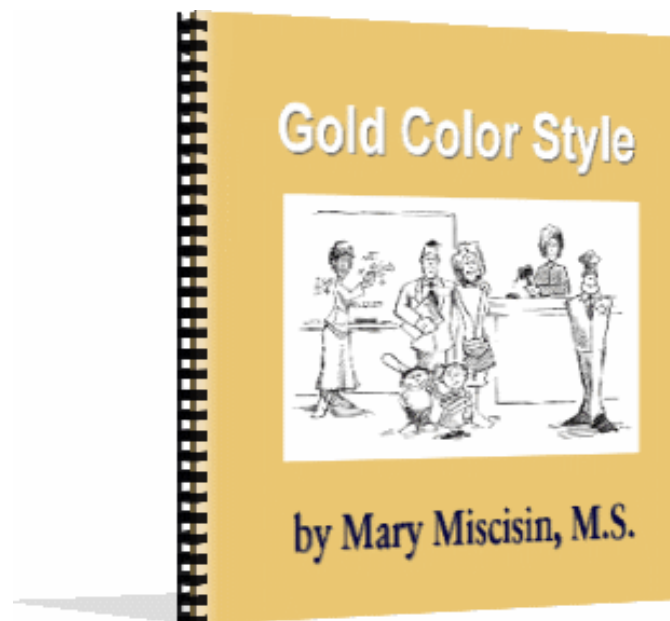


Gold Color Style



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The purpose of this report is to capture the fundamental nature of a dominant Gold's personality style, values, and motivations. They are observations of some common traits shared by many Golds.

You or the people you know may have any combination of the several characteristics. The important thing to keep in mind, however, is that the reason for determining which characteristics apply to you or others is to gain understanding and appreciation for the differences in all of us. And, instead of trying to change each other, we will choose to welcome and nurture the differences.

“Patience, persistence and perspiration make an unbeatable combination for success.” –Napoleon Hill

GOLD CHARACTERISTICS

The following qualities are associated with the Gold color style. Since all of us are unique individuals, the characteristics will manifest themselves a bit differently for each person. However, the general theme will remain. Keep in mind that someone can still be considered predominantly Gold without having all of the characteristics listed.

Prepared -Thinks ahead to be ready in advance. Uncomfortable putting things off until the last minute. Carries backups just in case. Usually has a contingency plan.

Loves to Plan - Can see every step that needs to be taken to reach the goal. Is able to realistically determine timelines. Golds are good at linear thinking, and seeing how one thing leads to another. They often have checklists to follow on projects.

Detail Oriented - Notices particulars that others may never think of. Sees the trees in the forest as well as the bark, bugs, and leaves!

Punctual - Makes every effort to be on time and appreciates it when others are also.

Strong Sense of Duty - Enjoys being useful and responsible. Service oriented, very helpful, and dependable. Reliable, supports family, organization, and community. Can be counted on to implement, execute, and follow through.

Belief in Policies - Supports procedures and rules. Most likely of all the color styles to drive the speed limit or even under it. Implements, administers, and supports requirements.

Values Tradition - Is the most likely of all four dominant True Colors styles to answer the question, “Why are we doing it this way?” with “Because we’ve always done it that way.” Golds like to stick with the tried and true, that way they know what to expect. They enjoy celebrations and rituals. Many times, if they celebrate a certain holiday or occasion in a particular way, they like to celebrate it in a similar manner year after year.

Conscientious - Does not litter and is bothered when others do. Tries to conserve resources and keep things tidy. Is trustworthy and honest, loyal to spouse. Has a strong work ethic. Hard on themselves if they don’t follow through.

Conservative and Stable - Predictable and consistent. Likes having a sense of security or safety net. Values order and the status quo. Chooses to save for a rainy day instead of spending in the moment.

Well-Organized - Golds feel comfortable within an orderly, consistent environment. “A place for everything and everything in its place” is a motto that many Golds try to live by at home as well as at work. They have a knack for knowing the most efficient place and method for storing or arranging things.

Strong “Shoulds” and “Should Nots” - Knows the difference between right and wrong. Is aware of what would be appropriate in various circumstances. Gets upset or concerned when other people violate customary norms.

Most Comfortable with a Structured Environment - Likes to know what to expect and what is expected from them. It puts them

at ease to know who is in authority and what the rules are so they can follow them.

WHO AM I?

***“Justice consists not in being neutral between right and wrong, but in finding out the right and upholding it, wherever found.”
-Theodore Roosevelt***

As traditional, rule-abiding citizens, Golds are hard-working and dedicated to their families. Their children are raised to adhere to set rules and are taught a strong sense of what is right and wrong. They are encouraged to be responsible, respectful, conservative, and stable.

Golds have a strong sense of loyalty, not only to their families but also to the organizations they work for. They are drawn to service organizations, community action groups, churches, and volunteer associations. Golds derive a sense of great satisfaction from being useful and responsible. Their superb eye for detail and finesse for planning make them excellent coordinators of events and supervisors of projects.

Well-organized and punctual, Golds thrive on regularity, efficient use of time, and predictability. They derive great pleasure knowing that they can be counted on to follow through. Their work and nature are “as good as gold.”

GOLD STRENGTHS

- Belonging
- Care-taking
- Establishing Protocol
- Contributing
- Coordinating
- Dispatching
- Family
- Following directions
- Guarding
- Handling details
- Accounting
- Organizing
- Planning ahead
- Securing
- Supervising
- Work First/Play Later
- Decision Making
- Completion
- Efficiency
- Realistic

Golds are most comfortable when they know what to expect. They often anticipate what possibly could go wrong and try to prepare ahead for it. Their joy is feeling “in control.” They may worry about events and others, getting stressed if things don’t go as planned.

Generally, Golds place a high importance on preservation of respect for authority and consideration for the hierarchical procedures of organizations. They tend to be dedicated and committed workers who believe in work before play. When the work is done . . . they play!

Most Gold's feel comfortable when they and everyone else, *follows the rules*. If they have 11 items in their grocery basket, they will not go to the line marked "10 items or less."

Golds like to save time, effort, and money. They like to organize their thoughts and ideas and prepare for their future. A little notice time before a change in direction goes a long way with a Gold.

CORE VALUE = RESPONSIBILITY

Before Golds make a decision, they stop to think, "What is my responsibility...what should I be doing?" Furthermore, they ask themselves, "What should others be doing...what is their responsibility?" When Golds say they will do something they will follow through. They will do what they say they will do, when they say they will do it...the way it is supposed to be done!

Since Golds themselves make an effort to always be "right" in their actions, they imagine that others would want to know when they are not so that they can adjust their behavior accordingly. Golds are interested in family and moral values. Consequently, they may offer considerate advice about what people should or should not do in certain situations.

Golds do not like to bend a rule or make an exception to rules or traditions unless it can be demonstrated that it would be decidedly responsible to do so.

A SKEW IN HUE

While for the most part Golds have very admirable traits that are appreciated and revered, there are times when others may view these same characteristics in a different light. To those who do not possess this drive for responsibility and "rightness," a Gold's actions may appear rigid or controlling.

Golds themselves may get concerned that their efforts to uphold the rules and values of society are going unappreciated and that people misunderstand their intentions. Just because they like to finish their work before playing, does not mean they do not like to play, and some Golds even have a mischievous side that others are surprised to see when revealed. Because their powerful sense of commitment and duty directs their decisions toward what would be the most appropriate and responsible for any given situation, they typically do not totally throw all caution to the wind...and if they happen to, they may feel tremendous guilt afterwards.

Many Golds are aware that they may seem inflexible, boring or even unfriendly to individuals that do not understand their conscientiousness and the drive for responsibility that motivates them.

There are multiple ways to label any given behavior, so why would it be beneficial for us to know how other people may view ours?

When we are aware of how our own behavior is affecting others, we can make choices. We may think, "Yes, I do that and it is a part of myself that I cherish." Or, "Wow, I didn't know I did that. Thank you for pointing that out to me so that I can become aware and change it if I choose."

For example, have you ever had the opportunity to hear yourself on a tape machine? If so, did you sound the way you thought you did? Many times when people hear their voices played back, they are surprised at the speed, style, or even accent of their words. Frequently, after people hear something in their speech they were not aware of before, they make some kind of modifications based on the feedback they received.

Keeping this in mind as you read, think of situations in which the following traits may apply to you. Notice whether you are coming across to others in ways other than you intended. Instead of hoping others will change and clearly understand your intentions, pay attention to the contributions you are bringing to the situation. Remember, it is your choice whether to modify your behaviors or not. Feedback is a gift. You may choose to use this gift in any way you desire. Validate yourself for who you are, and know when, where, and how you wish to best express yourself.

OTHERS MAY SEE GOLDS AS

Rigid - Inflexible to other options. Refuses to deviate from a designated plan. Won't relax or allow others to relax or enjoy leisure. Adamant about everything being orderly.

Restricted - Unable to go with the flow, bend with circumstances, or keep up with the times.

Stubborn - Uncompromising, has to have things a particular way. Once a decision is made, will stick to it even if there is a better choice. Strict, stringent, unbending.

Boring - Does not like to play or have fun. Dull, lacks enthusiasm and spontaneity. Constantly monitor their behavior and the behavior of others to make sure it does not deviate from norms.

Self Righteous - Believes their way is the “right” way. Takes on the role of martyr, wanting everyone to repeatedly recognize their efforts and sacrifices. Shames and criticizes others for not adhering to the same standards or values.

System-bound - Unalterable adherence to policies, systems and customs. Follows rules without questioning. Gets personally insulted if others refuse to uphold the roles and rules they deem appropriate. Will not consider extenuating circumstances.

Unimaginative - Likes things status quo. Rejects innovative ideas. Resistant to change and afraid to take the risks necessary to be successful or keep up with the times. Refuses to consider new possibilities.

Bossy - Controlling, governs actions of others. Dominates, tries to take over and manage circumstances, people, and decisions.

Judgmental - Judges others’ actions as “good or bad,” “right or wrong,” “appropriate or inappropriate.” Extremely opinionated, makes up mind and then tries to convince others. Negative attitude.

Uptight - Worries too much. Limited to what would be the “responsible” thing to do. Won’t let go or loosen up.

Rigid Idea of Time - Puts everyone and everything on an agenda. Tries to force others to adhere to scheduling demands. Does not approve of others who have a more casual style of time management.

Married to Task - Work-a-holic.” Will not lighten up and smell the roses along the way to meeting a goal. End justifies means. Pushes self (and sometimes others) to extremes to accomplish duties.

GOLDS MAY SEE SELF AS

Stable - Organized. When there is a place for everything and everything is in its place, it reduces stress and increases efficiency for everyone. They enjoy the satisfaction of a clean house, nicely arranged workspace and well thought out projects with action steps in chronological order for completion. Golds take the time to test procedures and through trial and error know what works and what doesn't.

Reliable - Wanting others to be able to count on them to always follow through with no surprises, Golds know that sticking with a confirmed plan provides the security. If one goes about changing things all the time, it introduces the risk of time wasting failure. If you stay with what you already know works, it saves you and others from being let down.

Dependable - Tenacious and persevering, Golds do not like to spend time going back and forth with decisions. They take pride in being able to make a sound decision and will take the necessary time to consider the details involved.. They like to “plan their work then work their plan” with unwavering persistence. This approach brings regularity to their actions and helps them reinforce that their word is honorable.

Conscientious - Gold's like to make sure that the work and responsibilities are taken care of before play. Recognizing that there is a time and a place for everything, Golds will typically use discretion in deciding when and where they will “let go” and reveal their often unrecognized playful side. They may share a joke with a close friend or colleague in a social setting that they would never share in a work environment.

Knows What's Best - Has realistic views of what can be accomplished and how. Establishes procedures, then articulates to others to help them stay on track.

Efficient - Thinks rules were made to be followed. If everyone did so, then things would run smoothly. It would save a lot of time, money, and energy if everyone would just obey the rules.

Realistic - Has no illusions and faces reality squarely. Sensible, practical, sane. Keeps their feet on the ground.

Appropriate - Knows the difference between right and wrong and can make sound decisions and determinations. Traditional and upright in values.

Executive Type - Able to take charge and see that things get done. If someone does not take on the responsibility, who will?

Responsible - Accountable. Makes sure that duties and responsibilities are addressed before play.

Punctual - Very respectful of the time lines of others. Likes to be efficient; gets the job done. Does not want to waste time.

Goal-oriented - Likes to finish what they start. Will go to great lengths to follow through on promises. Keep their word and deliver quality work.

As you can see, depending upon which lens you are looking through, what can seem like less than desirable qualities to one can be held as redeeming qualities to another. If you find yourself beginning to make a negative judgment about another person's behavior, stop...and see how you can reframe the behavior to view it in a more positive light. Also when you are more aware of how

your own actions are being perceived by others, it can help you more effectively choose situations in which you can be most comfortable sharing those particular aspects of yourself.

RELATING TO GOLDS

Golds want to interact with others in a respectful, responsible way. In their attempt to get things "right" the first time, they may focus a great deal of time and energy on the details and preparation for an endeavor. They are able to seriously concentrate their efforts and stay on task until completion. When the demands of others threaten to interrupt the well-thought-out plans of a Gold, they may increase efforts even further to meet designated timelines and begin to strongly encourage others to stay on task as well. This intense steadfastness is a gift of our reliable Golds and cherished by employers, families and the communities that depend upon them.

Golds Need:

Consistency
Reliability
Timelines
Structure
Clear expectations
Responsibility
Respect
Rules & standards
Organization
Closure

Golds Value:

Commitment
Security
Professionalism
Etiquette
Duty
Loyalty
Honesty
Membership
Time & resources
Tradition

Golds Need to Be:

Appreciated
Aware of roles
Clear on requirements
Responsible
A member
Conscientious
Respected
Organized

Golds Find Joy in:

Belonging
Home
A sense of order
A task well done
Time for family
Tradition
Doing the “right thing”
Acknowledgement

TO BRING OUT THE BEST IN GOLDS

Count on Them - Golds are some of the most dependable friends a person can have. They are reliable and consistent. They want you to place full confidence in them because they are very serious about doing a good job. Golds enjoy opportunities for leadership; give them the responsibility of coordinating events. When they say they will do something they will follow through, making sure they have addressed every detail.

When interacting with Golds, remember that they enjoy hero stories and anecdotes of honesty, patriotism, and courageous people. They take pleasure in keeping up with current events and receive satisfaction in knowing they are providing support and structure to relationships, organizations, communities, and society as a whole

Appeal to their Strong Sense of Right and Wrong - When discussing or introducing ideas, use examples relating to traditional approaches, sense of community, responsibility, and moral values.

Golds place a high priority on academic achievement and relate very well to authority, rules, and procedures.

Be Mindful in Your Use of Resources - Golds enjoy endeavors to save time, effort, and money. There is no excuse for waste in their book. They admire others who are careful to use their resources wisely. Be thoughtful in what you choose to discard and where.

Grant Opportunities to Express Traditional Values - Golds are interested in family and moral values. If they will not bend a rule or make an exception to something *you* find dated or silly, understand their well-meaning intentions in enforcing such rules or traditions. Let them know you would like to pitch in and do your part, especially if you realize that carrying out the custom or task is beginning to cause them stress, drain their energy, or even make them physically sick. They will continue their efforts at great cost to themselves unless they feel it is appropriate to ask for or accept help from others.

Show How Much You Value Their Efforts - As with most people, Golds especially enjoy knowing their contributions are appreciated. Be specific when giving compliments or praise, and mention their actual accomplishments of fulfilling their responsibilities well. They also welcome recognition in the form of plaques, certificates, and ceremonies.

With Golds Be:

Accurate	Thorough
Consistent	Reverent of traditions
Rule-abiding	Respectful
Fair	Reliable
Organized	Conscientious

TURN TO A GOLD FOR

Planning - When arranging an event or project, look for a Gold. They are gifted at knowing what needs to be done to accomplish a goal. They can think of items and arrangements that need to be addressed and setting time lines for completion.

Responsibility - If you have something very important that you need accomplished on time in a quality manner, turn to a Gold. They derive pleasure from taking on duties and doing an excellent job. Because they are very dependable, you can count on them to follow through. They will be respectful, appropriate, and timely. They will keep you apprised of their progress and find a way to complete the task at hand.

Supervision - Golds enjoy taking care of business and others. They easily take on a leadership role when necessary and will direct and motivate others to appropriate action.

Trust - Golds will rarely tell a lie or pass on slander or gossip. They go to great lengths to save face for others they respect and who share the same values. Consistent in their endeavors, you can entrust your confidences to them.

Details - If you want directions for doing something or need particulars, refer to a Gold. They have the ability to speculate as to what particulars, articles, or elements are necessary for completion of a task.

The Correct Way to Do Something - If you are wondering what etiquette might dictate under certain circumstances, a Gold will be your best bet for finding out. They usually know what is the appropriate tradition or norm for behavior in many different circumstances.

The Rules or Policy - If you are unsure of a procedure, policy, or rule, ask a Gold. If they do not know the answer, they certainly know where

to find it. They most likely know how to access the information needed for most any procedure in their organization. If a policy does not exist, they can be instrumental in the implementation of one.

Accuracy - Golds do not slack when it comes to accuracy. They check and double check their work to make sure everything is correct. It is uncommon for them to guess or make up something when they do not know the answer to a question. They will find out and get back to you. They like to do a good job.

Fairness - Golds' characters are distinguished by their honesty, justice, and freedom from improper influence. They pay careful attention to what would be most equitable in situations. As long as it follows the rules, they try to be reasonable.

Organization - If you are having a hard time locating files you have tucked away, are constantly digging through your clutter to find things, or can't quite figure out how to establish a system for organizing thoughts, words, or things, find a Gold. They have a knack for systemizing and categorizing items for easy access.

SELF ESTEEM AND STRESS

When a people “shine brightly,” they use their skills, talents, and natural preferences in positive, resourceful ways. They have a sense of worth and self-respect or what we often refer to as positive self-esteem.

Positive self-esteem is important because when people experience it they feel and look good, are effective and productive, and respond to others and themselves in healthy, positive, nurturing ways. People “in esteem” are able to enter effectively into stressful

environments. They have no need to tear other people down in order to make themselves feel good.

WHEN COLORS FADE

When an individual experiences major or long-term stress, feels they have no control over their circumstances, or perceives they are being threatened or victimized, their self-esteem can start heading downhill, and they can begin to “fade.” In these circumstances, normal behaviors can shift to defense mechanisms carried with us from the past. Even people experiencing success in many areas of their life, may begin to crumble or “fade” under prolonged periods of stress in other areas.

A lot of things can happen to people, but it is their own interpretation of the event that has the most effect on how they feel about themselves. Obviously, the things we say and do have somewhat of an influence on the way others feel and react to our behaviors, but self-esteem is essentially an “inside job.” The foundation of people’s level of confidence and self-worth is based on their own beliefs about themselves.

Being able to recognize when we, or someone we know, is “fading” can be the first step in being able to turn it around. Most of us have (or know someone who has) experienced a time in our life when we’ve felt overwhelmed. It could have been from a traumatic emotional event, unmet expectations, changes in circumstances, or even a deluge of too many responsibilities. When this happens, we will go to great lengths to preserve our identities and get our needs met.

We all have different things we value, and when the people in our lives are not operating in the same mode as we are, or

circumstances are not cooperating with our plans, there can be a mismatch of priorities or a groping for control.

WHAT IS HAPPENING?

When people begin to fade, they resort to meeting their needs any way they can. Most people are not consciously aware of their own coping behaviors. They instinctively turn to behaviors that meet their immediate need for relief, not realizing they can create long-term pain.

Things that might be stressful to one person or color style may be exciting or motivating to another. The following section describes typical behaviors common to Blues when they “fade.” Any one of the colors could possibly demonstrate any of these behaviors. They’re not restricted to Blues, but they’re the most common for Blues. Many of the suggestions for preventing fading, as well as the suggestions for brightening, can be applied across the color spectrum.

WHEN GOLDS FADE

When Golds are fatigued, stressed, or otherwise pushed to their limits they can dig in their heels and become overly rigid, self-righteous, and possessive. Their normally positive, helpful attitude can turn pessimistic, negative, and highly opinionated. They may worry about things they have no control over and get compulsive about the things they can control. They may get physically sick and are prone to complain about their symptoms in explicit details to others.

The following are some common behaviors you might see when Golds are stressed, experiencing low self-esteem, or not getting their needs met for an extended period:

CHARACTERISTICS OF A FADED GOLD

- Complains and behaves with self-pity
 - Exhibits anxiety and worry
 - Reacts physically to stress
 - Judges self and others harshly
 - Exhibits “blind herd” mentality
 - Becomes controlling, rigid, and close-minded
 - Displays negative attitude
-

COMMON GOLD STRESSORS

- Lack of follow through—others not doing as promised
- Taking on too many responsibilities
- Irresponsibility in others, untrustworthiness
- When things are not put back where they belong
- Not adhering to schedule or plans
- Lack of closure—having to switch what they are doing without completing it first
- Many things going on at the same time
- Indecision, leaving options up in the air for too long
- Change—especially frequent or unanticipated
- Unclear expectations; lack of rules, instructions, or guidelines

- Not knowing where they fit in, lack of membership
- Lack of consistency, leadership, or master plan
- Lack of cooperation—when others don't carry their own load or do their part
- Not being appreciated
- Neglect of family time or traditions
- Waste
- When someone who lacks skill is in charge
- Missing deadlines, not enough time to complete tasks
- Rule breakers; rules or policies not being enforced
- Disorganization
- Tardiness—late themselves or others being late
- Interruptions

Remember, self-esteem, although influenced from the outside, comes from the inside. When individuals have stable self-esteem they are more able to ask for what they need. So, what can you do to help boost your self-esteem, lower your stress levels, and get your Blue needs met? Read over the following suggestions and decide which ones would be the most helpful to you.

HOW TO BRIGHTEN YOUR GOLD

If you are Gold, determine the underlying cause of your stress. Is it lack of closure on a past issue...not feeling needed...too many responsibilities? Keep looking beneath the surface to figure it out. Once you realize the cause of your stress, it will help you choose which areas you will want to concentrate on. Try the following suggestions that apply to your circumstances to discover which ones work best for you.

Validate Yourself - Acknowledge all your accomplishments and contributions. You are respectful, responsible, and loyal. You try very hard to do a good job. Know that your efforts are appreciated even if it isn't always expressed in a manner that you recognize and value.

In addition, some Golds have a tendency to feel that they should not receive attention for simply fulfilling their responsibilities. This approach allows attitudes of others to begin to slip and take Golds for granted. Some people may feel that Golds don't want to be "bothered" by acknowledgement. Be careful not to take on a martyr role, sacrificing your needs in order to fulfill responsibilities without thanks.

Get Involved - Find a place to belong. Volunteer for an association or cause you feel is worth your time and energy. Join a service organization or support group. Take a class on something that you enjoy and contribute to the success of the class. Your natural leadership skills lend to taking on organizer roles. Put them to use in areas that invigorate you.

Be Responsible, *For Yourself* - Take the time to take care of yourself. Nourish your health and well-being. How can you possibly perform your duties if you yourself are in no condition to do so? It is of utmost importance that you explore and find avenues for self-preservation. Set aside time for yourself and place as much value and priority on it as you do on your other responsibilities. Make an appointment on your calendar...time each week, or even each day to invest time doing things that strengthen your vitality.

Enough Is Enough - Set realistic limits. Go home when your shift ends, leave your work at work, and call in sick when you are not feeling well. The house doesn't have to be "clean-clean" all of the

time. Realize that you will never be absolutely 100% caught up to your own high standards. It's okay. Sometimes the best use of your time at the moment is to rest and recuperate.

Focus on What You Can Control - When things around you seem to be unraveling, notice your perception of the event. Pay attention to the words you are using to describe a situation. Do you label it as a disaster or an opportunity to learn something?

Start New Traditions - Do some of your traditions add more stress than pleasure? Maybe it is time to enlist some help or modernize a custom. Just because it's always been done a certain way does not mean it is still the best way. Embrace change and explore ideas.

Give Yourself a Break, Delegate - Be aware of trying to drive others as hard as you drive yourself. Learn when things are good enough. If you let go of having things accomplished in a certain manner, you open up all kinds of possibilities for delegation of responsibilities. This will leave you more freedom to focus on other matters. Realize that sometimes others are actually eager to pitch in and help.

Bring Closure to Past Issues- Because Golds honor tradition and ceremony, sometimes that is just what it takes to bring a past issue to completion. Eve Delunas, Ph.D. describes in her book, *Survival Games Personality Play*, some creative ways to perform a ceremony. "These ceremonies can be formal or informal; they can take place in or out of the therapist's office. They may involve writing, speaking, announcing, presenting, eating, drinking, building, creating, burning, burying, planting, cleaning, gifting, or journeying—and even flushing a toilet."

Leave Leeway - All of your time does not need to be scheduled with “productive” activities. Leave some wiggle-room for unexpected events. Practice re-framing your definition of “responsible” so that it includes some relaxation. Pay attention to determine which activities are the ones you find relaxing and which ones feel like a waste of time. The idea is to find avenues that fit your style. In this case, it is your approval and opinion that counts, not the neighbors.

Lighten Up - Enjoy the process, not just the completion of a goal. Inform others of your needs without nagging. It is a good practice to state these up front and although it is always a good idea to let others know what your expectations are, let go of what *they* “should” or “must” do. Instead focus on what is right for you.

Have Patience - When people try to do ten things at once, and don’t stick to the agenda, be open-minded to more than right and wrong. Give the benefit of the doubt. Although this way of operating may not be the most efficient mode for you...it may be for them.

Unless you are in a position to supervise others and it is your job to correct their actions when their values are not in line with yours, it can be fruitless to try to change them. Know that others have different skills and values than you, and different does not mean wrong.

Give It a Break - Remember; you are not the general manager of the universe. Be aware of how hard you are driving yourself and others. Take the weight of the world off your shoulders. Relax a little and realize there are just some things that don’t have to be perfect.

BRIGHTENING OTHER GOLDS

If you happen to have Golds in your life that you think may be fading, you can do things to support them in their brightening process. These suggestions work best when Gold individuals are actively putting in the effort to address their own needs. These tips are also effective in helping to prevent a Gold from fading.

Some of the following suggestions may be out of your comfort level just now. But if you have a genuine desire to learn and grow, they will quickly become a natural part of your behavior.

To help brighten Gold, remember to:

Acknowledge Their Contributions - Golds work hard to be responsible and answer the call of duty. When they are taken for granted it can be disheartening. Let them know how much you appreciate their contributions. Comment on their planning, organizational skills, thoroughness, efficiency and assistance to the organization, family or community as a whole. Although they may not admit it or request it, they enjoy tangible recognition. Give them cards, plaques, or other awards to acknowledge their hard work.

Be Responsible - If you said you would do something, honor your commitments. Do what it takes to follow through in a timely manner. They really appreciate accuracy and attention to detail. Golds are dependable, and they expect that others will be too. If you have an appointment with a Gold, be on time or even early. They interpret it as a sign of disrespect and irresponsibility when you are late... and of course respect and responsibility when you are on time.

Stay Consistent - It is very stressful to almost anyone and *especially* Golds when they are treated inconsistently; for example, if they are respected one day and treated negatively the next. Once a rule, norm, or procedure is established they want to be able to count on it. If a rule is not enforceable, then change it so it can be. Making exceptions all the time can undermine the efforts of Golds who are trying to abide by the rules and do their best to see to it that others abide, too.

Also, stick to the schedule. As mentioned, Golds flourish with predictability. They appreciate it when things start on time and end on time. Keep with your agenda if at all possible. Golds usually have their own time planned in a fairly tight schedule. If you don't stick to yours, it can throw theirs off tremendously.

Show Respect - Demonstrate respect for them, for authority, and for the organization by not gossiping or complaining unless you have suggestions for improvement. Clean up after yourself and put things back where they belong. When you leave messes it can be very irritating and frustrating to Golds, who just cannot leave it that way. If something is out of order, they feel compelled to make it right. If you know Golds that are fading, remember to at least not create more work and frustration for them.

Provide Clear Expectations - Golds appreciate knowing where they stand and what is expected of them. To leave them guessing is one of the most stressful things you can do to a Gold. If they do not know the rules or procedures, they will take the initiative to try and establish some for themselves. And, if they have guessed wrong and violated some unspoken rule, they can be crushed. After all, they were doing the best they could under the circumstances, and now their attempt to be responsible has been stained by the feeling that they have done something “wrong.” They try at all costs to be “right” and appropriate.

Conserve, Don't Waste - Golds find it very irresponsible to throw away things that can still be used, to order things in greater quantity than needed, and to consume precious time in inefficient ways. If too much time is spent doing things that could be done more efficiently or if others aren't conscientious, responsible, and organized, it can be draining to a Gold. Notice how things can be altered to save time, energy, and resources.

Plan Ahead - Be especially careful not to wait until the last minute to make requests or changes with Golds who are already under a great amount of stress. This may cause them to become overbearing and rigid, even snappy or bossy. It's always a good idea to give Golds the time they require to be thorough in completing a project. This becomes even more important if they are already pushed beyond their limits.

Give Them Responsibility - Golds can feel worthless and bored without some kind of responsibility where their efforts contribute to the family, organization, or community. Many times people make the mistake of not wanting to impose on others by asking for their assistance. They may avoid delegating tasks, especially around holidays. But responsibility can be just what a fading Gold is seeking. Golds enjoy doing their part to pitch in.

With this in mind, pay attention to whether the Gold you are dealing with is faded from boredom and lack of duty or because they are overwhelmed. If it's lack of participation that is causing them to fade, invite them to participate. If they are overwhelmed, by all means give them some room to relax a little.

*It is easy to remember the metaphor of Gold used to describe this personality style: **Golds are Good as Gold***

COLOR COMBINATIONS

The Influence of Your Secondary Color

This report offered information regarding the traits that are most widespread for the Gold personality style. However, keep in mind that we all have a blend of different variations of the four colors. The other colors in our spectrum also influence our behaviors. So, even though a person may be Gold dominant, their Blue, Orange, or Green characteristics will often affect their choices and actions.

If you are dominant Gold, you may have found that some of the characteristics described in this report did not match your unique style. This is because a person's second brightest color can have a great influence on their most dominant. For some, their second color is so closely tied with their first that it is common to refer to their top two colors instead of just their primary, most dominant.

For instance, we might say someone is a "Gold-Green" or a "Gold-Blue." This way we include their second color with their most dominant. For some people, their second color influences their first in a strong way. For others, their second color may have only a slight impact. Other individuals are somewhere in between.

GOLD DOMINANT COMBINATIONS

Gold-Blue

The loyalty, dependability, and preparedness of Golds go well with the strong desire to influence others, the need to contribute, and the caring of Blues. Obligation, responsibility, and duty will take priority *along* with the people involved. Gold-Blues respect a variety of opinions and are good at creating team spirit. They will follow policy and procedures as long as they are compatible with the needs and values of the people they affect. This combination

generally likes to please people and can be very loyal and devoted friends. They are tremendously stable, responsible and dependable, going to great lengths to get the job done and be helpful to others.

Gold-Green

A Gold's thoroughness, sensibility, and punctuality (among other traits), blend nicely with the objectivity, proficiency, and tenacity of Greens. Attention and efforts are focused foremost on the completion of tasks, maintaining an organized and structured environment, and following procedures. The Green traits become a logical backup for objective decision-making and analysis of data. They are usually good at remembering information and like to see concrete, tangible results from their efforts. Both Greens and Golds prefer to think before making a decision and this combination can be accused of being better with logic and machines than with emotions and people.

Gold-Orange

The plan-ahead, dependable, consistent follow-through of the Gold style combine well with the self-confident, concrete, take-charge traits of the Orange. These individuals have a drive to be responsible and may get the urge to be spontaneous...but their sense of responsibility won't allow them to do so without completing their duties first. They most likely have internal arguments with themselves about what is right and wrong vs. what could be fun right now!

They are practical and resourceful and don't waste a lot of energy reading between the lines. Instead, they generally take circumstances at face value, sum up their options, make a quick plan (including alternate plans) and make swift decisions for implementation. They can be very straightforward in their communication and approach, wanting to get busy accomplishing the task at hand.

A GOLDEN OPPORTUNITY

As you stop and think about what you have learned so far by reading about the dominant Gold color style, you'll realize how knowing this information can cause shifts in the way you interact with the Golds. You'll notice that although every person is unique in many ways, the values, preferences, and motives you are able to recognize can give you clues as to what Golds may think, say, or do in certain situations.

It has been said that there is power in pattern recognition. Virtually everything in nature follows patterns, and knowing about these predictable cycles in advance allows you to both prepare for them, and to handle them more resourcefully when they do occur. Similarly, knowing that a person is Blue, Green, Orange or Gold dominant gives you valuable information how to best interact with them and have a positive relationship experience. A wise man once remarked, "You can't change the weather, but you can adjust your sails." The same goes for interacting with different Color styles. You may not be able to change them, but you can adjust your sails to have the smoothest sailing possible to reach your destination.

Whether your dominant color style is Gold or you are reading this to be able to better relate to Golds, the information and insights you gained can help you understand the motivations and intentions behind Gold behaviors.

Use this information to bring out the best in the Golds in your life.

Let your True Colors show!



COLOR STYLES

It's all about discovery...



YOUR COLOR STYLE JOURNEY HAS JUST BEGUN!

This E-Report is a great introduction and offers valuable insights into the world of Color Styles. Even if you apply a fraction of what you have learned in these pages, you will begin to notice interacting with others becomes more cooperative than competitive, relationship mysteries dissolve, and who knows - you may find yourself smiling even more!

REMEMBER - A QUICK REVIEW:

BLUES: Caretaking, optimistic, passionate...Blues are your "True Blue" friends. A Blue's world revolves around people, relationships, and fostering growth in themselves and others. Connect with the harmony of you - True Blue.

GOLDS: Dependable, responsible, conscientious...Golds truly are "Good as Gold". Golds thrive on consistency, organization and structure. They like to know what to expect and what is expected of them. Be prepared! Examine these additional resources.

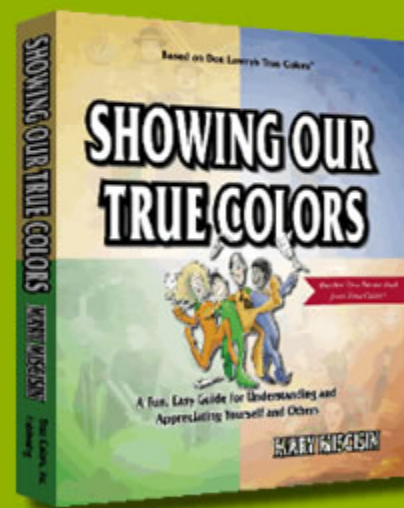
Greens: Analytical, objective, problem solvers...Greens truly are "Keen Green Thinking Machines". Greens are problem-solvers intrigued with the how and why. They crave facts, information and competence.

Oranges: Energetic, spontaneous, opportunistic...Oranges truly "Squeeze the Juice" out of every moment. Oranges are natural performers who flourish in an atmosphere of variety and stimulation.

KEEP THE MOMENTUM GOING!
Here are some additional resources for you to explore and apply the concepts of Color Styles. Many have found these exciting products life-changing as they discover the nuances of Color Styles. And best of all, they are all certified "PostivelyMary Quality"! Whichever you choose, you are in for a treat!



Showing Our True Colors The Foundational Color Style Book By Mary Miscisin



Filled with easy-to-use tools for personal growth, this delightful, energy-packed book will help you uncover the power of the Color Styles. You will discover the characteristics behind each of the four Color Styles, as well as tips for understanding, appreciating, and relating to each Color style. The end result will be a celebration of the uniqueness in yourself and others.

Order Now
Instant Access

"SHOWING OUR TRUE COLORS, by Mary Miscisin, provides refreshing insights and practical suggestions for enhancing communication, reducing conflicts and understanding why people behave as they do."- John Gray, author, MEN ARE FROM MARS, WOMEN ARE FROM VENUS."

Use these COLOR STYLE resources to better understand your friends, spouse, co-workers, and yourself!

**Satisfaction
Guaranteed!**



SHOWING OUR TRUE COLORS -Audio Edition

The insights you'll gain from listening to this carefully put together AUDIO FORMAT will increase your effectiveness in using Color Styles - whether you're simply trying to understand and get along with a relative, mate or co-worker better - or an experienced facilitator who wants to give your seminars new life.

Either get instant access to the MP3 recordings to upload to your I-Pod, or a CD you can play on your home stereo, car stereo, portable CD player or computer CD bay. Simply click on the "ORDER NOW" button and follow the instructions to purchase your Showing Our True Colors Audio Edition!



SHOWING OUR TRUE COLORS PowerPoint Presentation



This PowerPoint CD is designed as a training tool for teaching True Colors. It helps the trainer remember the material and stay on track while providing eye-catching visuals for the participants. The slides contain 10 characteristics for the color styles plus the core values for each. Participants determine their color spectrum by recording which traits apply to them and rank ordering their findings from most to least like them.

Claim Your Copy!

SHOWING OUR TRUE COLORS Instructional DVD



The DVD features 50+ minutes of author & True Colors Master Trainer Mary Miscisin presenting 10 characteristics for each of the four dominant True Colors styles using the "Showing Our True Colors" PowerPoint CD".

Make your presentations come alive, enthrall your audiences and have them begging for more. Give a Color Style Presentation that your participants will talk about for years to come.

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Tips, Quizzes, and Activities!**

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ABOUT THE AUTHOR



For more than 20 years, Mary Miscisin has inspired audiences and organizations from around the world.

Beginning with her years as a University Instructor, she has parlayed her extensive background – having a Masters Degree combining communication, psychology and health education along with certification as a practitioner of Neuro-Linguistics – to become a recognized authority on the True Colors methodology, personal change psychology, and effective communication techniques.

Her work as an employee wellness program coordinator for Hospital, University and Insurance Industry wellness programs has provided a wealth of experience from which she draws upon to design and test a variety of methods she offers to participants in her presentations.

With the success of her book - "[Showing Our True Colors](#)" Mary has directly impacted the lives of thousands with her writing, audio programs, public speaking engagements, and live appearances.

Her book is being published in six languages and her work has been featured in magazines and on radio shows throughout the U.S. and Canada.

What began as a commitment to helping individuals improve their health and wellness has evolved into a passion for assisting individuals to succeed at work, in relationships and other areas of their life.

Mary has been called on by organizations as far ranging as local school districts and government agencies to Fortune 500 companies when they have wanted to accelerate staff creativity, collaboration, communication, and personal excellence. Whether you read her book, listen to her audio programs, or attend her presentations you will participate in an information-packed, get involved adventure where you'll discover powerful tools to transform relationships... amplify your communication skills...and increase your personal AND professional effectiveness.

For more information, please visit her website at: www.PositivelyMary.com