THE 4COLORS METHOD

THE ORIGINS OF THE 4COLORS METHOD

The 4Colors method is inspired by the work of Carl Gustav Jung and William Moulton Marston. Jung, famous for his theory of psychological types, identified four main functions: sensation, intuition, thought, and feeling, combined with attitudes of introversion and extroversion. Marston, on the other hand, developed the DISC model, which classifies behaviors into four styles: dominance, influence, stability, and conformity. The 4Colors method combines these approaches by using four colors (red, yellow, green, blue) to represent different personality profiles. This visual simplification allows for better memorization and understanding of underlying psychological concepts.

BENEFITS OF USING THE METHOD IN THE COMPANY'S HUMAN RESOURCES

The 4Colors method offers many advantages in terms of human resources management. It allows for a better knowledge of oneself and others, which facilitates communication and collaboration within teams. By identifying personality profiles, managers can adapt their management style to maximize employee efficiency and well-being. This method also helps manage conflict by understanding the motivations and behaviors of different team members. In addition, it promotes personal and professional development, by identifying each person's strengths and areas for improvement.

1. YOUR CORE ENERGY

Blue embodies the ocean's depth: rigor, analysis, and quest for meaning. Your essence: transforming complexity into clarity through method.

Key quote: "God is in the details." - Ludwig Mies van der Rohe

2. WHAT TRULY DRIVES YOU

Your daily fuel:

- Solving intricate puzzles

- Achieving technical excellence

- Optimizing existing systems

- Do you recognize yourself?: "If a thing is worth doing, it is worth doing perfectly."

3. YOUR SUPERPOWERS... AND YOUR CHALLENGES

Distinctive strengths:

- Advanced systemic analysis

- Meticulous organization

- Sharp expertise

Tendencies to modulate:

- Paralyzing perfectionism

- Cognitive overload

- Difficulty delegating

Concrete examples:

Professions where you excel: Data scientist, quality engineer, software architect, researcher

Winning scenarios: Technical audits, system design, complex problem-solving

4. YOUR IDEAL ECOSYSTEM

Optimal environment:

- Quiet and structured spaces

- Documented processes

- Accessible technical resources

Liberating management:

- Clear expectation setting

- Respect for methodologies

- Recognition of expertise

5. YOUR NON-NEGOTIABLE NEEDS

Key recognitions:

- Sufficient analysis time

- Acknowledgement of your expertise

- Predictable environment

Phrases that propel you:

- "Your analysis prevented a technical disaster."

- "We need your rigor on this case."

6. USER MANUAL FOR YOUR MANAGER

Winning actions:

1. Provide detailed briefs with quantitative data

2. Respect analysis schedules

3. Create uninterrupted focus zones

Absolute pitfalls:

- Imposing unrealistic deadlines

- Neglecting established processes

- Approving suboptimal work "for urgency"

Pitfalls to avoid (by yourself):

Risk: Paralysis by over-analysis

→ Solution: Apply the 80/20 rule (Pareto)

Risk: Excessive isolation

→ Solution: Schedule 1 collaborative exchange/week

Risk: Rigidity facing unexpected events

→ Solution: Dedicate 10% time for adjustments

7. MIRROR TESTIMONIAL

- "My life is guided by the pursuit of perfection and precision. What motivates me? Untangling the most complex problems with a foolproof method. My behavior is methodical - every detail matters in my quest for excellence. My ideal environment? A structured space where I can concentrate without disruption. The phrases that validate me? 'Your work is impeccable' or 'We count on your rigor.'"

8. TO GO FURTHER

Book: "The Perfectionist's Handbook" (Tal Ben-Shahar) - Transforming demands into strength

Video: "Blue Energy: Channeling Analysis" (Know-Futures®) - Avoiding cognitive overload

Tool: Ishikawa Diagram - Mapping root causes