Colors Personality Quiz

**Describe Yourself:** In the boxes below are groups of word clusters printed *horizontally* in rows. Look at all the choices in the first box (A, B, C, D). Read the words and **decide which of the four letter choices is most like you**. Give that a “4”. Then rank order the next three letter choices from 3-1 in descending preference. You will end up with a box of four letter choices, ranked from “4” (most like you) to “1” (least like you). Continue this process with the remaining four boxes until each have a 4, 3, 2, and 1.

<table>
<thead>
<tr>
<th>Box One</th>
<th>A _____</th>
<th>B _____</th>
<th>C _____</th>
<th>D _____</th>
</tr>
</thead>
<tbody>
<tr>
<td>active</td>
<td>parental</td>
<td>authentic</td>
<td>versatile</td>
<td></td>
</tr>
<tr>
<td>opportunistic</td>
<td>traditional</td>
<td>harmonious</td>
<td>inventive</td>
<td></td>
</tr>
<tr>
<td>spontaneous</td>
<td>responsible</td>
<td>compassionate</td>
<td>competent</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Box Two</th>
<th>E _____</th>
<th>F _____</th>
<th>G _____</th>
<th>H _____</th>
</tr>
</thead>
<tbody>
<tr>
<td>curious</td>
<td>unique</td>
<td>practical</td>
<td>competitive</td>
<td></td>
</tr>
<tr>
<td>conceptual</td>
<td>empathetic</td>
<td>sensible</td>
<td>impetuous</td>
<td></td>
</tr>
<tr>
<td>knowledgeable</td>
<td>communicative</td>
<td>dependable</td>
<td>impactful</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Box Three</th>
<th>I _____</th>
<th>J _____</th>
<th>K _____</th>
<th>L _____</th>
</tr>
</thead>
<tbody>
<tr>
<td>loyal</td>
<td>devoted</td>
<td>realistic</td>
<td>theoretical</td>
<td></td>
</tr>
<tr>
<td>conservative</td>
<td>warm</td>
<td>open-minded</td>
<td>seeking</td>
<td></td>
</tr>
<tr>
<td>organized</td>
<td>poetic</td>
<td>adventuresome</td>
<td>ingenious</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Box Four</th>
<th>M _____</th>
<th>N _____</th>
<th>O _____</th>
<th>P _____</th>
</tr>
</thead>
<tbody>
<tr>
<td>concerned</td>
<td>daring</td>
<td>tender</td>
<td>determined</td>
<td></td>
</tr>
<tr>
<td>procedural</td>
<td>impulsive</td>
<td>inspirational</td>
<td>complex</td>
<td></td>
</tr>
<tr>
<td>cooperative</td>
<td>fun</td>
<td>dramatic</td>
<td>composed</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Box Five</th>
<th>Q _____</th>
<th>R _____</th>
<th>S _____</th>
<th>T _____</th>
</tr>
</thead>
<tbody>
<tr>
<td>philosophical</td>
<td>vivacious</td>
<td>exciting</td>
<td>orderly</td>
<td></td>
</tr>
<tr>
<td>principled</td>
<td>affectionate</td>
<td>courageous</td>
<td>conventional</td>
<td></td>
</tr>
<tr>
<td>rational</td>
<td>sympathetic</td>
<td>skillful</td>
<td>caring</td>
<td></td>
</tr>
</tbody>
</table>

A, H, K, N, S **orange** = _______________  B, G, I, M, T **gold** = _______________
C, F, J, O, R **blue** = _______________  D, E, L, P, Q **green** = _______________

Adapted from: [http://www.nfty.org/_kd/Items/actions.cfm?action=Show&item_id=12*54&destination=ShowItem](http://www.nfty.org/_kd/Items/actions.cfm?action=Show&item_id=12*54&destination=ShowItem)

Prepared by Joe D. Waldrum, Ph.D., Professor – Leadership Development, Community and Economic Development ([jwaldrum@uaex.edu](mailto:jwaldrum@uaex.edu)), University of Arkansas Division of Agriculture.

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Colors Personality Quiz Scoresheet

This scoresheet can be used to simplify the tally from the Colors assessment page.

<table>
<thead>
<tr>
<th>Orange</th>
<th>Gold</th>
<th>Blue</th>
<th>Green</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>B</td>
<td>C</td>
<td>D</td>
</tr>
<tr>
<td>H</td>
<td>G</td>
<td>F</td>
<td>E</td>
</tr>
<tr>
<td>K</td>
<td>I</td>
<td>J</td>
<td>L</td>
</tr>
<tr>
<td>N</td>
<td>M</td>
<td>O</td>
<td>P</td>
</tr>
<tr>
<td>S</td>
<td>T</td>
<td>R</td>
<td>Q</td>
</tr>
</tbody>
</table>

TOTAL  Orange | Gold | Blue | Green

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Blue

I need to feel unique and authentic.

**Enthusiastic, Sympathetic, Personal**
I look for meaning and significance in life.

**Warm, Communicative, Compassionate**
I need to contribute, to encourage, and to care.

**Idealistic, Spiritual, Sincere**
I value integrity and unity in relationships.

**Peaceful, Flexible, Imaginative**
I am a natural romantic, a poet, a nurturer.

In Childhood...

- I was extremely imaginative and found it difficult to fit into the structure of school life.
- I reacted with great sensitivity to discordance or rejection and sought recognition.
- I responded to encouragement rather than competition.

In Relationships...

- I seek harmonious relationships.
- I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

At Work...

- I have a strong desire to influence others so they may lead more significant lives.
- I often work in the arts, communication, education, and helping professions.
- I am adept at motivating and interacting with others.

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 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

I need to follow rules and respect authority.

**Loyal, Dependable, Prepared**
I have a strong sense of what is right and wrong in life.

**Thorough, Sensible, Punctual**
I need to be useful and belong.

**Faithful, Stable, Organized**
I value home, family, and tradition.

**Caring, Concerned, Concrete**
I am a natural preserver, a parent, a helper.

In Childhood…
- I wanted to follow the rules and regulations of the school.
- I understood and respected authority and was comfortable with academic routine.
- I was the easiest of all types of children to adapt to the education system.

In Relationships…
- I am serious and tend to have traditional, conservative views of both love and marriage.
- I enjoy others who can work along with me, building secure, predictable relationships together.
- I demonstrate admiration through the practical things I do for the ones I love.

At Work…
- I provide stability and can maintain organization.
- My ability to handle details and to work hard makes me the backbone of many organizations.
- I believe that work comes before play, even if I must work overtime to complete the task.

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 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

I act on a moment’s notice.

Witty, Charming, Spontaneous
I consider life a game, here and now.

Impulsive, Generous, Impactful
I need fun, variety, stimulation, and excitement.

Optimistic, Eager, Bold
I value skill, resourcefulness, and courage.

Physical, Immediate, Fraternal
I am a natural trouble shooter, a performer, a competitor.

In Childhood…
• Of all types of children, I had the most difficult time fitting into academic routine.
• I learned by doing and experiencing rather than by listening and reading.
• I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

In Relationships…
• I seek a relationship with shared activities and interests.
• I like to explore new ways to energize the relationship.
• In a relationship, I need to be bold and thrive on physical contact.
• I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

At Work…
• I am bored and restless with jobs that are routine and structured.
• I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools.
• I view any kind of tool as an extension of myself.
• I am a natural performer.

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 Bad Day…
• Rudeness and defiance
• Breaking the rules intentionally
• Running away and dropping out
• Use of stimulants
• Acting out boisterously
• Lying and cheating
• Physical aggressiveness
Green

I seek knowledge and understanding.

Analytical, Global, Conceptual
I live by my own standards.

Cool, Calm, Collected
I need explanation and answers.

Inventive, Logical, Perfectionist
I value intelligence, insight, fairness, and justice.

Abstract, Hypothetical, Investigative
I am a natural nonconformist, a visionary, a problem solver.

In Childhood…
- I appeared to be older than my years and focused on my greater interests, achieving in subjects that were mentally stimulating.
- I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

In Relationships…
- I prefer to let my head rule my heart.
- I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

At Work…
- I am conceptual and an independent thinker. For me, work is play.
- I am drawn to constant challenge in careers and like to develop models, explore ideas, or build systems to satisfy my need to deal with innovation.
- Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

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 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

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