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| **Logistics** |
| ***Developer*** | Elon Kline |
| ***Presenter*** | Elon Kline |
| ***Room Set Up*** | 4 round tables, projector, and screen at the front of the room |
| ***AV***  | Projector and Speakers |
| ***Supplies*** | True Colors Worksheet, True Colors Descriptions, 4 Big Notepads, and Markers  |

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| **Session Notes** |
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| **Session Objectives/Learning Outcomes** |
| Objective(s) | Teach the team how to be a better team |
| Learning Outcomes | Learn your True Color, what it means, your strengths, stressors, and needs. Learn how to use your True Color to work better within a team during the four phases of team formation. |

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| **Participant Work** |
| Pre-Work |  |
| Practicum | Create a presentation to teach the group about a True Color |
| Post-Work |  |

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| **Session Outline** |

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| 10/10 | **Why?** |
| **FN** | Ask: What is a leadership style?  |
| **FN** | *Ask: Why is your leadership style important?*Your Leadership style affects* How you **lead others** – you might be a designated leader or a teammate. You are still influencing others towards a common vision or goal
* How you **receive from others** – being an effective follower is just as important as being a good leader
* How you **perceive yourself** – the first step to developing your leadership style is strengthening your self-awareness

Leadership styles have three components. How you **Lead others**, **Receive from others**, and **Perceive yourself**. |

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| 25/35 | **Group Formation** |
| **FN** Image result for play vector graphic**FN** | Let’s focus first focus on **Leading** and **Receiving**. These two have a strong context within the interaction of group membersIn 1965 Bruce Tuckman proposed the four stages of group development which revolved around team member interactions. He said that these phases are all necessary and inevitable in order for the team to grow, face up to challenges, tackle problems, find solutions, plan work and deliver results. It was called the Tuckman Model1. Forming – people acquaint themselves with one another; ground rules are established
2. Storming – true feelings bubble up; individual interests take precedence over the team
3. Norming – people feel like a valuable part of the team; diversity is embraced; clear expectations
4. Performing – clear vision and purpose; high efficiency, flexibility and trust; tasks are delegated

Let’s watch a quick video together to highlight what this process looks like:*Pick one. The Avengers clip only labels the first four phases, so if you choose that, point out that the Adjourning phase begins at the 6:14 time-mark.*<https://www.youtube.com/watch?v=annN-6JVBIo> – Avengers: Age of Ultron (7:48)<https://www.youtube.com/watch?v=ysWWGf8VsOg> – The Lord of The Rings: The Fellowship of the Ring (4:59)On the slides, show each phase and quickly go over what happens in the phases |
| **FN** | *Split into 4 groups (if they are not already)**Assign each group a phase and ask them to brainstorm answers to the following questions*1. *When have you seen your phase happed during staff or in your chapters?*
2. *How can you support your team members during this phase?*

*Write answers on the big notepads**After 5 minutes, have the groups share out*. |

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| 10/45 | **Introduce True Colors**  |
|  | Now that we have spoken about **leading others** and **receiving from others**, lets focus on **perceiving yourself.**  |
| **FN** | We are here today to identify a way of understanding yourself and others. Using that information, we can create a strong and effective team. We will achieve this objective through the True Colors personality assessment. The True Colors assessment is based on years of work by researchers and psychologists. It is meant to identify natural tendencies towards communication, feedback, stress, conflict, and leadership style. They call this your “True Color”. *Ask: Before we take a moment to take this assessment, why do you think understanding your “True Color” would help in the context of group formation?*  |

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| 10/55 | **Take Assessment** |
| **FN** | Each of you should have received a handout with the True Colors Assessment. I’ll give you a couple of minutes to take the assessment. * To take the assessment, Compare all four boxes in each row. Do not analyze each word; just get a sense of each box.
* Score each of the four boxes in each row from most to least as it describes you: 4 = most, 3 = a lot, 2 = somewhat, 1 = least
* After you are done, add your numbers based on the formula under the section “True Colors Scores”

*Allow the group to take the assessment. 5-7 minutes**While the group takes the assessment, collect the formation notes and stick them side by side on an easily visible wall* |
| **FN** | *Describe how to read the assessment** Whichever number is your highest is your true color. The next highest number is your secondary color and so on.
* These numbers are not meant to put you in a box. We all have a part of every color; this assessment is to show where your fit on the spectrum of colors.
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| 30/85 | **True Colors: Small Group Discussion** |
| **FN** | *Divide into new groups of 4. This time, the groups will be divided by their primary colors**In the small groups, take a moment to read over your color’s characteristics.**Go around the small group and answer these questions.* We will spend a total of 3 minutes per question. I will remind you when you should switch to the next question.* Describe a time when you have been in the zone, using the strengths of your color. How could you recreate that in the workplace?
* When has your color kept you from being skillful in a situation or a group?
* Which color do you envy? How would this effect your work?
* What about your primary color gives you self-confidence?
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| **FN** | Take 15 minutes to create a 5-minute presentation of your color.* Use your strengths to help plan your presentation
	+ The presentation’s goals are to help your team understand…
		- Your colors characteristics
		- How your color thrives in teams
		- How your color prefers to be supported
* Examples, make a skit, do an activity with the group, read off the list, write or draw on the notepads, tell a story, just wing it, etc.
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| 25/110 | **True Colors: Large Group Presentations** |
| **FN** | *Take 5 minutes per group to present their presentation**Take 1-2 minutes after each presentation for questions and discussion.*  |
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| 10/120 | **Deconstruct Colors: You are not one color** |
| **FN**Image result for play vector graphic | *Thank everyone for presenting and for the final point of todays presentation, lets watch this video*  [The How Languages Change the Way We See Color video](https://www.youtube.com/watch?v=mgxyfqHRPoE&ab_channel=TechInsiderTechInsiderVerified) (2:12) |
| **FN** | *After the video, change to the Color Spectrum Slide*In college, I had a professor that showed us this video. He added on by showing us a color spectrum like this *(Picture #1)* People often assume we see colors separate and clearly different from one another. But colors are more like this *(Picture #2*). Similar yet different. Right? More accurately we see colors like this *(Picture #3)*. From one color to the next, we cannot distinguish the change. Or to put it another way, there is no clear distinction to when red becomes pink, or blue become purple. |
| **FN** **FN** | *Ask: Why do you think I am bringing this up** + Allow for a couple of answers

When people take test like this, such as the Myers Briggs, StrengthsFinder, Big Five, Four Tendencies, Hogwarts House, or any quiz you will ever take on BuzzFeed, they tend to overly identify with their results. You might be blue, you might be green, you might be orange, and you might be gold, but we are all on the same color spectrum. You have a little bit of everything in you and everyone you work with has every color. Where do we find common ground? How do we understand each other’s differences? How do we work well together? Well… in order to **lead** others and **receive** from others, we need to **perceive** that we have unique strengths and weakness, but we are also not very different from the people we lead and receive from. You have your colors and I hope you use that well and because of that, I hope you all work well with each other. *If time is left, take questions* |