

Real Colors

Situation:

Donna Doll-Yogerst is a certified Real Colors facilitator. Since 1998, 999 individuals have experienced the Real Colors program. The program has become well known in our county and groups continue to request it. This year UW-Green Bay, Oconto County Department of Health and Human Services and Beyond Abilities were part of the program.



Response:

Donna Doll-Yogerst invited, 4-H Youth Development Agent, Paula Huff to co-facilitate the municipal clerks and treasurers' session for UW-Green Bay continuing education (45). Donna facilitated the Human Services new employees (28) and the Beyond Abilities (15) session.

Evidence:

The Oconto County Department of Health and Human Services Director and Managers believe in this program sending new employees on an annual or bi-annual basis. Since the department now has all staff trained Donna was asked to do an advanced session next June. Donna contacted Paula Huff to co-facilitate. Beyond Abilities is considering an advance level session as well.

Results:

Seventy-five individuals received the Real Colors program in 2007. Results were extremely positive with 86% ranking the program a 4 or 5 on a 5 point scale and all the rest ranking it a 3. When asked about any "aha" moments comments included:

- "Orange people had annoyed me, but one of my friends is orange, I can get along with oranges."; "My husband and I have opposite colors – gold vs orange...that explains a lot!"; "Polar opposites were an aha as I became frustrated with blue."; "When we asked questions to the other colors and interacted with them."; "Finding out that people need to be listened to in their colors."



Participants were also asked the most useful part of the program for them was: "I understand other people's temperament and reasons for behaviors."; "Understanding motivations behind others behaviors." ; "Finding the similarities which we all share, by identifying similarity it can bridge which separates vs finding a common factor breaks down communication barriers."

Many additional comments were passed on following the class or via the managers who received comments from their staff.

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<http://www.uwex.edu/ces/cty/oconto/flp/success.html>