

Different Is Good

PURPOSE

In this activity, participants will review the natural strengths of each of the four Real Colors® in order to encourage appreciation of and respect for the differences a person's temperament brings to a diverse workplace.

CAUTION

Emphasize no Color Bashing. That means do not allow or promote making fun of any temperament, including negative comments or characterizations. Do not tolerate stereotyping. This is not the time to talk about weaknesses or to criticize the temperament.

MATERIALS

- *Real Colors® Different is Good Scenario Worksheets*, one set of four for each participant
- *Real Colors® Different is Good SAMPLE Worksheets*
- Resources that describe other Color preferences such as *Real Colors® Personality Instrument* booklets and cards, Reference Guides from other Keep Real Colors® Alive Activities that may be useful: *Real Colors® and Feedback, Working Together on a Project*.

APPROXIMATE TIME

45–60 minutes

SUGGESTED GROUP SIZE

6–15 participants

PROCESS

Introduction/Purpose (2 minutes):

We sometimes feel that if everyone thought the same way we do, our world would be a happier place. In reality, this would make for a very dull and colorless place. Diversity allows each of us to learn and grow, become more self-aware, and appreciate those things that make us different.

Say: *“Maya Angelou once said ‘...in diversity, there is beauty and there is strength.’ What does this mean to you?”* Wait for 2–3 responses to help identify the importance of diversity and valuing differences on a team. *“What would happen if you were on a team where everyone had the same Primary Color?”*

In this activity, we will plan a conversation to address a difficult situation where you need to focus not only on the person's Primary Color, but also their Secondary Color.”

Activity Instructions (10–15 minutes):

Before the activity:

- Make copies of the scenario worksheets for participants and the scenario sample worksheets for your reference.
- The participants will be working in their Primary Color groups. Be sure you are in a space where you can designate four separate areas for each group to work.
- Request participants to bring their assessment booklets to use as a resource, and have extra in case someone doesn't have theirs.
- Review the *Real Colors® Different is Good Scenario Worksheet SAMPLE* for use during the activity discussion.
- Review the *Real Colors® and Feedback Reference Guide* and the *Real Colors® and Project Teams Reference Guide* for use during the activity discussion.

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