

# Colors

Which one  
are you?



Gold  
Orange  
Blue  
Green

Identify your Spotlight Color

1. Visualize yourself in the spotlight of everyday living. Now, by looking only at the PICTURES on the back of the front cover, decide which color is most like you. Write the name of the color on the appropriate line.

Most like you \_\_\_\_\_ 4 points  
Next most like you \_\_\_\_\_ 3 points  
Somewhat like you \_\_\_\_\_ 2 points  
Least like you \_\_\_\_\_ 1 point

2. Read the color descriptors. Which description fits you?

Most like you \_\_\_\_\_ 4 points  
Next most like you \_\_\_\_\_ 3 points  
Somewhat like you \_\_\_\_\_ 2 points  
Least like you \_\_\_\_\_ 1 point

For each of the following, write a 4 by the item that is most like you, a 3 by the one next most like you, a 2 by the one that is somewhat like you and a 1 by the least like you. You must have a different number by each selection.

3. People appreciate me most because I

- a. \_\_\_\_\_ am accurate and detailed
- b. \_\_\_\_\_ am creative and out-going
- c. \_\_\_\_\_ am caring and sensitive to others' needs
- d. \_\_\_\_\_ am committed and get things done

4. People would say of me that I

- a. \_\_\_\_\_ am careful in my work and think things through
- b. \_\_\_\_\_ am enthusiastic and can see the big picture
- c. \_\_\_\_\_ express my emotions and like beautiful things
- d. \_\_\_\_\_ do not waste time and am responsible

5. I pride myself in being

- a. \_\_\_\_\_ knowledgeable
- b. \_\_\_\_\_ flexible
- c. \_\_\_\_\_ friendly
- d. \_\_\_\_\_ determined

6. I work best when

- a. \_\_\_\_\_ I am alone and have plenty of time
- b. \_\_\_\_\_ there are few restrictions placed on me
- c. \_\_\_\_\_ everyone is getting along
- d. \_\_\_\_\_ I have the authority to get things done

7. When I am with others I like

- a. \_\_\_\_\_ to have my own space
- b. \_\_\_\_\_ be up front and talking
- c. \_\_\_\_\_ be sure everyone is comfortable
- d. \_\_\_\_\_ take charge

8. In school I like

- a. \_\_\_\_\_ science and math
- b. \_\_\_\_\_ arts and communication
- c. \_\_\_\_\_ sociology and psychology
- d. \_\_\_\_\_ hands-on, practical experience

9. I use my maximum effort to

- a. \_\_\_\_\_ organize data
- b. \_\_\_\_\_ influence others
- c. \_\_\_\_\_ relate to others
- d. \_\_\_\_\_ control the situation

10. I like it when others

- a. \_\_\_\_\_ leave me to myself
- b. \_\_\_\_\_ tell me they appreciate me
- c. \_\_\_\_\_ listen to and talk with me
- d. \_\_\_\_\_ keep their end of an agreement

11. I am most concerned about

- a. \_\_\_\_\_ order
- b. \_\_\_\_\_ freedom
- c. \_\_\_\_\_ feelings
- d. \_\_\_\_\_ task

12. When it comes to getting things done I am

- a. \_\_\_\_\_ cautious
- b. \_\_\_\_\_ impulsive
- c. \_\_\_\_\_ supportive
- d. \_\_\_\_\_ direct

Enter the numbers from questions 1 and 2 under the appropriate color:

	GREEN	ORANGE	BLUE	GOLD
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____

Add the numbers for each of the letters in questions 3-12 & enter them.

_____	_____	_____	_____
a.	b.	c.	d.

Totals

_____	_____	_____	_____
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The highest total, my spotlight preferred color, is \_\_\_\_\_

The second highest total, my secondary color is \_\_\_\_\_

The lowest total, my short suit is \_\_\_\_\_

## BLUE

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### **Leadership Style...**

- Expects others to express views
- Assumes "family spirit"
- Works to develop others' potential Individuals oriented
- Democratic, unstructured approach
- Encourages change VIA human potential
- Change time allows for sense of security
- Expects people to develop their potential

### **Symptoms of a *really* Bad day...**

- Attention-getting misbehaving
- Lying to save face
- Withdrawal
- Fantasy, day-dreaming, and going into a trance
- Crying and depression
- Passive resistance
- Yelling and screaming

## GOLD

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### **Leadership Style...**

- Expects punctuality, order, loyalty
- Assumes "right" way to do things
- Seldom questions tradition
- Rules oriented
- Detailed/thorough approach - threatened by change
- Prolonged time to initiate any change
- Expects people to "play" their roles

### **Symptoms of a *really* Bad day...**

- Complaining and self-pity
- Anxiety and worry
- Depression and fatigue
- Psychosomatic problems
- Malicious judgments about yourself or others
- Herd mentality exhibited in blind following of leaders
- Authoritarianism and phobic reactions

## ORANGE

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### **Leadership Style...**

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

### **Symptoms of a *really* Bad day...**

- Rudeness and defiance
- Breaking the rules intentionally
- Running away and dropping out
- Acting out boisterously
- Lying and cheating
- Physical aggressiveness

**Leadership Style...**

Expects intelligence and competence  
Assumes task relevancy  
Seeks ways to improve systems  
Visionary  
Analytical  
Encourages change for improvement  
Constantly "in process" of change  
Expects people to follow through

**Symptoms of a *really* Bad day...**

Indecisiveness  
Refusal to comply or cooperate; the silent treatment  
Extreme aloofness and withdrawal  
Snobbish, put-down remarks, and sarcasm  
Perfectionism due to severe performance anxiety  
Highly critical attitudes toward yourself or others