual  
Cool, Calm, Collected  
Inventive, Logical, Perfectionist  
Abstract, Hypothetical, Investigative

I live by my own standards.  
I need explanation and answers.  
I value insight, intelligence, fairness and justice.  
I am a natural nonconformist, a problem solver.

## Professional Environment:

- Conceptual and independent thinker
- Drawn to constant challenge in careers and  
Likes to develop models, explore  
Ideas and build systems.
- Once they perfect an idea, they prefer to  
Move on, leaving the project to be  
Maintained by others.

## Leadership Style:

- Expects intelligence and competence
- Seeks ways to improve systems
- Analytical
- Encourages change for improvement
- Expects people to follow through.

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