True Colors
Learning Styles / Personalities
PRESENTED BY
AMADOR RAMIREZ
1. I have an organized and orderly house.
2. I often cry during sad movies.
3. I have a sense of humor others think is weird.
4. I would go mountain climbing right now if I could.
5. I discuss intellectual ideas more often than relationship issues.
6. I love to watch all kinds of sports.
7. I think it is more important to be right than liked.
8. I promptly return things that I borrow.
9. I laugh a lot.
10. I usually think before I speak.
11. I like reading steamy romance novels.
12. I do the dishes as I cook so that when I sit down to eat, the kitchen is already clean.
13. I know how to install computer software.
14. I hate being late and it is rare when I am late.
15. I can easily argue both sides of an issue—and I like it!
16. I’m open-minded to learning something new at this presentation.
1. What is your greatest strength?
2. What is your greatest weakness?
3. List your pet “peeve”...
4. What do you value the most?
5. If you could change one thing about yourself, what would it be? (controlled)
6. If you could go back in time, what would you change? (not controlled)
ICE BREAKER

• Form a team of 4....
  ○ 1’s and 2’s together, 3’s and 4’s together.
  ○ Choose “as a GROUP” 3 of the 6 questions to address.
  ○ Spend a few minutes answering the questions by interviewing a person with an opposite number. 1 interviews 2, vice versa... 3 interviews 4, vice versa...
  ○ Share with the rest by sharing your partner’s responses.
ICE BREAKER

• WHY DID YOU “AS A GROUP” CHOOSE THE 3 OPTIONS THAT YOU CHOSE?
Leaders and Followers

- J. M. Burns in Leadership, 1978
  “Leader and followers raise one another to higher levels of morality and motivation.”

- What is a leader?
- What is a follower?
- Is it more difficult to be leader or a follower?
Leaders for the future must recognize that they will be followers as well as leaders. In order to get things done, one person must lead; the others must follow. Effective followers, however, do not follow blindly. In fact, effective followers need similar skills to those required of effective leaders. In order to succeed, one has to realize that being a leader or a follower is a role, NOT a personal trait. If you are effective at being a follower, you will probably be effective as a leader.”
Four qualities that effective followers should possess:

1. They manage **themselves** well.
2. They are committed to the **organization** and to a purpose.
3. They build their competence and focus their efforts to maximum impact.
4. They are courageous, honest, and **credible**.
James Baldwin

- Unless someone returns good for evil and breaks the cycle of violence, it will go on perpetually.

- How, as leaders and followers in the educational arena, can we break the cycle of violence, aggression, and hate in our society?
Learning Styles

• Attributes of:
  - Visual
  - Auditory
  - Kinesthetic
Learning Styles Checklist

- Visual
- Auditory
- Kinesthetic

Take “Learning Styles” Assessment HANDOUT
Learning Styles Strength Characteristics

- **VISUAL**
  - Learns by seeing; watching demonstrations
  - Likes description; sometimes stops reading to stare into space and imagine scene; intense concentration
  - Recognizes words by sight
  - Remembers faces, forgets names; writes things down
  - Generally unaware of sound
  - Emotionally – stares when angry, cries easily, beams when happy
  - Communication – Quiet; does not talk at length
  - Neat appearance, likes order
Learning Styles Strength Characteristics

- **AUDITORY**
  - Learns by hearing; watching demonstrations
  - Enjoys dialogue, plays; avoids lengthy description, unaware of illustrations, moves lips or sub vocalizes
  - Uses a phonics approach
  - Remembers names, forgets faces
  - Easily distracted by sounds
  - Emotionally – shouts with joy or anger; blows up verbally but soon calms down
  - Communication – enjoys listening but cannot wait to talk
  - Appearance – matching clothes not so important

**I hear what you’re saying**
Learning Styles Strength Characteristics

- **KINESTHETIC**
  - Learns by doing; direct involvement
  - Prefers stories where action occurs early; fidgets when reading; not an avid reader
  - Often is a poor speller, writes words to determine if they “feel” right
  - Remembers best what was done, not what was seen or talked about
  - Not attentive to visual, auditory presentation seems distractible
  - Emotionally – jumps for joy, pounds when angry
  - Communication – gestures when speaking
  - Neat appearance, but soon wrinkled through activity
RECOMMENDATIONS

- **VISUAL**
  - Sit at front & center of classroom
  - Work in a quiet place; work alone
  - Keep paper & pencil handy

- **AUDITORY**
  - Talk things through; read aloud
  - Discuss ideas out loud

- **KINESTHETIC**
  - Use color; vary activities
  - Play music in the background
  - Do presentations rather than reports or lectures
Learning Styles (hemisphericity)

• Attributes of:
  o Analytical (Left Brain)
  o Global (Right Brain)
Learning Styles (hemisphericity)

- Attributes of:
  - Analytical (Left Brain)
  - Global (Right Brain)

Take “Learning Styles” hemisphericity assessment HANDOUT
Learning Styles (hemisphericity)

- Characteristics (Analytic) - LEFT
  - works alone
  - go step by step
  - do one task at a time
  - work independently
  - does not mind criticism
  - likes organization
  - likes individual competition
Learning Styles (hemisphericity)

- **Characteristics (Analytic) - LEFT**
  - prefers options
  - concentrates on tasks at hand
  - wants to know exactly what they did wrong
  - don’t like vague questions, such as “...suppose...”
Learning Styles (hemisphericity)

- **What they are likely to say: (ANALYTIC)**
  - Does spelling count?
  - Should I skip lines?
  - What are you really looking for?
  - What comes first? Second?
  - Please check my work before I hand it in.
  - Will this be on the test?
Learning Styles (hemisphericity)

- **Characteristics (Global) - RIGHT**
  - Let someone else go first
  - Interested in team competition
  - Hard to take criticism; even constructive
  - Enjoys verbal praise
  - Often answers, “it depends”
  - Multitasks
Learning Styles (hemisphericity)

- **What they are likely to say: (GLOBAL)**
  - Why are we doing this?
  - Not now! I’ll do it later.
  - I need a break!
  - Why does it really matter?
  - Let’s start this project... and this one.
  - I’ll come back to this later.
What are your “true colors”?
Character Color Spectrum
(True Colors)

- Attributes of:
  - Orange
  - Gold
  - Blue
  - Green
Well HI THERE!
These look DELICIOUS!

HORRIBLE!...
But I don't want
to hurt her FEELINGS!

I'll take a box!
Thank you SO much!

Most Like Me

This isn't on my list.

If I'm not BUYING it
I shouldn't TASTE it...

...and left unrefrigerated
they've probably gone BAD...

...and no COUPON?
No thank you.

Most Like Me
ACTIVITY (Visualize Yourself)

- Look at each of the posters displayed in the four corners of the room.
- Arrange the posters in order from the one MOST like you to the one LEAST like you.
- Enter a (1) for the poster most like you, (2) Second, (3) third, and (4) fourth for the cards least like you in the boxes on the right.
Adventurous
- Witty, Charming, Spontaneous
- Impulsive, Generous, Impactful
- Optimistic, Eager, Bold
- Physical, Immediate, Fraternal
GOLD

- Responsible
  - Loyal, Dependable, Prepared
  - Thorough, Sensible, Punctual
  - Faithful, Stable, Organized
  - Caring, Concerned, Concrete
BLUE

- Harmonious
  - Enthusiastic, Sympathetic, Personal
  - Warm, Communicative, Compassionate
  - Idealistic, Spiritual, Sincere
  - Peaceful, Flexible, Imaginative
GREEN

• Curious
  ◦ Analytic, Global, Conceptual
  ◦ Cool, Calm, Collected
  ◦ Inventive, Logical, Perfectionistic
  ◦ Abstract, Hypothetical, Investigative
ACTIVITY (Read About Yourself)

- View the slides on the presentation.
- Arrange the posters in order from the one MOST like you to the one LEAST like you.
- Enter a (1) for the poster most like you, (2) Second, (3) third, and (4) fourth for the cards least like you in the boxes on the right.
ACTIVITY (Describe Yourself)

- In this section are descriptive words arranged in five rows. In each row of words score yourself by entering a (1) for **MOST** like you, (2) second, (3) third, and (4) for **least** like you.
- Add the total of each column and enter that number in the box below.
- Add the total of each small box column and enter that total in the boxes.
- Next rank the columns.
ACTIVITY (Identify Your True Colors)

- Finally, add the numbers in each of the 3 large boxes in the 3 sections you’ve just completed.
- Enter the totals in the boxes.
- Your **LOWEST** score shows your primary or your brightest color.
- The **HIGHEST** score represents the color **LEAST** like you.
GROUP WORK

- Meet with your “color” group.
- Elect a team leader.
- Record strengths & weaknesses
- Choose 1 of the other colors & list something that “gets under your skin” concerning that color.
- Report your findings when we re-convene.
What others think of us!

- Orange
- Gold
- Blue
- Green
<table>
<thead>
<tr>
<th>May see self as...</th>
<th>Others...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fun-loving</td>
<td>Irresponsible</td>
</tr>
<tr>
<td>Spontaneous</td>
<td>Flaky</td>
</tr>
<tr>
<td>Carefree</td>
<td>Not to be trusted</td>
</tr>
<tr>
<td>Proficient</td>
<td>Scattered</td>
</tr>
<tr>
<td>Hands-on person</td>
<td>Uncontrollable</td>
</tr>
<tr>
<td>Good negotiator</td>
<td>Indecisive</td>
</tr>
<tr>
<td>Curious</td>
<td>Obnoxious</td>
</tr>
<tr>
<td>May see self as...</td>
<td>Others...</td>
</tr>
<tr>
<td>--------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Stable</td>
<td>Rigid</td>
</tr>
<tr>
<td>Dependable</td>
<td>Dull, boring</td>
</tr>
<tr>
<td>Firm</td>
<td>Stubborn</td>
</tr>
<tr>
<td>Efficient</td>
<td>Opinionated</td>
</tr>
<tr>
<td>Decisive</td>
<td>Judgmental</td>
</tr>
<tr>
<td>Orderly</td>
<td>Bossy</td>
</tr>
<tr>
<td>Punctual</td>
<td>Uptight</td>
</tr>
<tr>
<td>May see self as...</td>
<td>Others...</td>
</tr>
<tr>
<td>-------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Warm</td>
<td>Overly emotional</td>
</tr>
<tr>
<td>Compassionate</td>
<td>Bleeding Heart</td>
</tr>
<tr>
<td>Romantic</td>
<td>Mushy</td>
</tr>
<tr>
<td>Spiritual</td>
<td>Naive</td>
</tr>
<tr>
<td>Unselfish</td>
<td>Tender-hearted</td>
</tr>
<tr>
<td></td>
<td>Pushover</td>
</tr>
<tr>
<td>May see self as...</td>
<td>Others...</td>
</tr>
<tr>
<td>-------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Intellect</td>
<td>Intellectual snob</td>
</tr>
<tr>
<td>98% right</td>
<td>Arrogant</td>
</tr>
<tr>
<td>Creative</td>
<td>Ruthless</td>
</tr>
<tr>
<td>Rational</td>
<td>Weird</td>
</tr>
<tr>
<td>Firm-minded</td>
<td>Lacking mercy</td>
</tr>
<tr>
<td>Able to find flaws</td>
<td>Stingy with praise</td>
</tr>
</tbody>
</table>
Well HI THERE! These look DELICIOUS!

HORRIBLE!... But I don't want to hurt her FEELINGS!

I'll take a box! Thank you SO much!

This isn't on my list.

If I'm not BUYING it I shouldn't TASTE it...

...and left unrefrigerated they've probably gone BAD...

...and no COUPON?

No thank you.
What do we have here?
corn starch, sugar,
calcium carbonate,
tripotassium phosphate...
Hmmm

I'm STARVING...
HELLO! FREE COOKIES!!
Uuuumggghhh!!!
DISGUSTING!!!
Worst cookie EVER!!
HELLO! FREE CHEESE!!
1. Home is where the heart is.
   Home is a neat, orderly, traditional place to raise your family.
   Home is a pit-stop where I pile my stuff.
   Home is a place where I can watch the discovery channel.

2. A dog is a man's best friend.
   A dog is loyal to its master.
   A dog is a fascinating science project.
   A dog is a good excuse to run and play.
Prepare and prevent rather than repair and repent.

Prepare and prevent so that no one gets hurt.

Prepare and prevent by reading everything ever written on the subject.

Prepare? Are you kidding?

If it feels good, do it.

If it feels good, research why.

If it feels good, share it with others.

If it feels good, you probably shouldn't be doing it.
Discover Your True Colors

Here are your results!

Your True Color is orange!

Amador Ramirez
True Colors Reveals a Rainbow of Student Behaviors

**ORANGE STUDENTS**

**Attributes When Shining**
- Active
- Take Charge
- Competitive
- Negotiator
- Spontaneous
- Performer (Entertaining)
- Multi-Tasks

**Needs**
- Freedom to express
- Practical application
- Hands-on activities
- Variety, choices
- Attention
- Stimulation, excitement
- Fun and play
True Colors Reveals a Rainbow of Student Behaviors

BLUE STUDENTS

Attributes When Shining
Friendly
Helpful
Compassionate, considerate
Cooperative
Emotional, expressive
Imaginative, creative
Affectionate

Needs
To be included
Affirmation
Compassion, warmth
To be heard, to share
Outlet to help others
Acceptance
Friendship
Gold Students

Attributes When Shining
Prepared
Reliable
On-task
Sitting up straight
Follows rules
Sets example
Organized

Needs
To Know the Plan
Consistency
Structure, Rules
Organization
Responsibility
Recognition
Appreciation
True Colors Reveals a Rainbow of Student Behaviors

GREEN STUDENTS
Attributes When Shining
Problem-solvers
Independent
Tenacious
Self-assured
Witty sense of humor
Logical
Analytical

Needs
Time to think and plan
Efficiency
To be successful
Intellectual stimulation and challenge
Competency
To respect the teacher
Innovation, creative outlet
ORANGE STUDENTS

Generally active, resourceful, and enthusiastic, Orange students enjoy a chance to entertain their classmates and amuse themselves at the same time.
True Colors Reinforce Positive Student Behaviors

BLUE STUDENTS
Because Blue students are naturally cooperative, they might actually feel bad receiving an award for “winning” over others. They prefer team awards, or recognition for working to improve their own score, independent of comparison to classmates.
**GOLD STUDENTS**

Dependable, cooperative, reliable and conscientious, Gold enjoy comments about whatever they produce, especially if these comments recognize how well they meet the established standards.
True Colors Reinforce Positive Student Behaviors

GREEN STUDENTS
These students want to be appreciated for their ideas, creativity and competence. A compliment for accomplishing a routine task will go unheard and might even be taken as an insult. Instead notice how they have been innovative or figured something out.
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