



Organizations perform better when everyone feels understood, is fully engaged and works together.

IS YOUR TALENT THRIVING?

The best leaders know that high-performing talent is their most valued asset. While finding and keeping the best people can be difficult, keeping employees engaged, motivated and feeling valued, remains among their most pressing challenges.

One of the biggest barriers to employees thriving at work is their ability to independently navigate personnel issues. In fact, *research shows that almost 60-80% of all difficulties within organizations stem from strained relationships between employees.*¹

At True Colors, we believe effective communication is the key to healthy employee relationships. Effective communication requires understanding personal biases, active listening, and tailoring the delivery of messages to each situation. Investing in your organization's communication skills positively impacts engagement, productivity, turnover, and performance.

True Colors teaches entire organizations how to communicate more effectively and how to apply these techniques for maximum impact. And we do it cost-effectively and quickly.

WELCOME TO TRUE COLORS

Our mission is to improve the performance of organizations by helping people better understand themselves, each other and to value all of our unique differences. True Colors is an impactful, engaging and easy to implement temperament model. We help organizations of all types and sizes achieve better people performance.

For more than 40-years, our user-friendly program has helped organizations understand and recognize individual differences that lead to miscommunication and conflict. True Colors teaches skills for understanding individual personality traits and provides frameworks for applying new communication techniques. We distill complex personality assessment and learning theory into a practical tool that can be applied to virtually all workplace situations.

Our customized programs—supported with expert trainers, online assessments and robust learning materials—can be seamlessly integrated throughout departments and agencies of every size.

¹ Dana, Daniel (2005): *Managing Differences: How to Build Better Relationships at Work and Home*

CEU CREDITS
AVAILABLE

Participants can earn
Continuing Education Unit Credits.

THE BENEFITS ARE REAL AND IMMEDIATE

FOR STAFF MEMBERS, TRUE COLORS ENHANCES:

- Productivity
- Performance
- Conflict resolution skills
- Leadership skills
- Self-esteem
- Communication skills
- Respect & trust building
- Understanding and appreciation of differences

FOR MANAGEMENT AND HR PROFESSIONALS, TRUE COLORS HELPS YOU:

- Motivate and inspire people
- Enhance collaborative relationships
- Make people development a priority
- Resolve conflict
- Build a strong, cohesive team
- Cultivate skills to move your agenda forward

TRUE COLORS PROGRAMS FOR GOVERNMENT AGENCIES

WORKSHOPS

Engaging, interactive and practical for organizations of all sizes, True Colors workshops lead participants through our core temperament methodology. Participants learn how their color spectrum affects their professional and personal relationships. These insights can be very powerful, especially as the success of an organization depends on effective communication and collaboration.

The Personal Success Workshop is the foundation of the True Colors system. Once completed, organizations can choose to build upon what they have learned by continuing their True Colors journey through Advanced Certification Workshops which explore specific areas in more depth.

Personal Success Workshops

Understanding yourself and others leads to improved communication skills and more meaningful relationships. This hands-on and interactive workshop guides participants through the foundational concepts of the True Colors system as it applies to their personal and professional lives. A certified facilitator will come to your company to present your choice of a three-hour or full-day customized workshop.

Team Building

Effective teamwork brings new ideas, helps solve problems, and increases efficiency. This engaging workshop explores the nuances of effective team building which helps departments build more collaborative teams. This training helps guide teams to become high performing through leveraging the True Colors concepts.

Conflict Navigation

Unmanaged conflict in the workplace can stop productivity in its tracks. This seminar explores the nuances of conflict and empowers personnel with strategies to navigate conflict. These insights allow agencies to achieve a culture that values differences and embraces acceptance, resulting in reduced conflict.

Teaching & Learning Styles

Just as everyone has a unique personality, each person also has a preferred learning style. Using a proven methodology, we help participants understand different learning styles so they can develop effective teaching methods to address the learning needs of each individual. The Teaching and Learning Styles training provides key information and strategies for anyone involved in educational programs.

Communication

Understanding the distinctive ways each personality type approaches communication is key. This dynamic workshop helps everyone improve all facets of communication. Participants will learn how to improve verbal/non-verbal communication, written communication, listening skills and how to reduce barriers to clear communication.

GET CERTIFIED

HR professionals and key staff members can become personally trained as Certified True Colors Facilitators to deliver the True Colors methodology to others. At the close of this training, you can lead every person in your organization on their own transformational process of self-discovery, increasing their self-awareness and understanding of others. After taking the Personal Success Certification Training, they will then be qualified to take all the Advanced Certifications which include:

- Team Building
- Conflict Navigation
- Communication
- Teaching & Learning Styles
- True Parenting

Participants can earn Continuing Education Units (CEUs), SHRM and International Coaching Federation (ICF) credits as well as Certification Badges for all completed trainings.

“A tool that was trialed and became the standard for our program is True Colors. Participants connected quickly and easily with the principles of True Colors and reported that they felt it easier to understand than the MBTi. True Colors was chosen for a number of reasons, including the ability to easily self-administer the assessment along with individuals’ immediate connection to the principles covered by the tool.

The social nature of the instrument also provided an appropriate lead into the curriculum to follow, which involved working extensively with others, either individually or in teams. In addition, the True Colors tool was simpler and less expensive to administer.”

**Dr. Frank Herron, Assistant Superintendent
Red Lion Area School District, Red Lion, PA.**

The Online Assessment

This in-depth assessment gives each person unique insights into their own personality type and decision-making style. Each person will discover their full True Colors personality spectrum and receive an in-depth, personalized 25+ page report. The distinctive report describes behavioral tendencies and includes powerfully effective tips for communicating with people of all personality types. Team Reports and Leader Reports are also available.

Live Shows

Actors bring the four True Colors personality types to life in entertaining vignettes to help teachers, staff and students understand more about their personality style. This fun and engaging show helps the audience learn about different personality styles in order to strengthen group understanding and dynamics.

ABOUT TRUE COLORS

True Colors is a global consulting and training company with a proven model for maximizing people performance through better communication. For more than 40-years, our user-friendly personality typing program has helped people of all ages understand and recognize differences that lead to miscommunication and conflict.

A transformative personal development process for your leaders and employees. Contact customer service to get started.

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Valuing Differences - Creating Unity