

# MAKING A DIFFERENCE

**NDSU** EXTENSION  
SERVICE

NORTH DAKOTA STATE UNIVERSITY

## Real Colors: Improving Team Relationships

### The Situation

Differences in personalities often lead to conflict. Much of this conflict can be avoided or minimized with a better understanding of personalities and how people work together. Real Colors is a dynamic workshop that helps people learn to work together, break down organizational silos, and increase productivity.

Real Colors combines experience-based research and psychological theory into an informative assessment tool that is accurate, understandable, and easy to apply on a daily basis.

### Extension Response

Extension Agent, Amelia Doll, facilitated *Real Colors* for the Bismarck Women's Leadership group. This program is designed for women to expand their personal, professional, community, and health leadership skills.

Amelia and Jeri also facilitated *Real Colors* for two sessions of students at the state Family, Career, and Community Leaders of America (FCCLA) conference. FCCLA is a student organization based in the Family and Consumer Sciences area.

Ages for the training ranged from 13 to 54, with the majority falling in the 13-20 age bracket. Through the multiple sessions, 80 youth and adults participated in the program.

### Impacts

Prior to this training, only 46% of attendees reported that they were comfortable or very comfortable with giving constructive criticism to someone who had a different personality. After the training, this number increased to 63% with only 6% reporting they did not feel very comfortable.

Feeling comfortable working on a team increased as well, with 37% reporting they felt not very comfortable or only somewhat comfortable before the training. After the training, only 16% reported they were somewhat comfortable and 0% reporting they were not very comfortable.

After the training, 99% of attendees felt the training provided them with tools that could be used in their personal or professional lives.



### Feedback

"This training gives a good perspective of each color of person. Now I can use this information to better communicate and work with each color group." – Attendee

"This was an awesome seminar! I love learning the "why" of things so learning about others personalities was great! I really enjoyed this workshop." – Attendee

### Public Value Statement

When citizens are able to work together, manage conflict, and see past differences, productivity and innovation grow.

### Primary Contact

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### Extension Collaborators

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