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County Uses Personality Type Testing to Encourage High Performing Teams

Washington County’s University of Wisconsin-Extension taught 15 Real Colors® workshops with 342 County employees from 17 county departments. To encourage teambuilding, workshops were offered by department so that department staff could participate in a shared-learning experience. UW-Extension Community Development Educator, Paul Roback and Family Living Educator, Carol Bralich coordinated the initiative.

“The work that Paul and Carol did with our Team was extraordinarily impactful. Real Colors® served as an excellent tool to integrate both our new and our long serving teammates to help them build relationships, which are essential to their day to day work,” said County Administrator Josh Schoemann. With over 50% staff turnover occurring in one larger County department, the timing was ideal for this type of teambuilding exercise.



According to Roback, “having early buy-in from the County Administrator assisted in the widespread interest by county department heads to participate in the program. The sessions provided a unique opportunity in an open and honest environment for participants to learn more about themselves and their colleagues. Achieving meaningful outcomes while having fun made the experience impactful for participants and for the county as an organization.”

Almost a year later, references are frequently heard to another’s “Colors” and how those personality traits drive interactions, recruitments and retention. “We are already beginning to discuss the next steps in Real Colors® to continue to grow our Team,” Schoemann added.

For additional information on this program, contact Paul Roback at 262-335-4480 or paul.roback@ces.uwex.edu. For additional information on Real Colors® visit www.realcolors.org.