

IDENTIFYING AN INTERVIEWERS COLORS

Color typing prospective employers during an interview is not an exact science. Someone from any of the four color types might ask any job interview question if they were trained by their HR department to do so. However, in most cases HR gives decision-makers a list of possible interview questions, and the personality type of the individual determines which questions they actually use. The best way to Type an interviewer is to get them into a conversation about their needs, problems and challenges and listen to what is important to them. Individuals tend to hire people they can communicate with. Your objective is to demonstrate that you understand and can communicate effectively with them. Your goal is to give a response in keeping with their personality type. You won't guess them all correctly, but the ones you get correct will improve the number of offers you receive.

For each question ask yourself, "What color is this person?" (Gold, Blue, Green, Orange) and "How should I approach them with my response?"

1. _____ You are in a job interview and you notice the interviewer keeps straightening the paper in front of him and places his pen down in exactly the same place on the desk every time.
2. _____ In the opening moments of the interview, the interviewer invites you in, forgets to shake your hand and jumps right into the first interview question without any small talk.
3. _____ A decision-maker calls you on the phone to talk about their company and the job they have open, but suddenly stops talking in the middle of the sentence as if a thought suddenly came to them. After a moment, they continue talking right where they left off as if nothing unusual happened.
4. _____ A decision-maker calls you on the phone to talk about their company and the job they have open, but he/she is interrupted more than one time by someone else asking a question. The decision-maker stops talking to you and answers the question without even taking the phone away from his/her mouth.
5. _____ An interviewer asks you a question and after you have answered, he/she corrects your answer.
6. _____ An interviewer asks you a question involving money, time, or amounts and after you have answered, he/she corrects your answer with the exact amount down to the decimal point.
7. _____ An interviewer asks you a question that probes how you "feel" about an issue. ("How would you feel...").
8. _____ An interviewer talks fondly about how their company is just like a family and talks about how they all get along and feel about each other.
9. _____ An interviewer talks about the fun activities they do together outside of work – ski trips, raft trips, kayaking, ball games, etc.
10. _____ An interviewer talks about all the new equipment/tools they have recently acquired or will provide for you.
11. _____ An interviewer talks about their safety record and the extent they go to protecting their employees.
12. _____ An interviewer talks how much you will make and the different ways the company offers to help you save and invest your wages.