

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.

GREEN PROFILE SUPPORT DOCUMENT

(For those who cultivate harmony and stability)

1. YOUR CORE ENERGY

Green embodies nature's quiet strength: patience, growth, and balance. Your essence: creating secure environments where everyone thrives.

Key quote: "Peace comes from within. Do not seek it without." - Buddha

2. WHAT TRULY DRIVES YOU

Your daily fuel:

- Building authentic relationships
- Maintaining group harmony
- Acting with lasting kindness
 - Do you recognize yourself?: "Nothing delights me more than seeing a united team progress with confidence."

3. YOUR SUPERPOWERS... AND YOUR CHALLENGES

Distinctive strengths:

- Exceptional empathetic listening
- Unshakeable reliability
- Natural mediation talent

Tendencies to modulate:

- Conflict avoidance
- Difficulty saying no
- Excessive caution

Concrete examples:

Professions where you excel: HR advisor, nurse, social worker, team coach

Winning scenarios: Conflict resolution, long-term project support, creating safe spaces

4. YOUR IDEAL ECOSYSTEM

Optimal environment:

- Calm and cooperative atmosphere
- Long-term trust relationships
- Predictable work rhythm

Liberating management:

- Participative leadership
- Valuing team cohesion
- Respect for your need for stability

5. YOUR NON-NEGOTIABLE NEEDS

Key recognitions:

- Emotional safety
- Sense of collective belonging
- Time to build trust

Phrases that propel you:

- "Your listening saved this meeting."
- "The team counts on your kindness."

6. USER MANUAL FOR YOUR MANAGER

Winning actions:

1. Organize kind feedback rituals

2. Assign team facilitator roles

3. Plan changes well in advance

Absolute pitfalls:

- Forcing individual competitions
- Denying emotional impact of decisions
- Creating artificial "stimulating" conflicts

Pitfalls to avoid (by yourself):

Risk: Passivity toward injustices

→ Solution: Practice non-violent assertion (DESC method)

Risk: Exhaustion from over-listening

→ Solution: Block 30 min/day for "solo recharge"

Risk: Paralyzing resistance to change

→ Solution: List concrete benefits in writing

7. MIRROR TESTIMONIAL

- "My life is guided by the search for harmony and stability. What motivates me? Being the invisible cement that bonds teams. My behavior is calm and thoughtful - I believe in win-win solutions. My ideal environment? A collaborative space where everyone feels respected. The phrases that move me? 'Your presence calms us' or 'Thank you for taking care of the group.'"

8. TO GO FURTHER

Book: "Heart Intelligence" (Isabelle Filliozat) - Mastering empathy

Video: "Green Energy: Quiet Strength" (Know-Futures®) - Setting boundaries with kindness

Tool: Circle of Influence (Stephen Covey) - Focusing on actionable elements