

JROTC INSTRUCTORS

Army, Air Force, Marines, Navy

The **Winning Colors®** process uses two methods for identifying the behavioral strengths of your cadets. Either method alone, the Discover Form or the Card Sort, gives you the desired results. It is helpful sometimes to use both and compare as in the following instructions, however, one method is sufficient.

Method # 1: Card Sort: Have the cadets sort the cards per instructions. The card at the 12 o'clock is the strongest and the card at the 9 o'clock is the weakest. **If you do not have the cards and want them, 50 sets laminated or unlaminated may be purchased at a 60% JROTC only discount.**

Call 425-672-8222 or e-mail winningcolors@mindspring.com
Web: winningcolors.com

Method # 2: Discover Form: Have the cadets fill out the form. The lowest score gives their strength and the second their backup. The order compares to the card sort. **This method is FREE to JROTC cadets and instructors. The interpretation is the same as the cards.**

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Method # 1: How to Begin Using the Communication Card Sort

Check out your present behavioral strength
with the Winning Colors® Communication Identification cards.

For maximum efficacy, actual reality evaluation and usefulness, it is crucial that you **begin the card sort with as little explanation as possible**. Example: "In order to assess your communication strengths, we begin with a simple card sort. An explanation of the significance will be explained after sorting the cards."

If you are a person who likes to talk, or control others or are detail oriented, you may feel it necessary to give long explanations beforehand. **This is a waste of time and is, in fact, damaging for the integrity of the results.** Your individual biased explanation will skew the results. If everything else fails, follow instructions!

In order to communicate successfully with customers, clients, peers, executive or anyone, you must first know your present behavioral communication strengths. Socrates said: "Know Thyself!" A quick and easy card sort assesses your present people power and communication effectiveness in seconds.

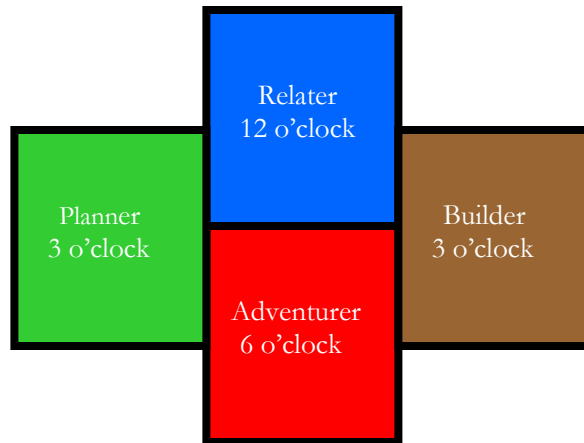
Take the four colored cards and place them in the formation of a clock.

Clockwork green, brown, blue and red!

1. Place the four colored cards before you like a clock, illustrations up, in any order.

Place one at the 12 o'clock position,
the next at the 3 o'clock position,
the next at the 6 o'clock position and
the last card at the 9 o'clock position.

Sample

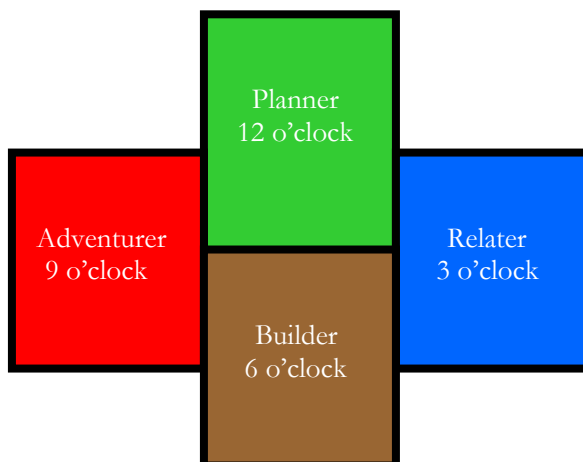


2. Read the words, look at the illustrations.

Now Ask Yourself These Questions: Which Card Is Truly Like Me?
Which Card Is My Strongest Behavioral Communication Strength?

3. Based on your own internal feelings and thoughts (not what you think, or feel that others expect of you), rearrange the cards by placing the card that best describes you at the 12 o'clock position;
the next at the 3 o'clock position;
the next at the 6 o'clock position
and the weakest at the 9 o'clock position.

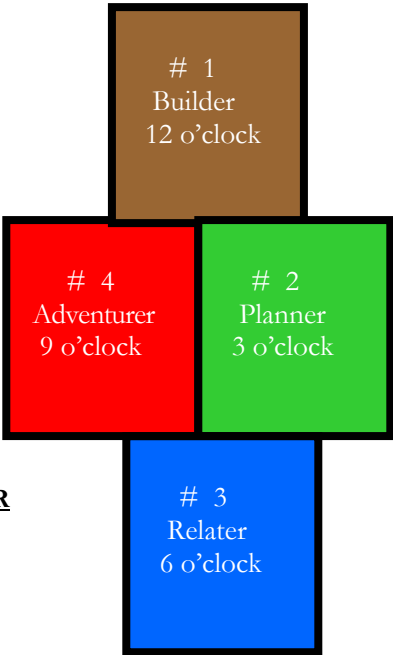
Sample



4. Assign numbers to the colored cards based on the ranking you just made. Put #1 for the closest match at the 12 o'clock position and on to #4 at the 9 o'clock position.

READ the back of the card you chose as #1.
Is this like you?
If not, go through the cards again,
making new choices.

Sample of one
person's
selection.



5. Indicate below, the order in which YOU
sorted your cards (1-4) as the sample above:

MY ORDER

#2	PLANNER or FOX PART OF ME (GREEN)	<input type="text"/>
#1	BUILDER or BULL/BEAR PART OF ME (BROWN)	<input type="text"/>
#3	RELATER or DOLPHIN PART OF ME (BLUE)	<input type="text"/>
#4	ADVENTURER or TIGER PART OF ME (RED)	<input type="text"/>

The above gives you a thumbnail sketch of your own behavioral communication strengths.

REMEMBER: These are the four parts of yourself: YOUR PRESENT COMMUNICATION STRENGTH REVEALED. You are all four. In most cases, one cluster of behaviors may be stronger than another.

The goal of Winning Colors® is to be able to bring up different behaviors, according to the situation.

The order of the cards indicates your PRESENT Character, Comfort Zone and Primary Communication Behaviors.

Imperative: Always sort the cards in the formation of a clock. If you sort them in a linear manner, there is a subliminal message that states the first card is more important than the others.
On the other hand when sorted in the formation of a clock, is 12 o'clock more important than 9 o'clock or 3 o'clock more important than 6 o'clock? NO!
It depends upon the situation or what are appropriate behaviors for that specific time.

Method # 2: Determine Your Communication Power with the “Discover Form”

Which part of you is the strongest at the present time?

Planner—Fox (Green)? **Builder**—Bull and Bear (Brown)? **Relater**—Dolphin (Blue)?

Adventurer—Tiger (Red)?

These are the four parts of self.

Number the following words or phrases in each item (a,b,c,d) from 1 to 4, going across each line in order of importance to you. Number 1 would be the word or phrase that **best describes your feeling of comfort and what you feel inside** - **NOT** how you would like to be - **NOT** how you act because of outside pressures, e. g., work, superiors, company down-sizing, family, friends.

Total the columns. **Circle the lowest score.** Put a box around your **second lowest backup score.** The **lowest score** identifies your **present communication Power.**

Fill in the **TREND** blanks with the four parts of self that match the words in the column.

Fill in the **COLOR** blanks with the color that matches the **TREND.**

☐ a) Being prepared

☐ b) Let's all be all be friends

☐ c) Developing better and more logical ways

☐ d) Living today and not worrying about tomorrow

☐ a) Telling people what they should do

☐ b) Talking and socializing with people

☐ c) Understanding and analyzing people's behavior

☐ d) Having fun and excitement with people

☐ a) Saving

☐ b) Giving

☐ c) Creating

☐ d) Spending

☐ a) Leading

☐ b) Relating

☐ c) Planning

☐ d) Exploring

☐ a) Being organized

☐ b) Being loved and accepted

☐ c) Being correct and competent

☐ d) Being spontaneous

Total: _____

Trend: _____

Color: _____

Scoring Your Communication Strengths.

STEP # 1:

Total the scores in each column.

STEP # 2:

Fill in the appropriate word (Relater, Builder, Planner or Adventurer from the top of the form) in the blank labeled "Trend."

STEP # 3:

Circle your lowest score. This is your **STRENGTH.** The next lowest is your backup.

DANGER! DANGER! DANGER! This may have been the first time that you have looked at the good things about yourself. You may not be sure at first which word fits you.

You may not be sure whether your strength is **PLANNER**, **BUILDER**, **RELATER** or **ADVENTURER.** This is O.K. Put down what you believe now! As you **discover** more about yourself you may want to change your choice. **You may change any time you have new insights.**

Remember - there is no right or wrong choice. You may discover that other people have told you things about yourself that do not fit. **NOW** you may **discover** what is good and true about you!

STEP # 4:

Under column a) is **BUILDER (Bull and Bear)** and the **COLOR is BROWN.**

Under column b) is **RELATER (Dolphin)** and the **COLOR is BLUE.**

Under column c) is **PLANNER (Fox)** and the **COLOR is GREEN.**

Under column d) is **ADVENTURER (Tiger)** and the **COLOR is RED.**

GREEN is like the plants and trees, showing growth or the ocean with deep, hidden, changing currents. It is the **Fox part of me.**

BROWN is like the earth and shows solid leadership and decisiveness. It is the **Bull and the Bear Part of Me.**

BLUE is like the sky, showing openness, feeling and team building power. It is the **Dolphin Part of Me.**

RED is like the fire and shows excitement, action and fun. It is the **Tiger Part of Me.**

Place your choice (in pencil) for the color cards and discover form below.

Color cards (If you have them)

Place the order of cards
as a clock, 12 o'clock as # 1,
to 9 o'clock as #4

Discover form

Number 1 to 4 below:

Place your scores in the first blank, the lowest first.

Green Card (Planner) _____	_____ Planner (Green)
Brown Card (Builder) _____	_____ Builder (Brown)
Blue Card (Relater) _____	_____ Relater (Blue)
Red Card (Adventurer) _____	_____ Adventurer (Red)

It you have the cards compare the two sets. If there is a difference, pick the one you think is closest to the true you. **Remember:** you may change your choice any time you discover more about your true self. Your second choice is very important, too - this your backup strength.

I am proud of the true me!

Place your final choice below in pencil so you may erase it if you discover something new about how you truly are inside. You will be able to remove the mask!

The final way I see myself for the present is:

☐

Planner (green) the Fox Part of Me

☐

Builder (brown) the Bear and Bull Part of Me

☐

Relater (blue) the Dolphin Part of Me

☐

Adventurer (red) the Tiger Part of Me

Instructor's or Personal Explanation: Crucial for Success.

- If you want to apply different learning styles, use both the Cards Sort and Discover Form. (The Discover Form is preferred sometimes by those who learn in the traditional format and don't like illustrations.)
- Have the participants place their scores.
- If you use both the cards and Discover Form and there is inconsistency, as may happen with a few, it is not important. **This is a Discovery process. The scores are not written in stone.** Some want to take scores literally, as in psychological testing. It is a challenge to convince them that these scores may be, for example, the result of "want-to-be" instead of how they truly are. **Stress that they may change the scores any time as they gain more insight into their own behaviors and those of others.**

If using the Discover Form have the cadets discuss the columns. Have them repeat after you: **Green represents the Planner or Thinking Part of Me! Brown represents the Builder or Leadership of Decision Part of Me! Blue represents the Team Building Part of Me! and Red represents the Action Part of Me!**

Or if using the Card Sort.

1. Ask the participants with a show of hands: How many of you are capable of thinking?
 - * Now ask them to pick up the green card.
 - Say: **The Green Card represents the Planner or Thinking Part of Me!**
 - * Ask them to repeat out loud the phrase: The Green Card represents the Planner or Thinking Part of Me!

There may be an initial resistance from adults who have learned how not to learn (p. 10). Explain that repetition is important for people who process information differently: some visually, others tactilely and still others vocally.

2. Ask the participants with a show of hands: How many of you are capable of leadership or making decisions?
 - * Now ask them to pick up the brown card.
 - Say: The Brown Card represents the Builder or Leadership and Decision Making Part of Me!
 - * Ask them to repeat out loud the phrase: **The Brown Card represents the Builder or Leadership and Decision Making Part of Me!**
3. Ask the participants with a show of hands: How many of you are capable of Team Building and have Emotions?
 - * Now ask them to pick up the Blue card and say: The Blue Card represents the Relater or Team Building and Emotional Part of Me!
 - * Ask them to repeat out loud the phrase: **The Blue Card represents the Team Building or Emotional Part of Me!**
4. Ask the participants with a show of hands: How many of you are capable of Action or Getting Things Done?
 - * Now ask them to pick up the Red card and say: The Red Card represents the Adventurer or Action Part of Me!
 - * Ask them to repeat out loud the phrase: **The Red Card represents the Adventurer or Action Part of Me!**

Wrapping Up for both Discover Form or Card Sort

Emphasize, over and over again, in your presentation:
YOU ARE ALL FOUR! You may merely be stronger in some behaviors rather than others.

**It is Imperative to Know: It is Not How Strong YOU ARE IN ONE of the FOUR AREAS
but
ARE YOU CAPABLE of BRINGING UP the BEHAVIORS CRUCIAL for the SITUATION?
and/or
Have Members of Your Team Who Are Capable of Bringing Up the Imperative Behaviors?**

The Ultimate Test of Understanding

Ask your participants to take the card that is at the 9 o'clock position and put it behind their backs.

Now ask them if there is still the face of a clock in front of them?

With emphasis: If you have not developed the behaviors of this part of self, you will not communicate well with others. As a leader or part of a team, you are less effective and may even be doomed to failure. This applies to whether the situation is in a family, education, organization or business. (Develop these thoughts according to your group.)

The Goal of Winning Colors® is to develop the Ability to Act as the Situation Warrants!

Be a Communication Wizard: How to read the results of the card sort.

In Seconds, the first two cards chosen by anyone reveals your/his/her:

- * Leadership style
- * Behavioral contribution to a team
- * Most important values - Biases
- * Means of handling and resolving conflict
 - * Communication strengths
 - * Action orientation
 - * Priority of thinking
 - * Behavioral strengths
 - * Decisiveness
- * Customer's buying style
- * Manner for handling and developing relationships

