

Hartman Personality Test

Hartman T. (1987). The Color Code: A new way to see yourself, your relationships and life. Taylor
Don Hartman Publications.

Personality Styles

- **RED**

- -Want to be productive
- -State facts as they see them
- -Seek leadership opportunities
- -Are logical, factual, and practical
- Sometimes seen as: Active, productive, insensitive, selfish, demanding, critical, competitive, bold, tenacious, assertive, determined, disagreeable, resourceful, self-reliant, impatient

Personality Styles

- **BLUE**

- -Motivated by doing nice things for others
- -Value the quality of interpersonal relationships
- -Directed by strong moral conscience
- -Thrive on recognition and gratitude
- Sometimes seen as: Emotional, committed, loyal, perfectionist, self-disciplined, stable, nurturing, resentful, worrier, sincere, purposeful, complex, moody, self-righteous

Personality Styles

- **WHITE**

- -Peacekeepers
- -Respond best to kindness
- -Quiet and independent
- -Open to others' ideas and recommendations
- Sometimes seen as: Peaceful, diplomatic, non-assertive, doubtful, tolerant, patient, impressionable, kind, dreamer, unmotivated, accepting, timid, gentle, indecisive, silent, stubborn

Personality Styles

- **YELLOW**

- -Value fun and play
- -Like to be noticed
- -Want to be liked
- -Easily bored and seek adventure
- Sometimes seen as: Happy, fun, uncommitted, irresponsible, enthusiastic, carefree, playful, exciting, superficial, disorganized, impulsive, charismatic, popular, naïve, trusting,

OVERVIEW TABLE

| | RED | BLUE | WHITE | YELLOW |
|---------------|--|---------------------------------|----------------------------------|------------------------------------|
| MOTIVE | <i>Power</i> | <i>Closeness</i> | <i>Peace</i> | <i>Fun</i> |
| NEEDS | <i>To look good (academically)</i> | <i>To be good (morally)</i> | <i>To feel good (inside)</i> | <i>To look good (socially)</i> |
| | <i>To be right</i> | <i>To be understood</i> | <i>To be understood</i> | <i>To be popular</i> |
| | <i>To be respected</i> | <i>To be appreciated</i> | <i>To be respected</i> | <i>To be praised</i> |
| | <i>Approval</i> | <i>Acceptance</i> | <i>Acceptance</i> | <i>Approval</i> |
| WANTS | <i>To please self</i> | <i>To please others</i> | <i>To please others</i> | <i>To be noticed</i> |
| | <i>Leadership</i> | <i>Autonomy</i> | <i>Protection</i> | <i>Freedom</i> |
| | <i>Challenging Adventure</i> | <i>Security</i> | <i>Contentment</i> | <i>Playful Adventure</i> |

Connecting with REDS

- **How to develop a positive connection with REDS**
- -Present issues logically
- -Be direct, brief and specific
- -Be prepared with facts and figures

Connecting with BLUES

- **How to develop a positive connection with BLUES**
- -Be sensitive, well-mannered and soft-spoken
- -Promote their creativity
- -Be loyal

Connecting with WHITES

- **How to develop a positive connection with WHITES**
- -Be casual, informal and relaxed
- -Provide structure
- -Be patient, sensitive and open

Connecting with YELLOWS

- **How to develop a positive connection with YELLOWS**
- -Be positive and up-beat
- -Be playful and accept playful teasing
- -Praise them

If you are a RED

- BLUES NEED REDS
 - -To give them honest feedback
 - -To teach them assertiveness
 - -To give specific direction
 - -To appreciate them
 - -To include them in plans
- WHITES NEED REDS
 - -To motivate them
 - -To encourage them
 - -To organize them
 - -To promote them
 - -To set goals and objectives
- YELLOWS NEED REDS
 - -To praise them
 - -To give them freedom
 - -To allow for spontaneity
 - -To keep them on task
 - -To be positive

If you are a BLUE

- REDS NEED BLUES
 - -To teach them compassion
 - -To help them soften communication
 - -To plan the action
 - -To confront them directly
 - -To promote them
- WHITES NEED BLUES
 - -To motivate them
 - -To be kind to them
 - -To teach them creativity
 - -To nurture them
 - -To initiate activities
- YELLOWS NEED BLUES
 - -To give grounding and direction
 - -To notice details and specifics
 - -To encourage completion of tasks
 - -To laugh at them
 - -To teach compassion and sensitivity

If you are a WHITE

- REDS NEED WHITES
 - -To calm them in crisis
 - -To listen to them
 - -To bounce ideas off
 - -To promote compromise
 - -To delegate responsibility
- BLUES NEED WHITES
 - -To show them the good in others
 - -To teach relaxed attitudes
 - -To listen to and respect them
 - -To calm their nerves
 - -To carry-out specific assignments
- YELLOWS NEED WHITES
 - -To calm them
 - -To play with them
 - -To share confidences
 - -To accept spontaneity
 - -To listen to them

If you are a YELLOW

- RED NEED YELLOWS
 - -To teach charisma
 - -To converse logically
 - -To accept their leadership
 - -To help broaden their visions
 - -To cheerlead for them
- BLUES NEED YELLOWS
 - -To promote creative, playful moments
 - -To foster optimism and hope
 - -To cherish and appreciate them
 - -To make them laugh
 - -To keep conversations flowing
- WHITES NEED YELLOWS
 - -To excite them
 - -To encourage them
 - -To be kind to them
 - -To keep confidences
 - -To accept their low-profile