



# True Colors® in Student Affairs *next steps*

## Remember the Learning Outcomes

The Professional Development Team in Student Affairs provides an array of educational activities for staff to promote lifelong learning. True Colors is a part of that. The True Colors initiative in Student Affairs hopes to provide teams with the tools to establish safe and trusting working environments, establish a divisional common language that promotes engagement and success; and help staff develop an understanding of peers, themselves and the strategic initiatives of the division. Your introductory session, Keys to Personal Success, was only the first step.

## Request Departmental Sessions and Consultations

Below are additional options that you may request. Options include full sessions, facilitator led discussions and topical explorations. Whatever you choose, the True Colors facilitators can help you implement the common language and enhance communication in your area. Individual consultation and brainstorming are also available. In addition, all sessions can be completely customized to fit your groups needs. Don't see anything you need? Then submit your suggestions. Our team will get to work to develop new curriculums as needs arise.

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### Showing Our True Colors (Departments with 10 or less members)

The small group discussion sessions are designed for areas with 10 or less staff members. Sessions include *reframing* information to ensure proper understanding of the characteristics of each color. Topics will vary based on departmental requests. Topics include: *What are my co-workers colors? How do we communicate with each other? What if we're all the same dominant color? How do we get along with each other? What if my dominant color is the only one in my office?* Each one hour session is designed to fit the needs of your department!

### Showing Our True Colors (Departments with 10 or more members)

These activity and discussion based sessions are designed for areas with the 10 or more staff members. Sessions include *reframing* information to ensure proper understanding of the characteristics of each color, communication tips and a choice of a different interactive blended activity as we *show our colors* to those we work with every day. Topics and lengths will vary based on departmental requests.

### True Colors Departmental Debrief

"Everyone in my area knows their color spectrum." Now what? Don't have time to schedule a full session? Would you like a facilitator to visit your group to encourage and lead more discussion about True Colors? This facilitated discussion option is perfect for departments and interested groups that would like to discuss the implications and application of True Colors in their specific environment. A facilitator will arrive ready to springboard the discussion with your group and assist with creative ideas to implement in the future.

### True Colors: Understanding and Improving Communication

This workshop is designed to serve as an follow up to the introductory *True Colors* workshop focusing on the application of our color spectrum with regard to communication styles. Participants will gain insightful communication techniques to use in the office. Participants will also have the opportunity to role-play and problem solve in blended color groups. These sessions will be offered at the Student Affairs conferences as well as can be requested by departments and other interested groups.

### True Colors for Supervisors

Knowing and understanding your personality and the personality of your staff is essential to harmonious and productive work-place relationships. This session will teach you how the application of *True Colors* can change the interaction between you and the members of your office staff.

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**Stay Tuned! Future Topics include:** *Leading Through Change, True Colors for Work Study Students and Career Exploration and Success*

**Please submit requests to [VPSA@utsa.edu](mailto:VPSA@utsa.edu).**

**A facilitator will contact you to customize and schedule your session.**