



**TRUE COLORS®**

# RECOGNIZING EACH COLOR

Recognition Toolkit

# Recognizing Each Color

Because Everyone Deserves to Be Seen, Valued, and Celebrated!



## Overview:

Let's face it—recognition isn't a “one-size-fits-all” deal. Some people love the spotlight, while others would rather hide under their desks than **be recognized** in front of a crowd. Tip: Before handing someone a **recognition** moment in front of the office, find out if they **enjoy public recognition**. Sometimes, a simple note or quiet “thank you” **may mean** more than a standing ovation.

The **Celebrating Each Color: Recognition Toolkit** is your guide to recognizing team members their way—using their brightest True Color as your compass. Because when people feel truly seen and appreciated, they thrive.

Here's what's inside:

- **What makes each color tick** (and what makes them do the happy dance)
- **Verbal shout-out ideas & spot-on gift suggestions** for each color
- **Quick Tips** for making recognition meaningful and fun
- **The “Celebrate Your Colors” Day Activity Guide** to keep team vibes high

Let's dive in and turn ordinary recognition into something extraordinary!



# How Each Color Loves to Be Celebrated (And What to Avoid)

## Orange – The Life of the Party

**Recognition Style:** Fun, energetic, and full of flair. **They Love:** Freedom, spontaneity, and big moments that make them feel seen.

### Verbal Shout-Outs:



“Your energy is contagious! You kept us all on our toes and made this project way more fun!”  
“You crushed it with that creative idea—seriously, we’d be lost without your spark.”

### Gift Them:

- **Experience gifts**—think concert tickets, escape rooms, or skydiving (if they’re into that kind of thrill)
- **Fun rewards**—like a spontaneous afternoon off or a “Mystery Adventure” gift card
- **Quirky trophies**—the more playful, the better

**Avoid:** Long-winded, formal speeches. Orange is here for the fun, not the fluff.

## Blue – The Heart of the Team

**Recognition Style:** Personal, warm, and emotionally genuine. **They Love:** Kind words, meaningful connections, and feel-good moments.

### Verbal Shout-Outs:



“You make this team feel like family—your kindness and positivity make all the difference.”  
“Thanks for always putting people first. You’re the glue that holds us together.”

### Gift Them:

- **Handwritten notes** or a gratitude jar filled with messages from the team
- **Self-care goodies**—candles, cozy blankets, or a plant to brighten their space
- **Coffee or lunch dates**—because they love time to connect

**Avoid:** Anything that feels cold or transactional. For Blue, it’s all about the heart and feel.

## Gold – The Rock-Solid Organizer

**Recognition Style:** Structured, thoughtful, and official. **They Love:** Being acknowledged for their reliability, hard work, and attention to detail.

### Verbal Shout-Outs:

“You kept this project on time, on budget, and on point—seriously impressive!”  
“We know we can always count on you. Your consistency is the backbone of this team.”

### Gift Them:

- **Framed certificates or formal awards**—yes, they’ll probably hang it in their office
- **Stylish planners** or organizational tools (they love a good to-do list)
- **Recognition in company newsletters** or meetings—something official

**Avoid:** Last-minute or sloppy praise. Gold thrives on structure and thoughtfulness.

## Green – The Big-Picture Thinker

**Recognition Style:** Insightful, logical, and results focused. **They Love:** Intellectual challenges, autonomy, and recognition for their smarts.

### Verbal Shout-Outs:

“Your strategic thinking completely changed the game—amazing work!”  
“You’re the reason we solved this complex issue. Your insights made all the difference.”

### Gift Them:

- **Books or learning opportunities**—like online courses or industry workshops
- **High-tech gadgets** or logic games (think brain teasers or puzzles)
- **Private kudos** highlighting the impact of their work

**Avoid:** Overly emotional or fluffy recognition. Green wants the facts and the data.

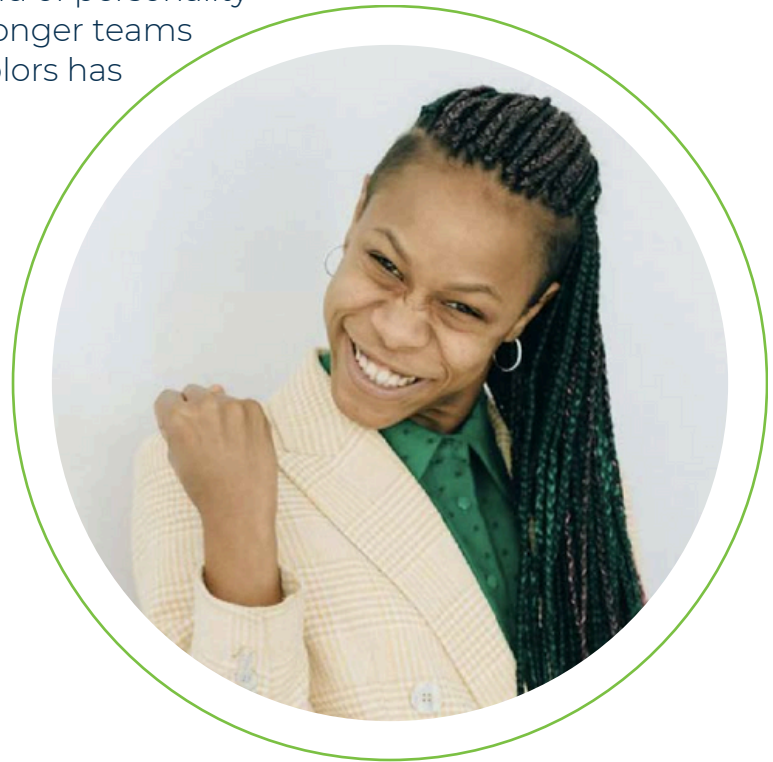


# Inspired Action

Recognition isn't just about gold stars and fancy certificates. It's about creating moments where people feel seen, understood, and valued—and that's where the real magic happens. But hey, this is just the beginning. There's a whole world of personality dynamics to explore. From building stronger teams to navigating conflict like a pro, True Colors has training for that.

**Keep growing.  
Keep connecting.  
Keep True Colors alive!**

Explore more True Colors trainings today and help your team shine even brighter!



## A Special Bonus: Celebrate Your Colors Day Activity

We've included a special bonus just for you—a **Celebrate Your Colors Day Activity** designed to help you keep the energy of True Colors going strong in your organization. This guide is packed with fun and meaningful activities encouraging connection, collaboration, and ongoing appreciation of each team member's unique strengths.

**Because every team deserves a little color - and a lot of fun!**

# Celebrate Your Colors Day Activity

Because every team deserves a little color—and a lot of fun!

## Here's How to Throw the Ultimate Colors Bash:

### 1. Dress for Your Color:

Encourage everyone to wear something that represents their brightest color. (Bonus points for fun hats, wigs, or socks!)

### 2. The Color Compliment Wall:

Set up a wall where team members can post sticky notes of appreciation, highlighting each other's unique strengths.

### 3. Team-Based Challenges:

Plan mini-games based on color preferences:

Orange: Fast-paced games like office scavenger hunts

Blue: Team-building activities focused on empathy and collaboration

Gold: Structured trivia games or timed problem-solving puzzles

Green: Strategy games or brain teasers to flex their critical thinking

### 4. Shout-Out Sessions (But Keep It Optional!):

Take time to publicly (or privately) recognize team members based on their preferred recognition style. Remember, not everyone loves the limelight!

### 5. Wrap-Up Reflection:

Encourage team members to reflect on what they learned about themselves and their colleagues—because connection is what makes work meaningful.



**BONUS TIP:**

Use “Celebrate Your Colors” Day as a recurring event—quarterly or bi-annually—to keep team dynamics strong and the True Colors conversation alive!



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