

# The Four Rooms Of Change - A Tool that Helps Improve the Psychological Quality and Actualize One's Dream

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The Four Rooms of Change is a powerful theory that helps explain how one's emotion will affect his or her world view and behavior. The model was developed by the Swedish psychologist,

Claes Janssen, in the late 60s and early 70s as part of his groundbreaking research on the will to censor and the conception of reality. The psychometric tool developed based on this theory could effectively assess the four rooms -or psychological states of mind : Contentment, Self-Censorship & Denial, Confusion & Conflict and Inspiration & Renewal.

The Four Rooms of Change is used widely in Europe, USA and Australia. It has helped the business development of conglomerate such as Ikea Furniture. Based on the motto of "First act and first trial" based on the Scientific Development Principle, I myself have applied the Four Rooms of Change to help improve my own psychological quality and to exceed my own comfort zone. I found this tool could help improve my psychological quality as a newly started entrepreneur, improve my business performance, as well as helping my company to win a Certificate of Excellence in the HSBC Living Business Community Engagement Award. To enable more people to improve their psychological quality through Four Rooms of Change, my company has partnered with the Hong Kong Productivity Council to organize a serial of seminars and workshops. It helped participants understand the important linkage between psychological quality, personal branding and business performance.

I have adopted the Four Rooms of Change to provide organization development consultancy services for quite a number of enterprises. Some of those used to be successful organizations and they suddenly got stuck. There were much misunderstanding and conflicts among staff. Through the Four Rooms of Change, the staff gained insight into their own state of mind and the organisation's state of mind. This knowledge helped rebuild the organization and to restore interpersonal relationship.

The Four Rooms of Change has effectively decrease students ( 5-11 years old, 9-12 years old and 12-19 years old)

bullying behavior. A lot of bullying behavior is the result of the students' emotional disturbances. The Four Rooms of Change help students recognize their own emotional state and make adjustment. "The Family Barometer" help parents grow together with their children. The tools have been used in Sweden, Finland, the USA and Australia and have created some impact.

Another one of the tools from the Four rooms of Change tool kit: "The Barometer of Societal Change" can effectively assess the change in political climate. Government offices and churches in Sweden have adopted it for change management.

In the course of using Four Rooms of Change, I realized that there were some similarities between this theory originated from Sweden and the traditional Chinese Yin Yang theory. This caused me dream about: one day I would use "Sports Team Barometer" to improve the Chinese sportsman's quality of psychology so as to win more Olympic medals; using "Sustainability Barometer" to equip more sustainable leaders. Anyhow, dreaming of possibilities is one of the essential elements behind the Theory of Four Rooms of Change.



The author of this article, Ms Christine Choy is the Director of Choy's Human Resource Consultancy Ltd and the Chairman, Communications & Knowledge Management Sub-Committee of Hong Kong Electronics & Technologies Association. She received the award certificate from Mrs Lena Chan, Head of Business Banking, Commercial banking of HSBC. Next to Ms Choy were the nominator representatives, Mr M Y Wong, JP, Chairman of HKETA and Vice Chairman, Mr Nelson Yip ( Mr Yip was the " Most Outstanding Ambassador" for the HSBC Living Business Award.