

Understanding Temperament

Understanding Yourself and Others by Exploring and Honoring Values



**re-
Allow me to introduce myself.**



COMPETENCE



RELATIONSHIPS



FREEDOM & FUN



RESPONSIBILITY

Workbook

This workbook accompanies *Understanding Temperament* in the eLearning Series, *CultureEX™ Guided Transformation Process*.

Presented by:

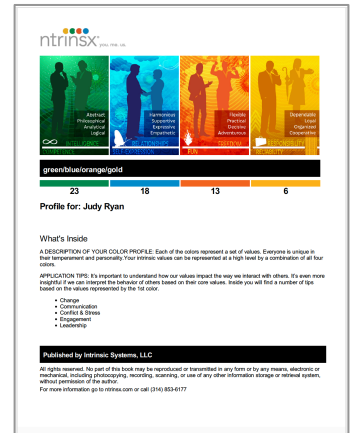


Copyright © LifeWork Systems
All rights reserved. This manual or any portion thereof
may not be reproduced or used in any manner whatsoever
without the express written permission of the publisher.

Leveraging Your Ntrinsx Report

Take time to review your Ntrinsx detailed report. Reflect on specifics for you (in your own words) using your report as a jumping off point. Next, discuss your answers below with your team, individually and as a group. Write on back if you need more room.

1. How do I like to communicate, and how do I like to be communicated with?



2. What behaviors and circumstances cause me stress, in general and on this team?

3. Which ideal workplace conditions matter most to me?

4. What kind of engagement do I most like?

5. What things do I dislike? (e.g., teasing, cussing, etc.)

Leveraging Your Ntrinsx Report (Continued)

6. How do I like to lead?
7. For what colors might I need to flex my listening style?
8. With whom might I need to modify my behavior and how will I?
9. What would be lost if there were no people with my first two colors?
10. What would be lost if there were no people with first two colors from mine?

Understanding Our Group

Take time to review your Group's Information (provided separately). Reflect on specifics for the group. Consider in your **full spectrum** pie chart and in your **work** pie chart. Next, discuss your answers to the questions below with your team, individually and as a group. Write on back if you need more room. We recommend that you make posters (one for each of these answers) with pictures cut from magazines or hand drawn, quotes, poems, words, thoughts or anything else creative to represent each one. Try to involve everyone. Display these in your workplace for all to see.

1. Our group's brightest color is: _____

2. Our greatest **values** are:

3. Our greatest **needs** are:

4. Our greatest **strengths** are:

5. Our greatest **joys** are:

Suggestion: Do a 2nd set of posters for work mode or full profile data.

Shedding Light on Shadows

Take time to review your *Shedding Light on a Shadow* Sheets for your first two colors. Circle the traits you see in the bright and shadow side of your colors. For each you circle, consider what primary value supported the bright or affected your shadow. Put an X by the top 3 bright side and shadow side characteristics. Check in with **kind** friends or co-workers to get their feedback on both in the event that you have some blind spots to consider.



Shedding Light on a Shadow

The Shades of **GREEN**... I am and Can Be:

Green "Bright Sides"
I Am:

Green "Shadow Sides"
I Can Be:

Primary Value(s)
I am Seeking

		Intelligence	Competence	Independence	Emotional Stability
Knowledgeable, intellectual	"A know-it-all"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deep-thinking, quiet	Aloof, unemotional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Curious and analytical	Indecisive & procrastinating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Idealistic	Unrealistic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competent	Arrogant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Highly observant	Critical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Great with words	Sarcastic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Honest with praise	Sparing with praise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visionary	Ignoring life's necessities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hard-working	Workaholic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attention to detail	Perfectionistic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Calm, reserved	Cold	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conceptual	Too abstract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rational	Unemotional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Determined	Relentless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent	Uncooperative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fascinating	Pedantic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expedient	Caustic and impatient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ingenuous	Always doing "my way"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shedding Light on Shadows



Shedding Light on a Shadow

The Shades of **BLUE**... I am and Can Be:

Blue "Bright Sides"
I Am:

Blue "Shadow Sides"
I Can Be:

Primary Value(s)
I am Seeking

		<div style="display: flex; justify-content: space-around;"> Inspiration Imagination Harmony Authenticity </div>			
		↓	↓	↓	↓
Compassionate	Co-dependent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concerned	Smothering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Imaginative	Embellishing the truth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supportive	Martyr	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Optimistic	Unrealistic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient	Too lenient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peaceful and accepting	Avoiding conflict	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In touch with feelings	Hysterical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Great communicator	Too talkative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intuitive and spiritual	Compulsively "seeking"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Genuine	Over-emotional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sensitive	Easily hurt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good listener	Nosy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good counselor	Giving too much advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Romantic	Mushy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiastic	Blind to faults	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Passionate for causes	Overly idealistic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible	Wishy-washy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Polite	Overly conforming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shedding Light on Shadows



Shedding Light on a Shadow

The Shades of **ORANGE**... I am and Can Be:

Orange "Bright Sides"

I Am:

Orange "Shadow Sides"

I Can Be:

Primary Value(s)

I am Seeking

			Fun	Freedom
				Leadership
				Resourcefulness
Incredibly Funny	Insensitive		<input type="checkbox"/>	<input type="checkbox"/>
Spontaneous	Impulsive		<input type="checkbox"/>	<input type="checkbox"/>
Sexy	Insensitive		<input type="checkbox"/>	<input type="checkbox"/>
Solving, hands-on, now	Not considering future		<input type="checkbox"/>	<input type="checkbox"/>
Creative	Unrealistic		<input type="checkbox"/>	<input type="checkbox"/>
Flexible	Flaky, Not punctual		<input type="checkbox"/>	<input type="checkbox"/>
Calm in Chaos	Creating chaos		<input type="checkbox"/>	<input type="checkbox"/>
Direct	Rude and/or loud		<input type="checkbox"/>	<input type="checkbox"/>
Stylish	Inappropriate		<input type="checkbox"/>	<input type="checkbox"/>
Ambitious	Opportunistic		<input type="checkbox"/>	<input type="checkbox"/>
Skillful	Too risk-taking		<input type="checkbox"/>	<input type="checkbox"/>
Motivating	Pushy		<input type="checkbox"/>	<input type="checkbox"/>
Fun and Exciting	Irresponsible		<input type="checkbox"/>	<input type="checkbox"/>
Resourceful	Ignoring rules		<input type="checkbox"/>	<input type="checkbox"/>
Doing things now	Impatient		<input type="checkbox"/>	<input type="checkbox"/>
A great performer	Self-centered		<input type="checkbox"/>	<input type="checkbox"/>
Confidently convincing	Manipulative		<input type="checkbox"/>	<input type="checkbox"/>
Easy-going	Lazy, unprepared		<input type="checkbox"/>	<input type="checkbox"/>
Physically confident	Physically aggressive		<input type="checkbox"/>	<input type="checkbox"/>

Shedding Light on Shadows



Shedding Light on a Shadow

The Shades of **GOLD**... I am and Can Be:

Gold “Bright Sides”
I Am:

Gold “Shadow Sides”
I Can Be:

Primary Value(s)
I am Seeking

			Practicality	Fairness	Stability	Responsibility
			↓	↓	↓	↓
Stable	Rigid		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practical	Inflexible		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Realistic	Unimaginative		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsible	Controlling		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependable	Overly Predictable		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Secure	Overzealous		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Goal-Oriented	Narrow-minded about options		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate	Too Conforming		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loyal	“Blind Loyalty”		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Honest	Obstinate as to “the facts”		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent	“Stuck”		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respectful	Two-faced with some people		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moral	Self-Righteous		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Well-Organized	Bossy		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thorough	Perfectionistic		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fair	Too “Eye-for-an-Eye”		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traditional	Narrow-minded		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliable	Not Spontaneous		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concerned	A Worrier, even “Whiny”		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Lighting Up Shadows

Below, write down some of the less desirable behaviors you exhibit. Then write down some alternative behaviors you can express through words and actions that will help you manifest your positive primary values.

My first least favorite behavior and the positive primary values I'm seeking:

Here's what I can say and do to manifest my positive, primary values:

My second least favorite behavior and the positive primary values I'm seeking:

Here's what I can say and do to manifest my positive, primary values:

The Ideal Workplace

Find others with the same first color as you. All four groups design the ideal workplace for their group. Feel free to design it in any way you want. Afterwards, each group will present the ideal workplace with all the color groups. Consider some of the following questions:

Where is your ideal workplace? What does it look like? What are some of its most noticeable aspects that support your brightest color?

In your ideal workplace, what are people doing? How do they behave?

In your ideal workplace, what is your ideal day?

Once everyone has presented their ideal workplace, blended color groups work together to design the *blended* ideal workplace, which incorporates elements from all four color groups' presentations. Someone should write down those elements and then the *blended* group will present the *blended* ideal workplace to everyone.

As you consider the ideal workplace for each color, what are elements we can begin to put into place *right away*?



Typical Inner Conflicts Between Primary and Secondary Colors

For Green/Blue and Blue/Green:

Independent Thinking/Nurturing

Logic/Intuition

Time Alone/Friendship

Respect for Self/Compassion (for others)

Personal Space/Affection

Competency/Compassion

Intellect/Spirituality

Some Color Strengths to Brighten: Gold Practicality and Orange Sense of Humor

For Orange/Green and Green/Orange:

Risk-taking/Integrity

Risk-taking/Competency

Play/Time Alone

Humor/Logic

Affection/Personal Space

Being Center-Stage/Independent Thinking

Some Color Strengths to Brighten: Blue Empathy and Gold Practicality

For Orange/Blue and Blue/Orange:

Being Center-Stage/Nurturing

Independence/Friendship

Risk-taking/Harmony

Leadership/Affection

Adventure/Honesty

Sexuality/Romance

Some Color Strengths to Brighten: Green Logic and Gold Practicality



Typical Inner Conflicts Between Primary and Secondary Colors

For Green/Gold and Gold/Green:

Ingenuity/Stability

Independent Thinking/Responsibility

The “Big Picture”/Consistency

Integrity/Social Status

Strategy/Practicality

Time Alone/Caring

Some Color Strengths to Brighten: Blue Empathy and Orange Sense of Humor

For Gold/Blue and Blue/Gold:

Rules/Compassion

Practicality/Intuition

Hard Work/Imagination

Social Status/Compassion

Responsibility/Inspiration

Order/Nurturing

Some Color Strengths to Brighten: Green Logic and Orange Sense of Humor

For Orange/Gold and Gold/Orange:

Fun/Rules

Adventure/Hard Work

Flexibility/Consistency

Risk-taking/Consistency

Spontaneity/Reliability

Excitement/Dependability

Sexuality/Caring



Resolving Inner Conflict

Look at your inner conflict combo and consider where you have your greatest conflicts. These are often reflected in your relationships too. Below is an example of how you might consider this information regarding your inner conflicts.

For Green/Blue and Blue/Green:

Independent Thinking/Nurturing

Logic/Intuition

Time Alone/Friendship

Respect for Self/Compassion (for others)

Personal Space/Affection

Competency/Compassion

Intellect/Spirituality

Some Color Strengths to Brighten: Gold Practicality and Orange Sense of Humor

EXAMPLE: Sometimes I am a recluse and shy. I mainly get excited when sharing ideas about how to make the world better. I want to nurture friendships and I also like to spend time alone and with those who think deeply and have a clear purpose. I get so focused on seeing where things could improve, I often forget to show my heart and love for people as they are. Some may think I don't feel compassion or much emotion. That because I lead with analyzing. Sometimes I wish I could turn off my logical mind and relax more, nurturing myself and others. I tend to find unconventional ways to experience my spirituality, more privately than in community. My biggest conflict is pushing people for improvement when sometimes they either don't want to, or they just want nurturing or acceptance as they are. I can then overwhelm them with ideas and the speed in what I see is possible in my visions for them. My green definitely leads and when I slow down, I remember to show my blue heart, and to let go, to help people by accepting them first, by showing my affection, and relaxing. **You?**

Do I Choose Daily to Love Me as a Unique Person?



You don't have to be what other people want you to be. You don't have to be interesting or agreeable or entertaining. You don't have to tone yourself down, quiet your voice, or hide your feelings. You don't have to be outgoing or spontaneous or sociable. You don't have to be thin or beautiful or anyone's definition of attractive.

You don't have to be anyone other than who you authentically are, and you sure as hell don't have to spend your time and energy trying to convince people that you're worth keeping around. The right people are going to recognize your worth. They are going to respect you, appreciate you, and accept you, without forcing you to compromise who you are.

Life is too short and your happiness is far too important to make room for anyone who treats you otherwise.

~ Daniell Koepke

Self-Love and Self-Acceptance: *Required for Emotional and Social Intelligence.*

Ntrinsx Color Quiz

1.	What color has no problem committing to fast answers ?	
2.	What color has a bright side of being traditional but a shadow side of narrow-minded ?	
3.	If you are gold , what color do you most likely share the value of family traditions ?	
4.	What color has predictability as a value?	
5.	What color likes to see all options before committing ?	
6.	Name two colors most likely to be on time ?	
7.	If you are green , what color do you most likely share the value of inventiveness ?	
8.	What color has the bright side of independence but in the shadow is uncooperative ?	
9.	What color has imagination as a value?	
10.	What color does not particularly like group work because they prefer to think independently ?	
11.	What color has a bright side of incredibly funny and when in the shadow becomes insensitive ?	
12.	What color has practicality as a value?	
13.	Jim Carrey is most likely NOT these two colors	
14.	What color has bright side of being competent but a shadow side of being arrogant	
15.	If you are blue , what color do you most likely share in being idealistic ?	
16.	What color needs to stay busy or distracted and benefits from games and puzzles ?	
17.	What color has no problem hugging ?	
18.	What color has a primary value of emotional stability	
19.	What color has a bright side of spontaneous and when in the shadow becomes impulsive ?	
20.	What color likes to be told they are doing things correctly ?	
21.	What color has the bright side of compassionate but in the shadow is co-dependent ?	
22.	What color has stability as a value?	
23.	What color has the greatest ability to see the big picture ?	
24.	What color has internal leadership as a value?	
25.	If you are orange , what color do you most likely share the value of creativity ?	
26.	What color has privacy as a value?	
27.	What color has a bright side of flexible and when in the shadow becomes flaky ?	
28.	Name two colors most likely to be detail-oriented ?	
29.	If you are gold , what color do you think also values privacy ?	
30.	What color has fun as a value?	
31.	What color has relationships as a value?	
32.	What color makes life fun ?	
33.	If you are orange , what color do you most likely share the value of enthusiasm ?	
34.	What color has a bright side of direct and when in the shadow becomes rude ?	

35.	Name the color most likely to be a systems thinker ?	
36.	What color has the bright side of supportive but in the shadow is martyr ?	
37.	What color has fairness as a value?	
38.	What color has a bright side of being well-organized but a shadow side of bossy	
39.	What color has resourcefulness as a value?	
40.	What color likes when people are comforted ?	
41.	What color would most likely use checklists ?	
42.	What color has inspiration as a value?	
43.	What color has sincerity as a value?	
44.	What color has a bright side of deep-thinking and quiet and when in the shadow becomes aloof, unemotional ?	
45.	If you are blue , what color do you most likely share in being community-minded ?	
46.	What color has a bright side of being moral but a shadow side of self-righteous	
47.	What color likes to use illustrations ?	
48.	What color has independence as a value?	
49.	What color has a bright side of ambitious and when in the shadow becomes opportunistic ?	
50.	What color has responsibility as a value?	
51.	What color has the bright side of sensitive but in the shadow is easily hurt ?	
52.	If you are green , what color do you most likely share the value of flexibility ?	
53.	What color has a bright side of being consistent but a shadow side of “stuck” ?	
54.	What color most values clarity of instructions ?	
55.	What color has a shadow side of being workaholic ?	
56.	What color has dependability as a value?	
57.	What color has adventure as a value?	
58.	If you are gold , what color do you most likely share in appreciation of rules ?	
59.	What two colors like to make things beautiful ?	
60.	What color has a bright side of being secure but a shadow side of overzealous ?	
61.	What is a color that most values people ?	
62.	What color has competence as a value?	
63.	If you are orange , what color do you most likely share the value of variety ?	
64.	What color has optimism as a value?	
65.	What color has a bright side of being concerned but a shadow side of a worrier, whiny ?	
66.	What color has a bright side of conceptual but a shadow side of too abstract ?	
67.	What color has a bright side of motivating and when in the shadow becomes pushy ?	
68.	Name two colors likely to be late ?	
69.	If you are blue , what color do you most likely share in being think abstractly ?	
70.	What color has action as a value?	

71.	What color needs reassurance you will help them if they need it?	
72.	What color has the bright side of peaceful/accepting but in the shadow avoids conflict ?	
73.	What color has consistency as a value?	
74.	If you are green , what color do you most likely share the value of detail-oriented ?	
75.	What color has decisiveness as a value?	
76.	What color has a bright side of being dependable but a shadow side of overly predictable ?	
77.	What color has loyalty as a value?	
78.	What color has authenticity as a value?	
79.	If you are blue , what color do you most likely share in being enthusiastic ?	
80.	What color often acts neat and orderly ?	
81.	Name the color most likely to be spontaneous ?	
82.	If you are green , what color do you most likely share the value of thinking abstractly ?	
83.	What color has the bright side of good listener but in the shadow is nosy ?	
84.	What color has a bright side of innovative but a shadow of perfectionism ?	
85.	What color has a bright side of fun and exciting and when in the shadow becomes irresponsible ?	
86.	What color has harmony as a value?	
87.	If you are orange , what color do you most likely share the value of respecting rules ?	
88.	What color has the bright side of optimistic but in the shadow is unrealistic ?	
89.	What color has logic as a value?	
90.	What color has a bright side of resourceful and when in the shadow ignores the rules ?	
91.	Which two are most likely to think first ?	
92.	What color has a bright side of visionary but a shadow side that turns to ignoring life's necessities ?	
93.	If you are blue , what color do you most likely share in being service-oriented ?	
94.	If you are gold , what color do you think might also value cooperation ?	
95.	What color has the bright side of romantic but in the shadow is mushy ?	
96.	What color has a bright side of a great performer and when in the shadow becomes self-centered ?	
97.	What color has a bright side of being responsible but a shadow side of controlling ?	
98.	What color has punctuality as a value?	
99.	What color has complexity as a value?	
100.	Name two colors likely to think first ?	
101.	What color has the bright side of polite but in the shadow is overly-conforming ?	
102.	If you are green , what color do you most likely share the value of privacy ?	
103.	Which color is most likely to act first?	

104. What color has sharing as a value?	
105. What color has a bright side of great with words and when in the shadow becomes sarcastic ?	
106. What color has a bright side of being flexible but in the shadow is wishy-washy ?	
107. Name two colors likely to be storytellers ?	
108. What color has a bright side of being realistic but a shadow side of unimaginative ?	
109. If you are blue , what color do you most likely share in being creative ?	
110. If you are gold , what color do you most likely share in being detail-oriented ?	
111. What color has a bright side of easy-going and when in the shadow becomes lazy, unprepared ?	
112. What color has perfection as a value?	
113. What color has a bright side of being intuitive and spiritual but in the shadow is compulsively seeking ?	
114. If you are green , what color do you most likely share the value of idealism ?	
115. What color has informality as a value?	
116. What color has loving as a value?	
117. If you are orange , what color do you most likely share the value of concrete ?	
118. What color has a bright side of knowledgeable and intellectual but when in the shadow side is a know-it-all ?	
119. What color has a bright side of being expedient but in the shadow is caustic and impatient ?	
120. Which color is most likely to get to the point ?	
121. What color has spontaneity as a value?	
122. What color has honesty as a value?	
123. If you are orange , what other color is easily bored ?	
124. What color has a bright side of being stable but a shadow side of rigid ?	
125. Which color focuses most on the big picture ?	
126. If you are gold , what color also likes things to be concrete ?	
127. What color has a bright side of being ingenious but a shadow side of always doing things "my way" ?	

Ntrinsx Color Quiz – Answer Key

1. What color has no problem committing to fast answers ?	(ORANGE)
2. What color has a bright side of being traditional but a shadow side of narrow-minded ?	(GOLD)
3. If you are gold , what color do you most likely share the value of family traditions ?	(BLUE)
4. What color has predictability as a value?	(GOLD)
5. What color likes to see all options before committing ?	(GREEN)
6. Name two colors most likely to be on time ?	(GREEN & GOLD)
7. If you are green , what color do you most likely share the value of inventiveness ?	(ORANGE)
8. What color has the bright side of independence but in the shadow is uncooperative ?	(GREEN)
9. What color has imagination as a value?	(BLUE)
10. What color does not particularly like group work because they prefer to think independently ?	(GREEN)
11. What color has a bright side of incredibly funny and when in the shadow becomes insensitive ?	(ORANGE)
12. What color has practicality as a value?	(GOLD)
13. Jim Carrey is most likely NOT these two colors	(GOLD & GREEN)
14. What color has bright side of being competent but a shadow side of being arrogant	(GREEN)
15. If you are blue , what color do you most likely share in being idealistic ?	(GREEN)
16. What color needs to stay busy or distracted and benefits from games and puzzles ?	(ORANGE)
17. What color has no problem hugging ?	(BLUE)
18. What color has a primary value of emotional stability	(GREEN)
19. What color has a bright side of spontaneous and when in the shadow becomes impulsive ?	(ORANGE)
20. What color likes to be told they are doing things correctly ?	(GOLD)
21. What color has the bright side of compassionate but in the shadow is co-dependent ?	(BLUE)
22. What color has stability as a value?	(GOLD)
23. What color has the greatest ability to see the big picture ?	(GREEN)
24. What color has internal leadership as a value?	(ORANGE)
25. If you are orange , what color do you most likely share the value of creativity ?	(BLUE)
26. What color has privacy as a value?	(GREEN)
27. What color has a bright side of flexible and when in the shadow becomes flaky ?	(ORANGE)
28. Name two colors most likely to be detail-oriented ?	(GREEN & GOLD)
29. If you are gold , what color do you think also values privacy ?	(GREEN)
30. What color has fun as a value?	(ORANGE)
31. What color has relationships as a value?	(BLUE)
32. What color makes life fun ?	(ORANGE)
33. If you are orange , what color do you most likely share the value of enthusiasm ?	(BLUE)
34. What color has a bright side of direct and when in the shadow becomes rude ?	(ORANGE)
35. Name the color most likely to be a systems thinker ?	(GREEN)

36. What color has the bright side of supportive but in the shadow is martyr ?	(BLUE)
37. What color has fairness as a value?	(GOLD)
38. What color has a bright side of being well-organized but a shadow side of bossy	(GOLD)
39. What color has resourcefulness as a value?	(ORANGE)
40. What color likes when people are comforted ?	(BLUE)
41. What color would most likely use checklists ?	(GOLD)
42. What color has inspiration as a value?	(BLUE)
43. What color has sincerity as a value?	(BLUE)
44. What color has a bright side of deep-thinking and quiet and when in the shadow becomes aloof, unemotional ?	(GREEN)
45. If you are blue , what color do you most likely share in being community-minded ?	(GOLD)
46. What color has a bright side of being moral but a shadow side of self-righteous	(GOLD)
47. What color likes to use illustrations ?	(BLUE)
48. What color has independence as a value?	(GREEN)
49. What color has a bright side of ambitious and when in the shadow becomes opportunistic ?	(ORANGE)
50. What color has responsibility as a value?	(GOLD)
51. What color has the bright side of sensitive but in the shadow is easily hurt ?	(BLUE)
52. If you are green , what color do you most likely share the value of flexibility ?	(ORANGE)
53. What color has a bright side of being consistent but a shadow side of "stuck" ?	(GOLD)
54. What color most values clarity of instructions ?	(GOLD)
55. What color has a shadow side of being workaholic ?	(GREEN)
56. What color has dependability as a value?	(GOLD)
57. What color has adventure as a value?	(ORANGE)
58. If you are gold , what color do you most likely share in appreciation of rules ?	(ORANGE)
59. What two colors like to make things beautiful ?	(BLUE & ORANGE)
60. What color has a bright side of being secure but a shadow side of overzealous ?	(GOLD)
61. What is a color that most values people ?	(BLUE)
62. What color has competence as a value?	(GREEN)
63. If you are orange , what color do you most likely share the value of variety ?	(GREEN)
64. What color has optimism as a value?	(BLUE)
65. What color has a bright side of being concerned but a shadow side of a worrier, whiny ?	(GOLD)
66. What color has a bright side of conceptual but a shadow side of too abstract ?	(GREEN)
67. What color has a bright side of motivating and when in the shadow becomes pushy ?	(ORANGE)
68. Name two colors likely to be late ?	(ORANGE & BLUE)
69. If you are blue , what color do you most likely share in being think abstractly ?	(GREEN)
70. What color has action as a value?	(ORANGE)
71. What color needs reassurance you will help them if they need it?	(GOLD)
72. What color has the bright side of peaceful/accepting but in the shadow avoids conflict ?	(BLUE)

73. What color has consistency as a value?	(GOLD)
74. If you are green , what color do you most likely share the value of detail-oriented ?	(GOLD)
75. What color has decisiveness as a value?	(ORANGE)
76. What color has a bright side of being dependable but a shadow side of overly predictable ?	(GOLD)
77. What color has loyalty as a value?	(GOLD)
78. What color has authenticity as a value?	(BLUE)
79. If you are blue , what color do you most likely share in being enthusiastic ?	(ORANGE)
80. What color often acts neat and orderly ?	(GOLD)
81. Name the color most likely to be spontaneous ?	(ORANGE)
82. If you are green , what color do you most likely share the value of thinking abstractly ?	(BLUE)
83. What color has the bright side of good listener but in the shadow is nosy ?	(BLUE)
84. What color has a bright side of innovative but a shadow of perfectionism ?	(GREEN)
85. What color has a bright side of fun and exciting and when in the shadow becomes irresponsible ?	(ORANGE)
86. What color has harmony as a value?	(BLUE)
87. If you are orange , what color do you most likely share the value of respecting rules ?	(GOLD)
88. What color has the bright side of optimistic but in the shadow is unrealistic ?	(BLUE)
89. What color has logic as a value?	(GREEN)
90. What color has a bright side of resourceful and when in the shadow ignores the rules ?	(ORANGE)
91. Which two are most likely to think first ?	(GREEN & GOLD)
92. What color has a bright side of visionary but a shadow side that turns to ignoring life's necessities ?	(GREEN)
93. If you are blue , what color do you most likely share in being service-oriented ?	(GOLD)
94. If you are gold , what color do you think might also value cooperation ?	(BLUE)
95. What color has the bright side of romantic but in the shadow is mushy ?	(BLUE)
96. What color has a bright side of a great performer and when in the shadow becomes self-centered ?	(ORANGE)
97. What color has a bright side of being responsible but a shadow side of controlling ?	(GOLD)
98. What color has punctuality as a value?	(GOLD)
99. What color has complexity as a value?	(GREEN)
100. Name two colors likely to think first ?	(GREEN & GOLD)
101. What color has the bright side of polite but in the shadow is overly-conforming ?	(BLUE)
102. If you are green , what color do you most likely share the value of privacy ?	(GOLD)
103. Which color is most likely to act first?	(ORANGE)
104. What color has sharing as a value?	(BLUE)
105. What color has a bright side of great with words and when in the shadow becomes sarcastic ?	(GREEN)
106. What color has a bright side of being flexible but in the shadow is wishy-washy ?	(BLUE)
107. Name two colors likely to be storytellers ?	(ORANGE & BLUE)

108. What color has a bright side of being realistic but a shadow side of unimaginative ?	(GOLD)
109. If you are blue , what color do you most likely share in being creative ?	(ORANGE)
110. If you are gold , what color do you most likely share in being detail-oriented ?	(GREEN)
111. What color has a bright side of easy-going and when in the shadow becomes lazy, unprepared ?	(ORANGE)
112. What color has perfection as a value?	(GREEN)
113. What color has a bright side of being intuitive and spiritual but in the shadow is compulsively seeking ?	(BLUE)
114. If you are green , what color do you most likely share the value of idealism ?	(BLUE)
115. What color has informality as a value?	(ORANGE)
116. What color has loving as a value?	(BLUE)
117. If you are orange , what color do you most likely share the value of concrete ?	(GOLD)
118. What color has a bright side of knowledgeable and intellectual but when in the shadow side is a know-it-all ?	(GREEN)
119. What color has a bright side of being expedient but in the shadow is caustic and impatient ?	(GREEN)
120. Which color is most likely to get to the point ?	(GREEN)
121. What color has spontaneity as a value?	(ORANGE)
122. What color has honesty as a value?	(GOLD)
123. If you are orange , what other color is easily bored ?	(GREEN)
124. What color has a bright side of being stable but a shadow side of rigid ?	(GOLD)
125. Which color focuses most on the big picture ?	(GREEN)
126. If you are gold , what color also likes things to be concrete ?	(ORANGE)
127. What color has a bright side of being ingenious but a shadow side of always doing things “my way” ?	(GREEN)

It Just Got Real!

Name _____

Date _____

A-Ha Idea

Challenges

Resources (How you will overcome challenges/barriers)

1

Next Step

Date

A-Ha Idea

Challenges

Resources (How you will overcome challenges/barriers)

2

Next Step

Date