

Real Colors® and Trust

PURPOSE

This activity explores how trust is perceived by each of the four Real Colors in an effort to make sure that we inspire and foster a trusting environment.

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

- Flip-chart paper and markers
- Small sticky-notes
- Profile of Trust posters, one for each Primary Color
- *Real Colors® and Trust Reference Guide*, one for each participant
- *Real Colors® and Trust Worksheet*, one for each participant

APPROXIMATE TIME

40-45 minutes

SUGGESTED GROUP SIZE

6-15 participants

PROCESS

Introduction (2 minutes):

Building and maintaining trust is fundamental to being able to positively influence people, situations, projects, etc. in both our personal and professional lives. Trust is often considered a common core value. We all have an internal gauge that allows us to measure our level of trust in others and then categorize them as “reliable” or “trustworthy”. As we interact with others, events happen that influence our level of trust. Our reactions to these events are unique, individual, and personal.

It’s also important to note that others are always measuring their trust in us! Consequently, it’s not only important to consider those we trust, but how trustworthy we are perceived to be by others. Within each Real Colors temperament type, we can summarize similarities and differences to create a definition and profile around the concept of trust for each color. This activity will help your team build a common understanding of trust for each Primary Color that can be used to inspire trust that fosters better communication and teamwork.

Say: *“Today’s activity will help us build a framework around the concept of trust that helps us better understand what trust means to each of the four Real Colors. But first, why is trusting in others important?”* Allow for a few answers, but try not to begin defining trust; this will be done as part of the activity.

Say: *“Why is it important for others to trust us?”* Again, allow some feedback from participants but be careful not to begin defining trust.

Say: *“What would an environment full of distrust look/feel like?”* Allow a few brief comments. *“YUCK! Who would want to work, live, or play there? This activity explores how trust is perceived by each Primary Color in an effort to make sure that we inspire and foster a trusting environment.”*

“This activity has two parts. In Part One we are going to learn more about how trust is defined by each of the four Real Colors, how trust is broken, and what can be done to rebuild trust once it is lost.”

“Part Two identifies what we like, value, and respect in colors other than our Primary Color that helps them to gain our trust. Let’s get started!”



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PROCESS *(continued)*

Before the activity:

- 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.
- On flip-chart paper, write the questions from Part One (below). This flip-chart paper will be placed on the wall at the beginning of the activity in an area easily viewed by each group.
- Create four Profile Posters by drawing a profile outline with a three-piece pie chart in each (see sample poster). Title each of these four posters “Profile of Trust – [COLOR]”. These will be used in Part Two of the activity.

Part One Activity Instructions (5 minutes):

Say: *“Let’s begin this activity in our Primary Color groups.”*

Do: Designate an area in the room for each of the groups to work and allow them time to gather. They will remain in this group for the entire activity. If there are more than eight in a group, you can divide the group in half. Place the flip-chart paper with the questions in an area of the room that is easily viewed by each group. Pass out flip-chart paper and markers to each group.

Say: *“In Part One of this activity, you are going to discuss trust in your group using these questions as a guide.”* Read the questions from the flip-chart paper you posted on the wall.

- *“What is the definition of Trust?”*
- *What has to happen for trust to be broken?*
- *When trust is broken, how and/or can it be rebuilt?*
- *How long does it take to build/rebuild trust?”*

“Document your thoughts and responses to these questions on your flip-chart paper. You will have five minutes to complete this activity. As you wrap up your discussion, designate someone to be your spokesperson(s) to report your responses. What questions do you have before we start?”

Do: As five minutes approaches, do a check with the groups to see how their discussions are going and if they are wrapping up. Allow a couple more minutes if needed, but ask them to wrap it up during that time. Ask each group to appoint a spokesperson(s) to present their answers. After the groups have wrapped up, hand out the *Real Colors® and Trust Worksheet* to be used for note-taking during the presentations.

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PROCESS *(continued)*

Part One Activity Discussion (20 minutes):

Say: *“Will the spokesperson for each group please stand.”*

Do: Think of a number between 50-100 to use as a way to select the presenting order of the groups.

Say: *“I’m thinking of a number between 50 and 100. I will ask the spokesperson from each group to make a guess and the closest answer will present first!”* Allow for responses and determine the winner. *“[COLOR], you win! Please share how your Primary Color defines trust, how trust with you may be broken, and what you need from us to regain trust once that happens.”*

Do: Allow each group to share their results. Take some time to recognize similarities and differences in each of the colors. You may do so by asking a few of these questions or some of your own.

Say:

- *“In the different definitions of trust, what words did you notice that are similar? What do you think this means?”*
- *“What did you notice about the trust-busters for each Primary Color? Were any of these a surprise to you? Why?”*
- *“How does the time it takes to build trust differ among colors?”*

Part Two Activity Instructions (5 minutes):

Say: *“Now that we understand more about how each Primary Color defines trust, as well as those things that may damage trust between the colors, let’s take a minute to talk about the characteristics and behaviors of other colors that builds our trust in them!”*

Do: Hang each of the profile posters on the wall. Hand out sticky notes to each group.

Say: *“What do you appreciate, like, value, or respect from each of the colors outside of your Primary Color that helps you to trust them? How does this fit with YOUR definition of trust? Write these down, one thought per sticky note, and place in your Primary Color area on that poster. For example, if you are GREEN and you value a GOLD when he/she recognizes your contribution, you would write “Recognizes others contributions” on a sticky note and place it on the GOLD profile poster in the GREEN area. Try and write at least one thing to include on the posters of your fellow colors! Take the next five minutes to complete this exercise.”*

Do: Give the group a one-minute warning to complete their notes and place them on the appropriate profile posters.



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PROCESS *(continued)*

Part Two Discussion (8-12 minutes):

Say: *“Who would like to share some of the thoughts on your color’s profile poster? What were some of the things others appreciate, value, or respect about your Primary Color that helps them to build their trust in you?”*

Do: Have each team spend two-three minutes sharing some of the things on their profile poster.

Say: *“How did it feel to read/hear some of these things that others value in your Primary Color as a way to build and foster trust?”*

Wrapping it Up (3 minutes):

Say: *“In this activity, you developed definitions of trust through the filter of Real Colors® and discussed what you need to do to build and foster trust. You also had an opportunity to hear from your teammates about those things that you do that help to build trust with them. This information gives us an advantage in our team to build an environment of trust.”*

“Here is a Reference Guide of typical ideas of trust that may add to what you’ve learned through this activity.” Pass out Real Colors® and Trust Reference Guide, one for each participant.

“Thank you for your participation in this short activity. Our goal is to keep Real Colors alive and well in our organization and to use Real Colors for more effective communication, improved morale, and increased productivity.”



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	To Be Trusted:	Trust-Busters Include:	To Rebuild Trust:
GOLD			
GREEN			
BLUE			
ORANGE			

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	To Be Trusted:	Trust-Busters Include:	To Rebuild Trust:
GOLD	<ul style="list-style-type: none"> You must earn it Be responsible Be dependable Exhibit high standards Your word is your bond 	<ul style="list-style-type: none"> Being disorganized or sloppy Showing you are unreliable Lying Wasting time Being late 	<ul style="list-style-type: none"> It takes time; must show consistent change Be responsible and accountable for commitments (do what you say you will do) Own mistakes Demonstrate good work ethic Be respectful of tradition, status quo, and the “right way”
GREEN	<ul style="list-style-type: none"> You must earn it Be competent Be credible Be honest and direct 	<ul style="list-style-type: none"> Micromanaging Being unprepared Being over-emotional Lacking credibility Showing incompetence Showing ignorance Lying 	<ul style="list-style-type: none"> Demonstrate intellectual and analytical competency Share knowledge and perspective to help prove or disprove hypothesis Be honest/direct Be credible – know what you are talking about
BLUE	<ul style="list-style-type: none"> Trust is immediate Be empathetic Be authentic Care about others Be honest Listen, take the time to know me and me know you 	<ul style="list-style-type: none"> Being mean Being fake Disregard for others Discrimination Clique-y Distrust Being emotionless Lying 	<ul style="list-style-type: none"> Will take a long time and may not happen Will forgive but not forget Listen Demonstrate caring for others Be honest
ORANGE	<ul style="list-style-type: none"> You must earn it Provide freedom and acceptance to be myself Be capable and willing to try new ideas and experiences Take risks Walk the talk 	<ul style="list-style-type: none"> Micromanaging Being lazy Being too rigid Being too cautious 	<ul style="list-style-type: none"> Will trust again but not to the same degree Be authentic Be honest/direct Actions speak louder than words – ALWAYS Say what you mean and mean what you say

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