



# Real Colors®

## Your Color Spectrum

### *Explaining the different scoring distributions*

A key part of the Real Colors Foundational Workshop is to explain what the participants' scores mean. This document will give you a basic overview of the different scoring distributions, but if you have additional questions, please [contact us](#).

Once all participants know their Real Colors scores, or their Color Spectrum, the next step is to provide a brief, yet thorough, explanation of the ways scores can vary. This is a critical step because participants will often compare their scores to other participants' scores and wonder why, in some cases, another person's scores are so different. However, they may not ask. It is the facilitators responsibility to dispel any mysteries the different scoring distributions may present. A brief explanation of five different variations will answer most questions.

#### **The five most common scoring distributions to address are:**

- Ties
- Two High and Two Low
- Three Close
- The Range: 12-48
- 5-point Variance

#### **Ties**

Ties happen when a person has the same score for two colors. For example, **GOLD** 38 and **BLUE** 38. It means the individual can function with relative ease in both colors, and they can easily shift back and forth between the two colors. Double ties (**GOLD** 38, **BLUE** 38, **GREEN** 22, **ORANGE** 22) and 3-way ties (**GOLD** 32, **BLUE** 32, **GREEN** 32 **ORANGE** 24) are rare but can occur. *Note: If anyone has 30 for each color, that is extremely unusual and either something is wrong with their math or they simply don't feel strongly about anything.*

As the facilitator you must help the participant decide which Primary Color group to join for the Brightening Activity. You can:

- Ask them to look at the picture row for the tied colors. Whichever color has the higher score, that is their group for the activity. If they took the Virtual Instrument, it will default their Primary Color on their Color Spectrum report to the color that had the highest score for the picture card.
- Ask them which color is resonating with them in the moment. Whichever of the tied colors they choose, that is the color group they join for the activity.

You could also ask the participant to join a particular group if you find the number of participants in a group is low. Meaning if you have only two **BLUES**, you can as the person with the **GOLD** 38 and **BLUE** 38 tie to join the **BLUE** group for the Brightening Activity.





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## Two High and Two Low

This is any combination where an individual has two scores that are reasonably close, then there is a gap, and then the next two scores are relatively close. For example: **GREEN** 39, **ORANGE** 35, **GOLD** 24, **BLUE** 22.

This means the participant has a preference for the higher two colors and only occasionally, or circumstantially, draws from the lower two colors. Anyone familiar with Real Colors should be able to figure out their Primary and Secondary Colors fairly easily since that person tends to operate primarily out of their top two colors.

## Three Close

There are two variations of this Color Spectrum. The first is the top three colors are all within 4-6 points of each other and the last one tends to show a significant drop. This person moves easily in these three colors and it will be fairly obvious which temperament is not their preferred style. The challenge is for someone else to attempt figure out this person's Primary and Secondary Colors. However, whichever one the person chooses of the three, they can easily move and adapt at will to the other two colors.

The second variation is when the Primary Color is in the upper 30s or low 40s and the bottom three colors are all close, but considerably lower. An example is **ORANGE** 42, **GOLD** 29, **GREEN** 26, **BLUE** 23. It will be easy to determine this person's Primary Color. The Secondary Color will be difficult to figure out, because none of the lower three colors are the person's strongly preferred style.

## The Range: 12-48

The highest a person can score for one color is 48. The lowest a person can score for one color is 12. No one can have a color score lower than 12 or higher than 48. If someone does, check their math. There are occasionally people who have the extremes of 48 in one color and 12 in another.

## 5-point Variance

A person could take the Real Colors instrument again, and their scores could change by up to 5 points. This variation is dependent on rater reliability. That means if circumstances in a person's life have changed, they can respond to the instrument differently. The more significant the life change, the greater the variation. We sometimes refer to it as "trauma and drama". Major situations can occur that can result in a temperament shift. Now, theorists say everyone is born with their Color Spectrum and that sticks with them throughout life; however, during major life events a person may consciously choose to change their behavior and their responses to things. This becomes a more functional change as opposed to a comfortable change. People sometimes find themselves in situations where they are "practicing" traits of another temperament and the more they practice the better they get. It's simply not their natural behavior, and they are operating "out of color" which usually results in a certain amount of stress.

