

Book Review:

What Color Is Your Personality Type?

by Mary Sheffer

Career Match: Connecting Who You Are with What You'll Love to Do
(Shoya Zichy, AMACOM, 2007)

You should know that I am a biased reviewer: I am a “personality-type” test junkie. Myers-Briggs, Strong Interest Inventory, Keirsey Temperament Theory — bring it on! Not surprisingly, I thoroughly enjoyed *Career Match*. Most will find the publisher’s hype on the front of the book (“take the 10-minute quiz that will change your life”) a little misleading, but I think the book is worth reading. In a short time, with minimal effort you can learn about yourself and your best work environment. Perhaps more importantly, you can learn how to identify other types and ways to effectively communicate with the different types.

The author writes with knowledge about personality types and about how the reader will use her book. The first chapter, entitled “Don’t Read the Whole Book,” explains it all. Zichy wants to change how you view yourself rather than changing you. Therefore, the book is not the typical self-help book, and it is not necessary to slog through the whole book with stops to do exercises and tests along the way. It starts with a short self-assessment quiz that determines your “Color Q.” Within the “Color Q” are four main colors and four “backup” colors that define your personality type.

Each of the four colors has its own section of the book. The first chapter in each section describes the color’s overall traits. As with the horoscopes on some Chinese restaurants’ placemats, you learn about your general traits and about which colors work well with your type. The book also has charts that tell you how best to communicate with

each color. For example, when communicating with a “gold” person you need to be factual and accurate, making your points in sequential or chronological order. But with a “blue” person you would present the big picture, showing the long-term potential of your new idea.

The remaining chapters in the color section are tailored to your self-identified secondary color, including whether you are an introvert or extrovert. After writing about the more specific personality traits, the author provides helpful and concrete job search tips for each color. Some of these relate to your job search approach; others show how your “color” affects your interactions with others, especially in an interview situation. The author also provides interviewing tips so that you perform your best no matter what “color” may be on the opposite side of the table.

As a career counselor, I view this book as a professional asset. I am a solid extrovert and I know that I can be overwhelming and draining to introverts. With the insights provided by this book, I am trying to take some time at the start of a counseling session to assess the type of person a student is and adjust my counseling style to better fit their type. Further, I will use this book to help students who are struggling with interviewing. I think it will build their confidence and help them succeed in almost any interview situation.

In the law firm setting, this book may be helpful for associates and partners. For example, a new associate could gain insights about how to work more effectively with senior associates/partners. The book includes good charts on what type of supervisor/boss you work well with and advice on how to adjust to other styles. This information

could also be used to help an unsuccessful associate with a job search.

Career Match should be added to your self-assessment collection. The quick 10-minute test and immediate results should appeal even to those who are disdainful of “touchy-feely” assessment tests. Busy lawyers, law students, and career counselors will enjoy not having to read the entire book to get to the useful information.

Note: Career Match: Connecting Who You Are with What You’ll Love to Do can be ordered through the NALP Bookstore or by using the order form enclosed with this Bulletin.

Mary Sheffer is Assistant Dean for Career Services at Franklin Pierce Law Center. This review was submitted on behalf of the NALP Publications Advisory Group.