

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.

YELLOW PROFILE SUPPORT DOCUMENT

(For those who light up rooms and spark ideas)

1. YOUR CORE ENERGY

Yellow is the sunshine that illuminates possibilities. Your essence: infectious enthusiasm and creative connection.

Key quote: "Enthusiasm is the electricity of life" - Gordon Parks

2. WHAT TRULY DRIVES YOU

Your daily fuel:

- Creating joyful connections
- Inspiring others with bold ideas
- Turning ordinary moments into celebrations
 - Do you recognize yourself?: "Why walk when you can dance? Why whisper when you can sing?"

3. YOUR SUPERPOWERS... AND YOUR CHALLENGES

Distinctive strengths:

- Irresistible charisma
- Boundless creativity
- Masterful storytelling

Tendencies to modulate:

- Difficulty focusing
- Impulsive decisions
- Over-optimism

Concrete examples:

Professions where you excel: Event planner, marketing director, teacher, motivational speaker

Winning scenarios: Brainstorming sessions, team-building events, client presentations

4. YOUR IDEAL ECOSYSTEM

Optimal environment:

- Collaborative open spaces
- Freedom to experiment
- Visual inspiration everywhere

Liberating management:

- Celebrating creative attempts
- Flexible schedules
- Regular social interactions

5. YOUR NON-NEGOTIABLE NEEDS

Key recognitions:

- Appreciation for your spirit
- Space for self-expression
- Frequent social connection

Phrases that propel you:

- "Your energy transformed this meeting!"
- "We need your brilliant idea on this!"

6. USER MANUAL FOR YOUR MANAGER

Winning actions:

1. Schedule "idea jam" sessions weekly
2. Create appreciation boards for contributions
3. Assign creative ambassador roles

Absolute pitfalls:

- Locking you in solitary work
- Drowning ideas in bureaucracy
- Skipping recognition moments

Pitfalls to avoid (by yourself):

Risk: Scattered focus

→ Solution: Use Pomodoro technique (25-min focus bursts)

Risk: Missing details

→ Solution: Partner with "Blue" profile for final checks

Risk: Emotional burnout

→ Solution: Schedule 15-min daily quiet reflection

7. MIRROR TESTIMONIAL

- "My life is guided by enthusiasm and creativity. What motivates me? Sparking joy in others and turning visions into reality. My behavior is energetic - I thrive when surrounded by people and possibilities. My ideal environment? Vibrant spaces where ideas dance freely. The phrases that lift me? 'You make magic happen' or 'Share your colorful vision!'"

8. TO GO FURTHER

Book: "Big Magic" (Elizabeth Gilbert) - Creative living beyond fear

Video: "Harnessing Yellow Energy" (Know-Futures®) - Focus techniques for creatives

Tool: Miro Board - Capture and organize ideas visually