

# 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.

# RED PROFILE SUPPORT DOCUMENT

*(For those who turn challenges into victories)*

## 1. YOUR CORE ENERGY

Red is the fire that transforms obstacles into opportunities. Your essence: decisive action and the will to conquer.

Key quote: "Audacity is the mother of all successes" - Sophocles

## 2. WHAT TRULY DRIVES YOU

Your daily fuel:

- Dominating complex challenges
- Succeeding where others fail
- Gaining tangible recognition for your performance
  - Do you recognize yourself?: "If it's difficult, it's interesting. If it's impossible, it's a priority."

## 3. YOUR SUPERPOWERS... AND YOUR CHALLENGES

Distinctive strengths:

- Lightning-fast decision making
- Natural leadership
- Exceptional resilience

Tendencies to modulate:

- Chronic impatience
- Tendency to control
- Perception of aggressiveness

Concrete examples:

Professions where you excel: Entrepreneur, surgeon, trader, fighter pilot

Winning scenarios: Startup launch, crisis management, tense negotiations

## **4. YOUR IDEAL ECOSYSTEM**

Optimal environment:

- Fast-paced and competitive rhythm
- Decision-making autonomy
- Clear performance indicators

Liberating management:

- Setting ambitious goals
- Public recognition of successes
- No micro-management

## **5. YOUR NON-NEGOTIABLE NEEDS**

Key recognitions:

- Freedom of action ("Let me do it")
- Respect for your field expertise
- Concrete feedback on results

Phrases that propel you:

- "This critical project needs YOUR way of doing things."
- "Your latest success changed the game."

## **6. USER MANUAL FOR YOUR MANAGER**

Winning actions:

- 1. Assign "impossible" missions with tight deadlines**

## **2. Organize recognition rituals (e.g., "Problem Solver Trophy")**

## **3. Allow creative bypassing of processes**

Absolute pitfalls:

- Blocking your initiatives with bureaucracy
- Criticizing your methods in front of a team
- Denying your need for control over results

Pitfalls to avoid (by yourself):

Risk: Overwhelming colleagues

→ Solution: Practice active listening for 5 minutes before intervening

Risk: Burn-out from over-commitment

→ Solution: Schedule 1 forced break every 2 hours (mandatory timer)

Risk: Neglecting human aspects

→ Solution: Pair with a "Green" profile on projects

## **7. MIRROR TESTIMONIAL**

- "My life is driven by the determination to achieve my goals. What motivates me? Turning the impossible into the obvious. My behavior is direct and pragmatic: every minute lost is a missed opportunity. My ideal environment? Structured for action, with tools that let me move at 200 km/h. The phrases that recharge me? 'You are the right person for this fight' or 'Your results speak for themselves.'"

## **8. TO GO FURTHER**

Book: Extreme Ownership (Jocko Willink) - Leadership strategies in extreme contexts

Video: Mastering Your Red Energy (Know-Futures®) - Managing impatience without losing efficiency

Tool: Eisenhower Matrix - Prioritize your battles without getting scattered