

# How we Develop our Personality Types

Why are we the way we are? We know that the development of our personality type is independent of that of our parents. We know that a fully functional adult has a complete True Colors schema utilizing all four Colors which allows us to call on characteristics from all four aspects of our temperament type. But don't you wonder how we got that way?

W. Harold Grant believed that personality type has a developmental process which can be observed throughout an individual's life. The early phases of our lives help determine the order of our four Colors and the development of our secondary Color. Our third and fourth Colors are thought to be developed later in life.

Let's take a look at Grant's phases of development

## **From age 0 - 6 years**

At this early age, we use all four of the Colors in an indiscriminate fashion. We "try on" the different Colors for size, determining which ones work best for us. Parents may notice trends in behavior which appear to have the characteristics of one or more types.

## **From 6 - 12 years**

During this phase, our first Color begins to develop and assert itself. If we are Introverted we do this alone, if Extraverted we do this through interaction with others. The first characteristics begin to show themselves as the prevailing aspect of our personality.

## **From 12 - 20 years**

The second Color asserts itself as a powerful support to the first Colors. Since all recent studies point towards the importance of a well-developed team of first AND second Colors, this is an important time of "self-identification". Research suggests that people without a strong second Color to complement their first Color have real problems.

Since the first Color is an information gathering Color, the second Color is a decision making one. Without a decision making process, we would flounder about and never get anything done! As the second Color comes forth, each person begins to develop the ability to make decisions based on his personal value system. This second Color will use the opposite Extraverted/Introverted process as the first Color. For example, if the first Color is Introverted, than the second Color taps into the opposite Extraverted characteristics.

The Introverted/Extraverted characteristic is crucial here because it drives the formation of the third Color leaving the fourth Color to have the opposite Introversion/Extraversion characteristics of the third one. At this age our Color schema is now pretty firmly set in place.

### **From 20 - 35 years**

We begin to use our third Color more frequently and with better success. We continue to make judgments based on the characteristics of our first Color, but we also begin to take action based on personal beliefs rather than depending on the input of others. This is when the search for the unique self that is core to who we are begins.

### **From 35 - 50 years**

We pay attention to our fourth Color. We feel a need to develop it and use it more effectively. We become more aware of our surroundings and begin to take in information from others in a manner that honors our fourth Color. We continue to rely on our first Color to take in information, but we are more able to use our fourth Color than we have ever been able to before in our life. Some researchers have attested that the appearance of our fourth Colors at this phase of life may be responsible for what we commonly call the "mid-life crisis".

### **From 50 onwards**

From this age until our deaths, we have accessibility to all four Colors. However, because we live in a society run predominantly by Gold personality types, we use them in a more disciplined, differentiated manner than when we were very young. Our basic personality type continues to assert itself, but we are able to call upon all four Colors when needed.