

The True Colors System

Research Supported for Organizational Development

The True Colors System is a research supported assessment and development system used to strengthen self awareness, communication, leadership effectiveness, team functioning, and organizational culture. The assessment component is supported by publicly available research materials tied to third party psychometric review by The Assessment Standards Institute, with reported evidence related to reliability, construct validity, and disparate impact. True Colors uses that foundation as part of a broader system that helps organizations apply personal awareness in practical ways across leadership, teamwork, and culture.

RESEARCH FOUNDATION

Reliability

Consistency of results over time is a foundational standard for any credible assessment. The True Colors assessment has undergone third party psychometric review with reported evidence of reliability, giving organizations confidence that results are stable and repeatable.

Construct Validity

Construct validity speaks to whether an assessment is measuring what it is intended to measure. Publicly available research materials address this standard, supporting True Colors as a development tool aligned with its intended purpose.

Disparate Impact Review

Fairness across groups is a critical consideration for organizations operating under EEOC guidelines. The True Colors research materials reference disparate impact review, helping organizations evaluate equitable application across diverse workforces.

EEOC Alignment

The Assessment Standards Institute states that its standards follow EEOC guidelines and involve regular review and retesting over time, reinforcing True Colors as a responsible, standards-aligned choice for organizational development.

THE SYSTEM

From Awareness to Organizational Alignment

The value of the True Colors System extends beyond the assessment itself. The assessment creates a foundation for understanding. The system then helps leaders, teams, and organizations apply that understanding in practical ways that support communication, collaboration, and culture.

Practical Application Across Settings

The assessment is grounded in that research foundation, providing a reliable starting point for understanding behavior and communication tendencies. The system helps individuals and organizations turn awareness into stronger communication, better teamwork, and more aligned culture.

Designed for Development

True Colors is designed for personal and professional development and organizational effectiveness. It is well suited for self awareness, communication, leadership growth, team effectiveness, and culture enhancement.

DESIGNED FOR:

● Self Awareness
 ● Communication
 ● Leadership Growth
 ● Team Effectiveness
 ● Culture Enhancement

TRUSTED ACROSS SECTORS:

Military
Government
Corporate
C-Suite Leadership
Human Resources
Organizational Development

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View Published Research Materials: <https://www.truecolorsintl.com/research-precis>