



# Working, Living and Interacting with Others



## Goals of this seminar:

- To discover different personality types (based on the True Colors Test) and the personality types of participants.
- To better understand how to positively interact in a personal and professional setting with people of other personality types.
- To identify areas of personal development based on participants' personality types.

## Fraternity Values:

- Honor and Respect
- Personal and Intellectual Growth

## Suggested Facilitator:

- Vice President Member Experience
- Director Lifelong Membership
- Director Diversity and Inclusion

## Room setup/materials needed:

- If using Option 1 in Part 1, you will need posterboard/large sheets of papers and colored markers.
- If using Option 2 in Part 1, you will need a computer and projector/TV.
- Printed copies of the True Colors Test or scratch paper will be necessary for members who need to learn their color.
- Set up the space so there is enough room and flexibility to gather in small groups and move from group-to-group as needed.

## Getting started:

- The facilitator should walk through this seminar prior to presenting it to make sure they're comfortable with the material.
- Talking points are indicated with normal font and in quotation marks. Please use these as speaking guidelines but be sure to make the presentation your own.
- Facilitation instructions are indicated with italicized font. These are hints you might find helpful when administering the material. Most importantly, have fun! The more excited and engaged you are, the more participants will be.
- If you are holding this workshop during a chapter meeting, or another time where cell phones aren't usually allowed, let participants know they will need them for this activity.

≡ Introduction: Working, Living and Interacting with Others

≡ Part 1: Working, Living and Interacting with Others

≡ Part 2: Working, Living and Interacting with Others

≡ Part 3: Working, Living and Interacting with Others

≡ **Conclusion: Working, Living and Interacting with Others**

≡ **Participant Activities**

# Introduction: Working, Living and Interacting with Others

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## True Colors Test

“ Today we will explore the True Colors Test, which categorizes each person into a Color Group: Blue, Orange, Gold, or Green. The basis of the True Colors Test is that every person has characteristics of all four colors, but has dominant traits associated with one color. Understanding the motivations and frustrations of people within each Color Group can help facilitate collaboration with friends, coworkers, and teammates who have different personality traits — or are in a different Color Group — than ourselves. We will learn about and discuss the facets of each personality type and identify how we can support our sisters who fall into different Color Groups.”

**OPTION 1: FOUR CORNERS**

**OPTION 2: TOP VALUES**

*This option is better for a small- to medium-sized chapter with space to move around in the room. However, any chapter can use this option if conducting the seminar virtually.*

*Write the values of each Color Group as listed in the True Colors Values Table below on four pieces of posterboard or large paper, one poster for each Color Group. Label the posters A, B, C and D (do not label the posters with their corresponding color). Hang the posters in the four corners of the room and have participants move to the corner with the values they identify with the most. Ask participants to remember which corner they moved to during this activity and the other participants who were in their corner.*

*If you're facilitating this seminar virtually, this activity could be executed with a poll. Prepare your poll questions ahead of time in Zoom so they're ready to launch during the meeting.*

## OPTION 1: FOUR CORNERS

## OPTION 2: TOP VALUES

*This option is better for medium- to large-sized chapters with little to no space to move around the room.*

*Display the following values from the True Colors Values Table and ask participants to list the three values that resonate with them the most. Have them share their list with a participant sitting near them. Members can also view this list on the online Leading with Values module. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the list below.*

- Charisma
- Compassion
- Dependability
- Finding Answers/Explanations
- Grace
- Rapport
- Resolution
- Sympathy

## Option 1- True Colors Values Table

### Poster A (Gold) —

Dependability, Accountability

### Poster B (Blue) —

Compassion, Sympathy, Rapport

### Poster C (Green) —

Answers, Resolutions, Explanations

### Poster D (Orange) —

Grace, Finesse, Charisma

## Option 2- List of Values

- Charisma
- Compassion
- Dependability
- Finding Answers/Explanations
- Grace
- Rapport

- Resolution
- Sympathy

**CONTINUE**

# Part 1: Working, Living and Interacting with Others

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OPTION 1: PRINT TRUE COLORS T...	OPTION 2: PROJECT TEST	OPTION 3: DIGITAL TEST
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*This option requires printing materials and potentially using a projector/TV.*

*Depending on your room setup and the materials available, you have a few options for the True Colors Test. If you choose this option, you will print the handout for each member. You'll allow participants 5-10 minutes to take the test and 2-3 minutes to read through their results. You can either print the entire packet with the breakdown of each color and the table for each member, or you can display the True Colors Table on a projector or TV if available.*

*The test is linked below as an attachment for printing.*

OPTION 1: PRINT TRUE COLORS T...	OPTION 2: PROJECT TEST	OPTION 3: DIGITAL TEST
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*This option requires a projector/TV.*

*This option requires each member to have paper or a phone to take notes. You'll project the test onto a screen or TV and allow participants 5-10 minutes to take it. When they're finished, display the True Colors Table and allow 2-3 minutes for members to read through their results.*

*The test is linked below as an attachment or you can project the digital form of the test from this platform.*



OPTION 1: PRINT TRUE COLORS  
T...

OPTION 2: PROJECT TEST

OPTION 3: DIGITAL TEST

*This option requires members to use their cell phones or laptops and paper.*

*In this option, members can view the test within this platform. Members will use the online Leading with Values module to view the test. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the test below.*

*As they read through the questions, they'll need to have paper to write down their scores or use the notes app on their phone. The results are available as an attachment below the scoring instructions.*

## Option 1 or 2: True Colors Test



True Colors Word Sort.pdf  
23.4 KB



## Option 2 or 3: True Colors Test Instructions

*Instructions for members:* “ Read through each question listed below. Rank each set of words in each question on a scale of 1 to 4, with 1 being the least like you and 4 being the most like you. You can only use the numbers 1-4 once on each question. For example, on Question 1, you could rank A-1, B-2, C-3 and D-4, with D being the most like you and A being the least like you.

You'll want to find a piece of paper or open a note on your phone to keep track of your rankings and tally these questions up for your results at the end.”

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### ***Question 1***

A: Active, Opportunistic, Spontaneous

B. Parental, Traditional, Responsible

C. Authentic, Harmonious, Compassionate

D. Versatile, Inventive, Competent

### ***Question 2***

E: Curious, Conceptual, Knowledgable

F. Unique, Empathetic, Communicative

G. Practical, Sensible, Dependable

H. Competitive, Impetuous, Impactful

### ***Question 3***

I. Loyal, Conservative, Organized

J. Devoted, Warm, Poetic

K. Realistic, Open-minded, Adventurousome

L. Theoretical, Seeking, Impatful

#### ***Question 4***

M. Concerned, Procedural, Cooperative

N. Daring, Impulsive, Fun

O. Tender, Inspirational, Dramatic

P. Determined, Complex, Composed

#### ***Question 5***

Q. Philosophical, Principled, Rational

R. Vivacious, Affectionate, Sympathetic

S. Exciting, Courageous, Skillful

T. Orderly, Conventional, Caring

## Scoring

Add up the scores for each of the following letters:

1.  $A + H + K + N + S = \underline{\quad}$

2.  $C + F + J + O + R = \underline{\quad}$

3.  $B + G + I + M + T = \underline{\quad}$

4.  $D + E + L + P + Q = \underline{\quad}$



**True Colors Table.pdf**

40 KB



**Gold.pdf**

23.1 KB



**Blue.pdf**

23.2 KB





**Green.par**

22.9 KB



**Orange.pdf**

23.6 KB



**CONTINUE**

## Part 2: Working, Living and Interacting with Others

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### Learning More About Our True Colors

OPTION 1: POSTER ACTIVITY CONT...

OPTION 2: BLENDED GROUP SHARE

*If you chose Option 1 from the Introduction, you will use this option. Identify which poster (A, B, C, D) corresponds with each Color Group (Gold, Blue, Green, Orange). Have chapter members move to the corner that corresponds with their test result and provide a few copies of the handout describing that Color Group or ask members to pull up the descriptions on their phones.*

*Display the following questions for the groups to discuss or have them view the questions in the in the Participant Activities tab in this seminar platform by sending them the link and directing them to the tab on the left:*

1. Did the values you originally gravitated to in the introduction activity match the values of your color result?
1. Do you find the Motivations and Frustrations described on the handout to be reflective of your own personal experience?
1. How do people in each Color Group show Sincere Friendship?
1. Describe how people in your Color Group might respond to stress.
1. Ask participants to share how they use the typical motivations of the color group as a strength in their daily lives.
1. Ask participants to share how they encountered a typical frustration of the Color Group and how they dealt with the situation.

**OPTION 1: POSTER ACTIVITY CONT...**

**OPTION 2: BLENDED GROUP SHARE**

*This option is better for chapters that have space to move around the room and would like to have Color Groups mixed together to learn more about each other.*

*Divide the room into four groups of roughly the same size and provide at least one copy of each Color Group handout. Have each group discuss the following questions:*

1. Did the values you originally gravitated to in the introduction activity match the values of your color result?
1. Ask a participant from each of the four Color Groups to summarize the handout corresponding to their own color. Ask participants to share if they recognize the Motivations described for each Color Group to be reflective of their own personal experience.
1. What does each Color Group bring to the table in a professional or team work/group work scenario?
1. How do people in each Color Group show Sincere Friendship?

*If you're facilitating this seminar virtually, randomly assign members to breakout rooms with 5-7 people per room. Please keep in mind, Zoom limits the number of breakout rooms, so depending on your chapter size, you may need to increase the number of people in each room.*

## **Option 1 Questions**

If you chose option 1, have your members flip through these questions as a reflection on their True Color.



## Question 1

### Question 1

Did the values you originally gravitated to in the introduction activity match the values of your color result?

## Question 2

### Question 2

Do you find the Motivations and Frustrations described on the handout to be reflective of your own personal experience?

### Question 3

## Question 3

How do people in each Color Group show Sincere Friendship?

## Question 4

### Question 4

Describe how people in your Color Group might respond to stress.

## Question 5

### Question 5

How do you use the typical motivations of your color group as a strength in your daily life?

## Question 6

### Question 6

Have you encountered a typical frustration of the Color Group and how have you dealt with the situation?

## **Reflection**

Be prepared to share answers with the larger group if time allows.

## **Option 2 Questions**

If you chose option 2, have your members flip through these questions as a reflection on the True Colors.



## Question 1

### Question 1

Did the values you originally gravitated to in the introduction activity match the values of your color result?

## Question 2

### Question 2

Ask someone in the group from each of the four Color Groups to summarize the handout corresponding to their own color. Allow participants to share if they recognize the Motivations described for each Color Group to be reflective of their own personal experience.

### Question 3

## Question 3

What does each Color Group bring to the table in a professional or team work/group work scenario?

## Question 4

### Question 4

How do people in each color group show Sincere Friendship?

## Reflection

Be prepared to reflect as a large group if time allows.

**CONTINUE**

## Part 3: Working, Living and Interacting with Others

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### OPTION 1: NEW GROUPS

### OPTION 2: SAME GROUPS

*This option is better for chapters that chose Option 1 in the Introduction and Part 2. This allows for the groups from Part 2 to mingle with other True Colors and learn more about them.*

*Divide members into four equally-sized groups by last name (or another random assignment like numbering off) and assign each group a corner using the posters from the Introduction activity: A, B, C, D. Have participants move to their new corners and take the handouts from Part 2 with them (redistribute as necessary). Ideally, each group has a mixture of participants from each Color Group, and one person from each color has a handout or the link to the PDF attachment. Have each group discuss the following questions. These can be viewed in the Participant Activities tab by members:*

1. In each group, ask member who represent each of the four Color Groups to summarize the handout corresponding to their own color. Ask participants to share if they recognize the Motivations and Frustrations described for each Color Group to be reflective of their own personal experience.
  
1. In each group, ask members who represent each of the four Color Groups to share what was discussed in Part 2 surrounding Sincere Friendship and stress.
  - a. How do people in each Color Group show Sincere Friendship?
  - b. Describe how people in your Color Group might respond to stress.
  
1. How are people in each Color Group motivated and engaged at work or as a teammate?
  
1. How could the typical frustrations of each Color Group create barriers to empathy, friendship and collaboration?

OPTION 1: NEW GROUPS

OPTION 2: SAME GROUPS

*This option should be used if you chose Option 2 in Part 2.*

*Members will stay in the same groups and answer the following questions. These can be viewed in the Participant Activities tab by members:*

1. In each group, ask members who represent each of the four Color Groups to summarize the handout corresponding to their own color. Ask participants to share if they recognize the Frustrations described for each Color Group to be reflective of their own personal experience.
1. How would people of each Color Group respond to stress?
1. How could the typical frustrations of each Color Group create barriers to empathy, friendship and collaboration?



**True Colors.pdf**

82.5 KB



## **Option 1 Questions**

If you chose option 1, have your members read through these questions in their mixed True Colors groups.



## Question 1

### Question 1

A member from each color group should summarize the handout corresponding to their own color. Share if you recognize the Motivations and Frustrations described for each Color Group to be reflective of your own personal experience.

## Question 2

### Question 2

Allow someone in the group from each of the four Color Groups to share what was discussed in Part 2 surrounding sincere friendship and stress.

1. How do people in each Color Group show Sincere Friendship?
2. Describe how people in your Color Group might respond to stress.

### Question 3

## Question 3

How are people in each Color Group motivated and engaged at work or as a teammate?

## Question 4

### Question 4

How could the typical frustrations of each Color Group create barriers to empathy, friendship and collaboration?

## **Reflection**

Be prepared to reflect as a large group if time allows.

## **Option 2 Questions**

If you chose option 2, have your members read through these questions in their same groups from Part 2.

## Question 1

### Question 1

Someone in the group from each of the four Color Groups should summarize the handout corresponding to their own color. Share if you recognize the Frustrations described for each Color Group to be reflective of your own personal experience.

## Question 2

### Question 2

Describe how people in each Color Group might respond to stress.



### Question 3

## Question 3

How could the typical frustrations of each Color Group create barriers to empathy/friendship/collaboration?

## Reflection

Be prepared to reflect as a large group if time allows.

**CONTINUE**

# Conclusion: Working, Living and Interacting with Others

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## Insight on Results

“ The True Colors Test is only one of many personality tests available. Other popular tests include the Enneagram and Myers-Briggs. It’s important to remember that, especially as young adults, none of these tests are completely conclusive. You may find your result to be ambiguous, or your result may change over time; however, these tests can be useful to identify traits that may be considered personal strengths and traits that may serve as personal areas for development for each participant. Additionally, we can gain insight on how to approach and work collaboratively with people whose personality types are different from our own by considering the traits associated with the different types.”

**OPTION 1: GROUP REFLECTION**

**OPTION 2: PARTNER REFLECTION**

*This option is better for small- to medium-sized chapters.*

*Come back together as a chapter and ask for volunteers to reflect and share their responses to the following questions:*

1. Having read more about each Color Group, was anyone surprised by their result, or has anyone taken this test before and received a different result than today?
1. By a show of hands, how many people found their result to be reflective of their own personal experience? How many felt like their result was different than their own personal experience?

1. How can you use the typical motivations of your Color Group to better a work environment? A friendship?

1. What can you do to overcome the typical frustrations of your Color Group?

**OPTION 1: GROUP REFLECTION**

**OPTION 2: PARTNER REFLECTION**

*This option is better for medium- to large-sized chapters.*

“ In small groups with members near you, reflect on the following questions. After 2-3 minutes for discussion, one spokesperson from each group can share reflections. These questions can be displayed on a projector/TV, read aloud or viewed in the Participant Activities tab.

1. Is your group comprised of primarily one Color Group, or did you have an even mix of all four Color Groups?

1. How do you see the typical motivations of each Color Group acting in a collaborative way? An opposing way?

1. What can people from each Color Group do to try to overcome the typical frustrations of their group?”

## **Option 2 Questions**

This is meant for chapters choosing option 2 in the conclusion of this seminar.

## Step 1

### Question 1

Is your group comprised of primarily one Color Group or did you have an even mix of all four Color Groups?

## Step 2

### Question 2

How do you see the typical motivations of each Color Group acting in a collaborative way?  
An opposing way?

### Step 3

## Question 3

What can people from each Color Group do to try to overcome the typical frustrations of their group?



## Reflection

Be prepared to reflect on these questions with the larger group.

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**“ Thank you all for participating in the seminar today.**

Hopefully you learned something about yourself and how to improve your interactions with others.”

For those interested, other personality tests can be found here:

**Enneagram:** <https://assessment.yourenneagramcoach.com/>

**Myers-Briggs:** <https://www.16personalities.com/free-personality-test>

## Survey

Provide the following link to four members of your chapter, one from each class. You and those four members will complete the Leading with Values seminar survey to provide feedback to Pi Beta Phi.

[pibetaphi.org/lwvfeedback](http://pibetaphi.org/lwvfeedback)

**FINISH**

# Participant Activities

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## Introduction, Option 2 List of Values

- Charisma
- Compassion
- Dependability
- Finding Answers/Explanations
- Grace
- Rapport
- Resolution
- Sympathy

## Part 1, Option 3 True Colors Test Instructions

Instructions for members: Read through each question listed below. Rank each set of words in each question on a scale of 1 to 4, with 1 being the least like you and 4 being the most like you. You can only use the numbers 1-4 once on each question. For example, on Question 1, you could rank A-1, B-2, C-3 and D-4, with D being the most like you and A being the least like you.

You'll want to find a piece of paper or open a note on your phone to keep track of your rankings and tally these questions up for your results at the end.

### ***Question 1***

A: Active, Opportunistic, Spontaneous

B. Parental, Traditional, Responsible

C. Authentic, Harmonious, Compassionate

D. Versatile, Inventive, Competent

### ***Question 2***

E: Curious, Conceptual, Knowledgable

F. Unique, Empathetic, Communicative

G. Practical, Sensible, Dependable

H. Competitive, Impetupus, Impactful

### ***Question 3***

I. Loyal, Conservative, Organized

J. Devoted, Warm, Poetic

K. Realistic, Open-minded, Adventurousome

L. Theoretical, Seeking, Impatful

### ***Question 4***

M. Concerned, Procedural, Cooperative

N. Daring, Impulsive, Fun

O. Tender, Inspirational, Dramatic

P. Determined, Complex, Composed

### ***Question 5***

Q. Philosophical, Principled, Rational

R. Vivacious, Affectionate, Sympathetic

S. Exciting, Courageous, Skillful

T. Orderly, Conventional, Caring

## Scoring

Add up the scores for each of the following letters:

1.  $A + H + K + N + S = \underline{\quad}$

2.  $C + F + J + O + R = \underline{\quad}$

3.  $B + G + I + M + T = \underline{\quad}$

4.  $D + E + L + P + Q = \underline{\quad}$



**True Colors Table.pdf**

40 KB



**Gold.pdf**

23.1 KB



**Blue.pdf**

23.2 KB





**Green.pdf**  
22.9 KB



**Orange.pdf**  
23.6 KB



## Part 2, Option 1 Questions

## **Option 1 Questions**

This is for chapters that chose option 1. Flip through these questions as a reflection on their True Color.



## Question 1

### Question 1

Did the values you originally gravitated to in the introduction activity match the values of your color result?

## Question 2

### Question 2

Do you find the Motivations and Frustrations described on the handout to be reflective of your own personal experience?

### Question 3

## Question 3

How do people in each Color Group show Sincere Friendship?

## Question 4

### Question 4

Describe how people in your Color Group might respond to stress.

## Question 5

### Question 5

How do you use the typical motivations of your color group as a strength in your daily life?

## Question 6

### Question 6

Have you encountered a typical frustration of the Color Group and how have you dealt with the situation?

## Reflection

Be prepared to share answers with the larger group if time allows.

### Part 2, Option 2 Questions

## **Option 2 Questions**

This is for chapters that chose option 2. Flip through these questions as a reflection on their True Colors.



## Question 1

### Question 1

Did the values you originally gravitated to in the introduction activity match the values of your color result?

## Question 2

### Question 2

Ask someone in the group from each of the four Color Groups to summarize the handout corresponding to their own color. Allow participants to share if they recognize the Motivations described for each Color Group to be reflective of their own personal experience.

### Question 3

## Question 3

What does each Color Group bring to the table in a professional or team work/group work scenario?

## Question 4

### Question 4

How do people in each color group show Sincere Friendship?

## Reflection

Be prepared to reflect as a large group if time allows.

### Part 3, Option 1 Questions

## **Option 1 Questions**

If your chapter chose option 1, read through these questions in your mixed True Colors groups.

## Question 1

### Question 1

A member from each color group should summarize the handout corresponding to their own color. Share if you recognize the Motivations and Frustrations described for each Color Group to be reflective of your own personal experience.

## Question 2

### Question 2

Allow someone in the group from each of the four Color Groups to share what was discussed in Part 2 surrounding sincere friendship and stress.

1. How do people in each Color Group show Sincere Friendship?
2. Describe how people in your Color Group might respond to stress.



### Question 3

## Question 3

How are people in each Color Group motivated and engaged at work or as a teammate?

## Question 4

### Question 4

How could the typical frustrations of each Color Group create barriers to empathy, friendship and collaboration?

## Reflection

Be prepared to reflect as a large group if time allows.

### Part 3, Option 2 Questions

## **Option 2 Questions**

If your chapter chose option 2, read through these questions in your same groups from Part 2.

## Question 1

### Question 1

Someone in the group from each of the four Color Groups should summarize the handout corresponding to their own color. Share if you recognize the Frustrations described for each Color Group to be reflective of your own personal experience.

## Question 2

### Question 2

Describe how people in each Color Group might respond to stress.

### Question 3

## Question 3

How could the typical frustrations of each Color Group create barriers to empathy/friendship/collaboration?

## Reflection

Be prepared to reflect as a large group if time allows.

**Conclusion, Option 2 Questions**



## **Option 2 Questions**

These questions are meant for chapters choosing option 2 in the conclusion of this seminar.

## Step 1

### Question 1

Is your group comprised of primarily one Color Group or did you have an even mix of all four Color Groups?

## Step 2

### Question 2

How do you see the typical motivations of each Color Group acting in a collaborative way?  
An opposing way?

### Step 3

## Question 3

What can people from each Color Group do to try to overcome the typical frustrations of their group?

## Reflection

Be prepared to reflect on these questions with the larger group.

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Thank you for engaging in this seminar, today! Please fill out this survey to give feedback on this *Leading with Values* seminar:  
Working, Living and Interacting with Others

[Complete the Leading with Values survey.](#)

**FINISH**