

SELF AND CAREER AWARENESS: TRUE COLOURS

Directorate:
Counselling and
Career
Development
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Define tomorrow.

UNISA



BACKGROUND

“True Colours” describes four personality types, and translates complicated personality and learning theory into

“one of the easiest, most convenient ways of understanding and appreciating human behaviour.”

OUTCOMES

- Identify
 - personality characteristics and related strengths & growth areas
 - attributes you may admire
 - possible career interests and work environments

TRUE CLOURS

- Each colour has **strengths** and each analyzes, conceptualizes, understands, interacts and learns **differently**.
- These differences, if not acknowledged and understood, can become **barriers to interpersonal communication**, making understanding between people of different types difficult
- There may be variations at times which could be **context specific**.
- There are **NO good or bad personality characteristics** in the true colours.
- Each type has **positive characteristics** as well as **self-development areas**.

Disclaimer

**This is intended to raise self and career awareness.
It is not an absolute answer or scientific for career
choice.**

It is not intended to rigidly classify you.

AIM –

**To think about and to reflect on your strengths and
possible career and work environments**

BLUES

“to love and to be loved”

- ❑ Need to feel unique
- ❑ Value relationships
- ❑ Encourage expression
- ❑ Compromise and cooperate
- ❑ Bring unity
- ❑ Nurture people, plants or animals
- ❑ Share emotions
- ❑ Make decisions based on feelings
- ❑ Need harmony
- ❑ Drawn to nurturing careers
- ❑ Get involved in causes
- ❑ Need opportunities to be creative

GOLDS

“plan it”

- ❑ Dutiful and stable
- ❑ Need to be useful
- ❑ Want to be self-sufficient
- ❑ Value order and organisation
- ❑ Desire punctuality
- ❑ Schedule their lives
- ❑ Make and keep commitments
- ❑ Believe work comes before play
- ❑ Safeguard tradition
- ❑ Responsible and dedicated
- ❑ Drawn to respected occupations
- ❑ Enjoy positions of authority
- ❑ Bring stability to society
- ❑ Measure worth by completion

GREENS

“knowledge is power”

- ❑ Innovative and logical
- ❑ Seek to understand the world
- ❑ Need to be competent
- ❑ Require intellectual freedom
- ❑ Push themselves to improve
- ❑ Thorough in decision-making
- ❑ Value concise communication
- ❑ Believe work is play
- ❑ Drawn to technical/scientific occupations
- ❑ Analyze and rearrange systems
- ❑ Focus on the future
- ❑ Bring innovation to society
- ❑ Look for intellectual stimulation

ORANGES

“where is the action”

- ❑ Free-spirited and spontaneous
- ❑ Impulsive; don't mind taking risks
- ❑ Active and competitive
- ❑ Commit fully or not at all
- ❑ Bring excitement to society
- ❑ Great endurance
- ❑ Drawn to action jobs
- ❑ Need variety
- ❑ Dynamic, animated communicators
- ❑ Like to live in a casual atmosphere

IDEAL WORK ENVIRONMENTS OR STYLES

BLUES

“to love and to be loved”

- Enjoy jobs that allow them to concentrate on people and relationships.
- Occupations that focus on service and the health and welfare of others
- Work best in warm, supportive, harmonious environments where colleagues are free to cooperate and communicate
- Dislike competition, conflict, bureaucracy and domineering authority figures

EXAMPLES – BLUE CAREERS

Actor, Aerobics Teacher, Airline receptionist, Art Therapist, Career Counsellor, Primary School Teacher, English Teacher, Family Lawyer, Fashion Designer, Flight Attendant, Gynaecologist, Health Care Provider, Journalist, Lawyer, Marketing Communication Expert, Marriage and Family Counsellor, Minister, Motivational Speaker, Music Teacher, News Reporter, Paediatrician, Poet, Public Relations Specialist, Social Worker, Speech Therapist, Tour Guide, Travel Agent

IDEAL WORK ENVIRONMENTS OR STYLES

GOLDS *“plan it”*

- Prefer jobs that allow them to be thorough, accurate, systematic
- Prefer work situations where they can see the job through to the end and see results
- Efficient, cooperative workers, respect authority, discipline & punctuality
- Follow established rules and procedures
- Do the right thing, honest, dependable, needs of company above own

EXAMPLES – YELLOW CAREERS

Accountant, Administrative Assistant, Air Traffic Controller, Auditor, Computer Programmer, Corporate Lawyer, Court Reporter, Dental Hygienist, Economist, Financial Planner, Geneticist, History Teacher, Human Resources Manager, Insurance Agent, Judge, Legal Assistant, Librarian, Math Teacher, Medical Doctor, Nurse, Occupational Therapist, Pharmacist, Police Officer, Politician, Radiology Technician, Statistician, Urban Planner

IDEAL WORK ENVIRONMENTS OR STYLES

GREENS

“knowledge is power”

- Driven towards work that involves analytical and creative focus
- Visionary and independent workers
- Most productive when they can perfect an idea then move on and leave the project to be maintained and supported by others
- Prefer minimal structure and little bureaucracy
- Don't mind taking risks in order to test innovative ideas
- Drive to be competent/accurate
- Logical

EXAMPLE – GREEN CAREERS

Acupuncturist, Anthropologist, Archaeologist, Architect, Astronomer, Astrophysicist, Biomedical Engineer, Chemist, Computer Consultant; Systems Analyst; Criminal Lawyer, Criminologist, Dentist, Engineer, Industrial Designer, Marine Biologist, Medical Doctor, Movie Critic, News Writer, Oceanographer, Photographer, Psychiatrist, Psychologist, Radiologist, Science Teacher, Script Writer, Software Programmer, Surgeon, Veterinarian, etc.

IDEAL WORK ENVIRONMENTS OR STYLES

ORANGES

“where is the action”

- Tackle their work with enthusiasm so they can quickly move on to other pursuits
- Great at working under pressure
- Prefer to work in lively, risky, and unpredictable environments
- Don't like boredom and their freedom being limited
- Straightforward and practical; Energy and excitement
- Resourceful, skilful, adaptable, action-oriented
- Get the job done.

EXAMPLE – ORANGE CAREERS

Acting Coach, Athletic Coach, Mechanic, Carpenter, Chef, Child Care Worker, Chiropractor, Choreographer, Comedian, Computer Operator, Dance Teacher, Fire Fighter, Graphic Designer, Interior Designer, Jewellery Maker, Labour Relations Specialist, Marketing Specialist, Painter, Paramedic, Photojournalist, Plumber, Radio or TV Announcer, Real Estate Agent, Sports Nutritionist, Trial Lawyer, X-ray Technician

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- Excerpt from Keys to Personal Success, Lowry (1988), MBTI Manual (1998), sn Manual (1994), & CISS Manual (1992).

Contact us

We are available by e-mail:

- Send an e-mail to counselling@unisa.ac.za should you need to discuss any needs you may have in terms of further support.

Visit our website

For more resources like these, visit our website:

www.unisa.ac.za/counselling

Thank you

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