

# The ColorCode

## Personality Strengths and Weaknesses

*This section consists of 30, 4-word clusters. For each cluster choose the one trait that best describes how you behaved AS A CHILD. Try not to focus on how you wish you were, or how you would like to be. Remember, your first impression is usually the best.*

	A	B	C	D
1	Opinionated	Nurturing	Inventive	Outgoing
2	Power-Oriented	A Perfectionist	Indecisive	Self-centered
3	Dominant	Sympathetic	Tolerant	Enthusiastic
4	Self-serving	Suspicious	Unsure	Naive
5	Decisive	Loyal	Contented	Playful
6	Arrogant	Worry Prone	Silently Stubborn	Flighty
7	Assertive	Reliable	Kind	Sociable
8	Bossy	Self-critical	Reluctant	A Teaser
9	Action-oriented	Analytical	Easygoing	Carefree
10	Critical of Others	Overly Sensitive	Shy	Obnoxious
11	Determined	Detail Conscious	A Good Listener	A Party Person
12	Demanding	Unforgiving	Unmotivated	Vain
13	Responsible	Idealistic	Considerate	Happy
14	Impatient	Moody	Passive	Impulsive
15	Strong-willed	Respectful	Patient	Fun-loving
16	Argumentative	Unrealistic	Directionless	An Interrupter
17	Independent	Dependable	Even-tempered	Trusting
18	Aggressive	Frequently Depressed	Ambivalent	Forgetful
19	Powerful	Deliberate	Gentle	Optimistic
20	Insensitive	Judgmental	Boring	Undisciplined
21	Logical	Emotional	Agreeable	Popular
22	Always Right	Guilt Prone	Unenthusiastic	Uncommitted
23	Pragmatic	Well-Behaved	Accepting	Spontaneous
24	Merciless	Thoughtful	Uninvolved	A Show-off
25	Task-oriented	Sincere	Diplomatic	Lively
26	Tactless	Hard to Please	Lazy	Loud
27	Direct	Creative	Adaptable	A Performer
28	Calculating	Self-Righteous	Self-Deprecating	Disorganized
29	Confident	Disciplined	Pleasant	Charismatic
30	Intimidating	Careful	Unproductive	Afraid to Face Facts

## 15 Situations

31	If I applied for a job, a prospective employer would most likely hire me because I am: a. Driven, direct, and delegating. b. Deliberate, accurate, and reliable. c. Patient, adaptable, and tactful. d. Fun-loving, spirited, and casual.
32	When involved in an intimate relationship, if I feel threatened by my partner, I: a. Fight back with facts and anger. b. Cry, feel hurt, and plan revenge. c. Become quiet, withdrawn, and often hold anger until I blow up over some minor situation later. d. Distance myself and avoid further conflict.
33	For me, life is most meaningful when it: a. Is task-oriented and productive. b. Is filled with people and purpose. c. Is free of pressure and stress. d. Allows me to be playful, lighthearted, and optimistic.
34	As a child, I was: a. Stubborn, bright, and/or aggressive. b. Well-behaved, caring, and/or depressed c. Quiet, easygoing, and/or shy. d. Too talkative, happy, and/or playful.
35	As an adult, I am: a. Opinionated, determined, and/or bossy. b. Responsible, honest, and/or unforgiving. c. Accepting, contented, and/or unmotivated. d. Charismatic, positive, and/or obnoxious.
36	As a parent, I am: a. Demanding, quick-tempered, and/or uncompromising. b. Concerned, sensitive, and/or critical. c. Permissive, easily persuaded, and/or often overwhelmed. d. Playful, casual, and/or irresponsible.
37	In an argument with a friend, I am most likely to be: a. Verbally stubborn about facts. b. Concerned about others' feelings and principles. c. Silently stubborn, uncomfortable, and/or confused. d. Loud, uncomfortable, and/or compromising.
38	If my friend was in trouble, I would be: a. Protective, resourceful, and recommend solutions. b. Concerned, empathetic, and loyal – regardless of the problem. c. Supportive, patient, and a good listener. d. Nonjudgmental, optimistic, and downplaying the seriousness of the situation.
39	When making decisions, I am: a. Assertive, articulate, and logical. b. Deliberate, precise, and cautious. c. Indecisive, timid, and reluctant. d. Impulsive, uncommitted, and inconsistent.

40	When I fail, I feel: a. Silently self-critical, yet verbally stubborn and defensive. b. Guilty, self-critical, and vulnerable to depression – I dwell on it. c. Unsettled and fearful, but I keep it to myself. d. Embarrassed and nervous – seeking to escape the situation.
41	If someone crosses me: a. I am angered, and cunningly plan ways to get even quickly. b. I feel deeply hurt and find it almost impossible to forgive completely. Generally, getting even is not enough. c. I am silently hurt and plan to get even and/or completely avoid the other person. d. I want to avoid confrontation, consider the situation not important enough to bother with, and/or seek other friends.
42	Work is: a. A most productive way to spend one's time. b. A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays. c. A positive activity as long as it is something I enjoy and don't feel pressured to accomplish. d. A necessary evil, much less inviting than play.
43	In social situations, I am most often: a. Feared by others. b. Admired by others. c. Protected by others. d. Envied by others.
44	In a relationship, I am most concerned with being: a. Approved of and right. b. Understood, appreciated, and intimate. c. Respected, tolerant, and peaceful. d. Praised, having fun, and feeling free.
45	To feel alive and positive, I seek: a. Adventure, leadership, and lots of action. b. Security, creativity, and purpose. c. Acceptance and safety. d. Excitement, playful productivity, and the company of others.

## TOTALS

	A	B	C	D
Section 1 Totals				
Section 2 Totals				
Grand Total				
	RED (a)	BLUE (b)	WHITE (c)	Yellow (d)

Total of all four columns together should be 45.

**Most people are a combination of all colors, with one or two colors more prominent than others.**

## Color Code Personalities

<b>Reds</b>	<b>Blues</b>	<b>Whites</b>	<b>Yellows</b>
<b>WANT: POWER</b>	<b>WANT: INTIMACY</b>	<b>WANT: PEACE</b>	<b>WANT: FUN</b>
<b>NEED TO:</b> Look good Be right Be respected Get approval	<b>NEED TO:</b> Be moral Be understood Be appreciated Be accepted	<b>NEED TO:</b> Feel good Be independent Be respected Be accepted	<b>NEED TO:</b> Look good Be popular Be noticed Get approval
<b>ARE:</b> Logical Confident Practical Decisive Determined Responsible Powerful	<b>ARE:</b> Loyal Reliable Sincere Creative Respectful Disciplined Sensitive	<b>ARE:</b> Independent Diplomatic Easygoing Tolerant Inventive Kind Patient	<b>ARE:</b> Charismatic Eager Happy Fun Outgoing Trusting Optimistic
<b>AND ALSO:</b> Impatient Insensitive Contentious Arrogant Selfish Bossy Critical	<b>AND ALSO:</b> Unrealistic Moody Unforgiving Suspicious Self-righteous Critical Depressed	<b>AND ALSO:</b> Uninvolved Unsure Lazy Stubborn Reluctant Boring Indecisive	<b>AND ALSO:</b> Impulsive Rebellious Undisciplined Disorganized Uncommitted Unreliable Obnoxious

# The Colorcode

## AS A PARENT

<b>RED</b>	<b>BLUE</b>	<b>WHITE</b>	<b>YELLOW</b>
Obvious Leader	Promotes School	Calm in Crisis	Enthusiastic
Excellent Provider	Excellent Trainer	Takes Time with Kids	Not Too Serious
Good Direction	Empathic	Gentle	Promotes Fun
Takes Responsibility	Devoted	Accepts Differences	Natural Toucher
Promotes Activity	Self-Sacrificing	Slow to Anger	Fun To Be With
Good Decisiveness	Clean Home	Agreeable with Kids	No Judgment

## AS A CHILD

<b>RED</b>	<b>BLUE</b>	<b>WHITE</b>	<b>YELLOW</b>
Communicates	Behaves	Very Agreeable	Playful
Independent	Wants to Be Good	Not Demanding	Accepting
Courageous	Sensitive to Others	Accepts Life	Social Animal
Takes Charge	Loyal...Regardless	Plays By Self	Visual Learner
Resilient	Loves Learning	Accommodating	Love Hugs/Kisses
Confident	Disciplined Verbally	Patient	Inquisitive

## AS A SPOUSE

<b>RED</b>	<b>BLUE</b>	<b>WHITE</b>	<b>YELLOW</b>
Very Protective	Relationship First	Tolerant of	Exciting
Loyal	Considers Spouse	Tardiness	Creative Intimacy
Responsible	in Decisions	Loyal/Committed	Enjoys Unusual
Reliable	High Intimacy	to Relationship	Few "Strings"
Initiator	Loyal	Accepting of	Few Expectations
Interesting	Appropriate	Spousal Values	Accepts Change

## **RED PERSONALITY TYPE – POWER**

### **Strengths**

#### **As an individual**

- Excels with logical thinking
- Committed to a productive lifestyle
- Dynamic and direct – a natural leader
- Thrives on independence
- Highly resourceful (strong survivor)
- Creative in crisis

#### **As a friend**

- Direct and quick with suggestions
- Great in emergencies
- Direct and quick with disasters
- Promotes group activities
- Engages in conflict comfortably and directly
- Productive in solving dilemmas

### **Limitations**

#### **As an individual**

- Generally seeks to serve self (what's in it for me)
- Promotes turmoil and conflict when a personal goal is to be gained
- Out of touch with own feelings
- Renationalizes and denies own failings
- Always right
- Cannot relax and feel comfortable unless producing something
- Often arrogant and defiant or authority
- Inconsiderate of other's feelings (selfish)
- Inpatient with others

#### **As a friend**

- Insensitive and unemotional
- Doesn't like to admit the need for friendship
- Remains detached from sharing self completely
- Enters friendship asking "what's in it for me?"
- Listens only when convenient
- Maintains mostly rational friendships
- Tries to control group activities
- Expects friends to do things his or her way
- Won't admit inadequacies for fear of losing power and control
- Negative, critical, and judgmental of others
- Feels it is more important to be right than agreeable
- Blunt or rude when angered
- Boring
- Expects to be entertained while waiting for action to begin
- Stubborn
- Denies any personal inadequacies of responsibility

### **How to Develop a Positive Connection with Reds**

#### **Do's**

- Present issues logically
- Demand their attention and respect
- Be direct, brief and specific in conversation
- Be productive and efficient
- Offer them leadership opportunities
- Verbalize your feelings
- Support their decisive nature
- Promote their intelligence reasoning where appropriate
- Be prepared with facts and figures
- Respect their need to make their own decisions their own way

#### **Don'ts**

- Embarrass them in front of others
- Argue from an emotional perspective
- Always use authoritarian approach
- Use physical punishment
- Be slow and indecisive
- Expect a personal and intimate relationship
- Attack them personally
- Take their arguments personally
- Wait for them to solicit your opinion
- Demand constant social interaction (allow for alone time)

## **BLUE PERSONALITY TYPE – EMOTIONAL CLOSENESS**

### **Strengths**

#### **As an individual**

- Sees life as a serious endeavor
- Appreciates beauty and detail
- Has a strong aesthetic sense
- Stable and dependable (plowhorse vs. racehorse)
- Sincere and emotionally deep
- Analytically oriented (concerned with why one behaves as she/he does)
- High achiever
- Deep sense of purpose

#### **As a friend**

- Loyal forever once friendship is established
- Genuine concern for other person's well-being
- Remembers special holidays and promotes celebrations
- Encouraging in times of trouble
- Willing to commit time to the relationship

### **Limitations**

#### **As an individual**

- Highly emotional
- Smug and self-righteous
- Controlling and/or envious of others' success when too easily obtained
- Strong perfecting and performance orientation

#### **As a friend**

- Highly insecure about other's and approval
- Feels rejected easily
- When depressed or depressive, feels it is friend's job to understand
- Can be revengeful and bitter is crossed or scarred emotionally
- Critical of friends' principles or activities if not similar
- Expects friends to maintain strong loyalty
- Wishes friends would communicate more often
- Rarely playful and spontaneous

### **How to Develop a Positive Connection with Blue**

#### **Do's**

- Emphasize their security in the relationship
- Be sensitive and soft-spoken in your approach
- Be sincere and genuine
- Behave appropriately and well mannered
- Limit their risk level
- Promote their creativity
- Appreciate them
- Allow ample time for them to gather their thoughts before expressing themselves
- Be loyal
- Do thorough analysis before making presentations

#### **Don'ts**

- Make them feel guilty
- Be rude or abrupt
- Promote too much change
- Expect spontaneity
- Abandon them
- Expect them to bounce back easily or quickly from depression
- Demand perfection (they already expect too much from themselves)
- Push them too quickly into making decisions
- Expect them to forgive quickly crossed
- Demand immediate action or quick verbal bantering

## **WHITE PERSONALITY TYPE – PEACE**

### **Strengths**

#### **As an individual**

- Quiet, reflective, and peaceful
- Sincere and genuine lifestyle
- Appears to accept life comfortably
- Patient with others
- Kind to animals and people
- Blends into all situations

#### **As a friend**

- Patient and enduring through good and bad times
- Tolerant of unkind behavior
- Supportive and accepting
- Listens with empathy
- Relaxed in most situations
- Likes most people
- Liked by most people
- Compatible with different personalities
- Enjoys observing others
- Non-demanding of friendships

### **Limitations**

#### **As an individual**

- Boring because detached
- Takes passive approach to life
- Unresponsive or not openly excited about experiences
- Has problems becoming intimate
- Bashful and unsure of self
- Easily manipulated into changing plans
- Ambivalent about direction and goals to pursue
- Often lazy and unwilling to take responsibility to self
- Resists making commitments

#### **As a friend**

- Lacks creativity to make suggestions
- Easily led by others opinions
- Won't express honest perspective if controversial
- Passive
- Requests extra protection and a lot of support
- Easily hurt and defeated

### **How to Develop a Positive Connection with White**

#### **Do's**

- Be kind
- Be logical, clear, and firm about the content you present
- Provide a structure (boundaries) for them to operate in
- Be patient and gentle
- Introduce options and ideas for their involvement
- Be simple and open
- Acknowledge and accept their individuality
- Be casual, informal, and relaxed in presentation style
- Look for nonverbal clues to their feelings
- Listen quietly

#### **Don'ts**

- Be cruel and insensitive
- Expect them to need much social interaction
- Force immediate verbal expressions; accept written communication
- Be domineering and too intense
- Demand conformity to realistic expectations/behaviors
- Overwhelm them with too much at once
- Force confrontation
- Speak to fast
- Take away all their daydreams
- Demand leadership

## **YELLOW PERSONALITY TYPE - FUN**

### **Strengths**

#### **As an individual**

- Highly optimistic (rarely depressed)
- Likes self and accepts others easily
- Loves to volunteer for opportunities
- Sees life as an experience to be enjoyed
- Flashy (racehorse rather than plowhorse)
- Adventurous and daring

#### **As a friend**

- Exciting and fun to be with (never dull or boring)
- Often places friend before family
- Forgiving of self and others
- Lively and entertaining
- Vulnerable, innocent, and trusting
- Endearing
- Willing to free up schedule in order to play

### **Limitations**

#### **As an individual**

- Needs to look good socially (high priority)
- Irresponsible and unreliable
- Self-centered and egotistical
- Flighty and uncommon
- Lots of talk with little action
- Superficial and mostly interested in a good time
- Unwilling to experience pain in order to produce quality
- Undisciplined
- Loud and obnoxious in public places
- Exaggerates successes and omits unpleasant truths
- Unable to confront or face issues

#### **As a friend**

- Spends most of time discussing own life
- Shows up at his or her convenience
- Undependable in a crisis
- Unwilling to commit to long-term needs of distressed friends
- Pursues own life regardless of friend's situations or needs
- Uncomfortable in painful or distressing environments
- Makes new friends easily and without guilt, often at the expense of old friends

### **How to Develop a Positive Connection with Yellow**

#### **Do's**

- Be positive and proactive with them in your life
- Adore and praise them legitimately
- Touch them physically
- Accept their playful teasing
- Remember they are more sensitive than they appear
- Value their social interaction skills and people connections
- Remember they hold feelings deeply
- Promote creative and fun activities for and with them
- Enjoy their charismatic innocence
- Allow them opportunity for verbal expression

#### **Don'ts**

- Be too serious or sober in criticism
- Push them too intently
- Ignore them
- Forget they have "down" time also
- Demand perfection
- Expect them to dwell on problems
- Give them too much rope, or they may hang themselves
- Classify them as just lightweight social butterflies
- Attack their sensitivity to be unforgiving
- Totally control their schedules or consume their time