



## **Recognizing Extraverts and Introverts by Color Style**

### **Personal Success Seminar Facilitator Guide**

#### **PURPOSE**

The True Colors model can be extended to include the preferences of Extraversion and Introversion. Carl Jung, the father of psychological type, believed that the preferences of Extraversion and Introversion were the most important of personality traits. Extraversion and Introversion refers to the source of one's energy. The primary differences between extraverts and introverts are how they gather energy, how they respond to stimulation, and how they approach knowledge and experience. Adding this concept to the True Colors model will provide greater insights into how individuals gather energy and focus their attention.

Have you ever wondered why some Oranges are like every other Orange, while other Oranges are like no other Oranges? Or why some Golds are like every other Gold, and other Golds are like no other Golds? This is because their colors are either shining inward or outward. If your colors shine outward, then you are an extravert. If your colors shine inward, then you are an introvert. Introverts gather and restore their energy from the internal world of thoughts, ideas and concepts. They process information internally, by taking time to themselves to digest and reflect. Extraverts gather and rejuvenate their energy from the outside world of people, activities and their environment. They process information through social interactions.

The purpose of this exercise is to provide a deeper understanding of the additional differences between the color styles by educating participants on the concepts of Extraversion and Introversion and how these concepts are important in determining how much of our dominant color we show to the rest of the world and how much of it we keep to ourselves. They also have a great influence on the way we approach communication.

#### **OUTCOMES**

1. Enjoy the opportunity to work with people in a group setting who share your same preference for Extraversion or Introversion even if you don't share the same Primary Color.
2. Develop a deeper understanding of the misconceptions associated with color styles, and recognize that ANY of the colors can be Introverted or Extraverted.

#### **PROCESS**

After participants have completed the Brightening Activity and each group has shared their discoveries with the rest of the group, divide the participants into 4 new groups based on their preferences for extraversion or introversion. The groups work together to identify the similarities and differences between extraverted color traits and introverted color traits, documenting their answers on the participant worksheet provided by the facilitator. This worksheet can be downloaded for free at: [www.true-colors.com/storepub.htm](http://www.true-colors.com/storepub.htm).

1. Begin by facilitating a brief discussion. Why are some Oranges, for example, like every other Orange, while other Oranges are like no other Oranges? Has anyone experienced this? Ask participants for personal examples and discuss.
2. Determine which participants are introverted or extraverted. Read a series of extraverted statements and have participants move to one side of the room if they identify with a majority of the extraverted statements. Then read a series of introverted statements and have participants move to the other side of the room if they identify with a majority of the introverted statements. Split each half of the room into two additional groups which should yield you a total of 4 new groups: 2 groups of extraverts and 2 groups of introverts.

**Extroverted statements:**

Take a step to the right if...

1. I know a lot of people and consider them my friends.
2. I tend to speak before I think.
3. I work better with other people around.
4. I tend to be very interactive.
5. I learn better if action comes before concepts and ideas.
6. I enjoy attention.
7. I don't mind interruptions.
8. I talk more than I listen.
9. I am uncomfortable with long silences in conversations.
10. I like knowing a little bit of everything.
11. I lose energy if I'm alone for too long.

**Introverted Statements:**

Take a step to the left if...

1. I consider only deep relationships as friendships.
2. I tend to think before I speak.
3. I work better in solitude.
4. I tend to be quiet and reserved.
5. I learn better if concepts and ideas are presented before action.
6. I prefer not to call attention to myself.
7. I hate interruptions.
8. I often listen but talk a lot about things that are important to me.
9. I appreciate silences and pauses in conversations.
10. I like knowing a lot about specifics.
11. I lose energy if I'm social for too long.

**Extras to consider:**

- If your group is rather small, you may consider having just 2 groups (1 group of introverts and 1 group of extraverts) instead of 4 groups.

3. In their newly formed groups, have each participant complete the participant worksheet by identifying the qualities that make each color style an introvert or an extravert.

**Extras to consider:**

- For the sake of time, you may consider having each group focus on extraverts and introverts of only one particular color style.
- Participants may or may not have difficulty completing the chart depending on their level of comprehension. Be sure to visit each group to assist them, if needed, by clearing up any confusion or misconception.

4. Report out. After the allotted time period expires, have each group report out to the whole.
5. Debrief. As each group shares their answers, make sure to point out the similarities across each of the color styles highlighting that ANY of the colors can be extraverted or introverted. Be sure to also emphasize how these traits affect one's color spectrum. If you are an extravert, your primary color shines brightest because you openly express it to the world. If you are an introvert, your secondary color tends to shine brightest to the world because you keep your primary color to yourself.

## Do your colors shine inward or outward?

### Participant Worksheet Activity (Facilitator Answer Key)

The participant worksheet is designed to be used during the brightening portion of the Personal Success Seminar with the sole purpose of enhancing the quality of seminars by educating participants on the importance of recognizing and understanding how one's preference for extraversion or introversion makes a difference in how we show our True Colors.

The chart below is the answer key supplement to the participant worksheet, and should be used by facilitators to help participants complete their own blank charts, which can be downloaded for free at: [www.true-colors.com/storepub/htm](http://www.true-colors.com/storepub/htm). By completing this chart, participants will have a better understanding of the misconceptions associated with extraverted and introverted color styles.

	EXTRAVERTS	INTROVERTS
COLORS	<ul style="list-style-type: none"> <li>▪ Gather energy from <i>external world</i> of people, activities and things</li> <li>▪ Focus energy <i>outside of self</i></li> <li>▪ Under stimulated by solitude or lack of stimuli</li> <li>▪ Prefer <i>breadth</i> of knowledge and experiences and like knowing a little bit of everything</li> <li>▪ Energy spenders w/ multiplicity of relationships</li> </ul>	<ul style="list-style-type: none"> <li>▪ Gather energy from <i>internal world</i> of ideas, emotions and impressions</li> <li>▪ Focus energy <i>inside of self</i></li> <li>▪ Over stimulated by sociability or too much stimuli</li> <li>▪ Prefer <i>depth</i> of knowledge and experiences and like reflecting and expanding on specific knowledge</li> <li>▪ Energy conservers w/ limited relationships</li> </ul>
GREEN	<ul style="list-style-type: none"> <li>○ thinks out loud so everyone hears</li> <li>○ very vocal about thoughts, ideas and opinions</li> <li>○ prefers bouncing ideas around with others</li> <li>○ values insight from a variety of people</li> </ul>	<ul style="list-style-type: none"> <li>○ thinks quietly so no one hears</li> <li>○ seldom expresses thoughts, ideas and opinions openly</li> <li>○ prefers to reflect on ideas independently</li> <li>○ values insight from a limited amount of people</li> </ul>
ORANGE	<ul style="list-style-type: none"> <li>○ prefers to be the center of attention</li> <li>○ enjoys brainstorming with other people</li> <li>○ likes to have a wide range of options</li> <li>○ values having many friends and resources</li> </ul>	<ul style="list-style-type: none"> <li>○ prefers to run the show from behind the scenes</li> <li>○ enjoys brainstorming freely and independently</li> <li>○ likes to have a few quality options</li> <li>○ values having a few quality friends and resources</li> </ul>
BLUE	<ul style="list-style-type: none"> <li>○ tends to be openly passionate about interests</li> <li>○ shows support by leading the way</li> <li>○ vocally perceptive of people and surroundings</li> <li>○ values connecting with people through interaction</li> </ul>	<ul style="list-style-type: none"> <li>○ tends to be privately passionate about interests</li> <li>○ shows support by working behind the scenes</li> <li>○ quietly perceptive of people and world around them</li> <li>○ values connecting with people through reflection</li> </ul>
GOLD	<ul style="list-style-type: none"> <li>○ verbal about adhering to rules and standards</li> <li>○ prefers to delegate and share responsibilities</li> <li>○ enjoys large family gatherings values having authority in project planning</li> </ul>	<ul style="list-style-type: none"> <li>○ establish written rules and standards to follow</li> <li>○ prefers to take ownership of individual responsibility</li> <li>○ enjoys smaller, more intimate family gatherings</li> <li>○ values being able to assist in project planning</li> </ul>