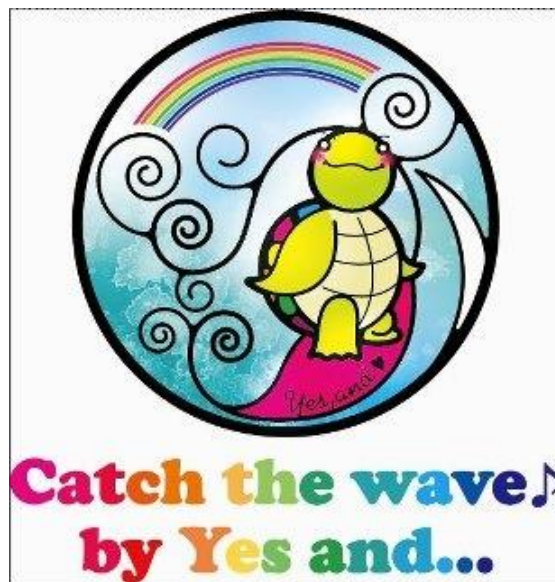


COCORO NO IRO

BEHAVIORAL ANALYSIS & RESEARCH



HOW YOU WANT TO DEAL WITH YOURSELF

AUTHOR: HIKARU HIE



COCORO no IRO : Behavioral Analysis

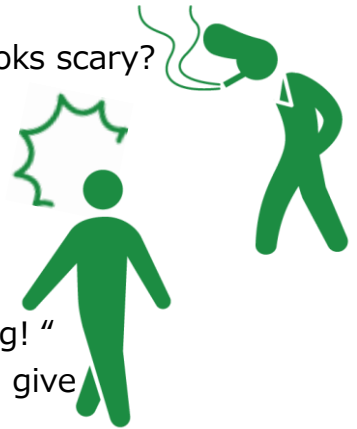
SOURCE : Ena Communication Inc.

Let yourself find out who you really are by sorting out the color of your heart and mind by analyzing your behaviors.

In addition, the other person's behaviors, habits, and thinking tendencies and styles can be used to sense the other person's potential fears and desires.

What would you do when you bump into someone who looks scary?
Would you do...

- A. You think "C'mon! Get out from my way!" and walk straight ahead.
- B. You don't realize till you bump into.. Then.. You go "oh gosh, he looks scary.. But.. Wow he is good-looking! "
- C. You say "I'm sorry" even though it is not your fault and give the way.
- D. You check your smart phone for you to take other ways in order not to bump into the person, and you also set your phone to be able to ring just in case you somehow get into trouble with the person. Then you set your poker face, and go



Which one(s) did you choose?

Let us explain a little bit about "COCORO no IRO (Behavioral Analysis)"

People behave and take actions based on various motivation, fears, interests and/or curiosities, etc.

Even under the same circumstances, the behaviors are different as described above. What we would like you to understand and keep it mind here is we are not judging which behaviors are correct or incorrect. There are all different kinds of behaviors under the same circumstances based on who you really are.

COCORO no IRO : Behavioral Analysis

focus on speed

[RED]
Control & Command



WHAT?

- Highly appreciate "self-worth"
- Work&Result-oriented, hate to lose
- Motivated in straightforward way
- Want to control own environment
- Insensitive to other's feelings
- Fight against risks


[YELLOW]
Attention-inspiring
Optimism



WITH WHOM ?

- Optimistic, intuitive, curious
- Sociable
- Motivated by approval from others
- Afraid of being rejected by others
- Disorganized
- Don't think about the risk

[BLUE]
Analytical & Cautious



WHY?

- Emphasis on accuracy and quality
- Computational, lawful, intuitive
- Motivated by the right way
- Have self-control
- Afraid of being criticized
- Overly critical and demanding to him/herself and others

[GREEN]
Safe & Secure



HOW?

- Practical team player
- Emphasis on specificity
- Motivated by convention
- Afraid of losing stability
- Afraid of changes and challenges
- Tendency to suppress him/her emotions and endure

focus on perfection

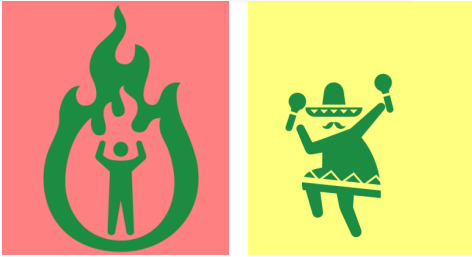
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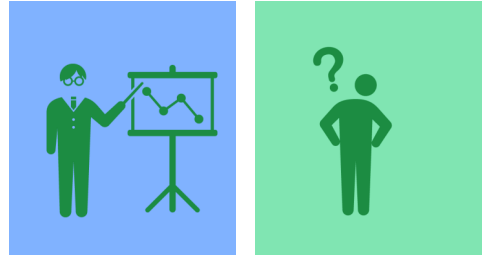
Relationship by the characteristics of each color

Some people behave differently when they are conscious and unconscious. Also, the behaviors of those people in other colors can be difficult to understand. Here we take look at what kind of things each color thinks from the relationship Between those people in each room.

UP/DOWN coordinate axes



V.S.



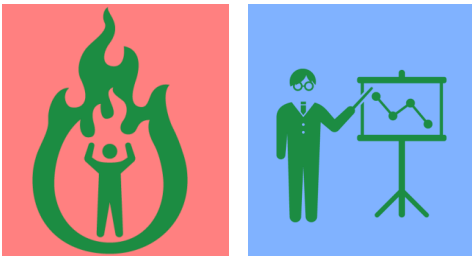
Let's proceed as soon as possible anyway.

Even if you say "quick", the proposal has not been completed yet.

We can proceed while thinking anyhow.

"anyhow?!" We have to make a right plan. If we fail, it's even more troublesome.

LEFT/RIGHT coordinate axes



V.S.



In order to proceed with this project, We have to ask Mr.X and Ms. Y for support.

Yes, we have Mr.S and Ms.T.. What do we want to do?

In this way, if you want different things, you will often collide. Especially those Behaviors of diagonal relationship get collide.

Relationship by the characteristics of each color

Especially those Behaviors of diagonal relationship get collide.

Case 1



V.S.



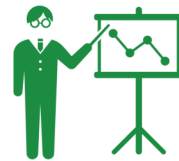
Do you have any opinions about xx?
(Inner mind : I would really hope you speak it out loud. You are so Yes,man...

Nothing in particular.
(Inner mind : It would be easier to express my opinion if you could say gently...

Case 2



V.S.



Let's start the next project from xx!!

Tell us the reason why you want to start from xx.

Well.. I just thought it sounds like fun! It's my intuition!

That doesn't make any sense. We have limited budgets, so make sure to collect the date and information before we start.

mmm... you are so picky.

In this way, even in the same situation, the thoughts and actions are completely different because motivations and desires are different. You may think it's so hard to interact with people who think differently.

The difference is the difference! The difference is interesting!

If you think this way, you will be more observant and enjoyable when dealing with people who think and act differently.

Relationship by the characteristics of each color

There is a reason why there are people who have different thoughts and actions. Think about it for a moment. What if the world was full of those people like this?



Perhaps the world will be a little aggressive.



It looks bright and nice, but nothing seems to be complete.



Things are unlikely to start.



The ultimate pursuit seems to begin.

Relationship by the characteristics of each color

If people who think and act differently can accept each other's strengths and exert their respective roles, the organizational strength can be maximized.
Please use it as a reference when working as an organization.

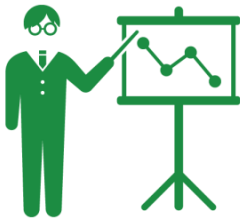
But first and foremost, knowing your own tendency of thoughts and actions is the key to maximizing your strengths.

[Control · Command]
Give ideas and demand results.



Let's do it !

[Analysis / Planning]
Complete the project with important details



[Inspiration / promotion]
Promote the idea to the outside



Then I'll make a plan.

Sounds fun!!
Yes, let's!!!



Sounds good.
Let's make a team.

[Support / organization]
Try to make the idea come true and settle in the group

Relationship by the characteristics of each color

If you do not understand your strengths as strengths and put out too much, Your strength will become weaknesses.

Here's an example of how each one has overstrengthened.

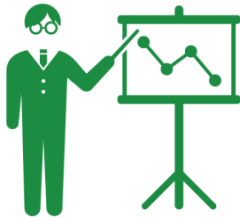
Especially, the diagonal relationship is easy to collide.

Control
Command

Too much instruction and high pressure will scare the people around.



Analysis
Planning



Rejected by asking too much for perfection.

Inspiration
Promotion



Rejected by talking too much without thinking about the other other's feelings



Support
Organization

Too much patience and stress builds up in yourself

AUTHOR PROFILE: HIKARU HIE

Hikaru is an accomplished and highly experienced trainer / facilitator and has been working in the corporate training and development field in Asia for the last 17 years. She specialises in the design, delivery and facilitation of impactful and highly effective training programs for regional and multinational corporate clients.



Hikaru also consults to international organizations on organizational development and project management. She has designed and conducted numerous training workshops including Human and Communication Skills / Leadership Skills / Leadership Development / Team Leading / Team Development / Creative Problem Solving / Cross Cultural Teams / Cross Cultural Customer Service all over in Japan.

She has been lead trainer and facilitator for many hundreds of programs with regular clients including IBM / SONY / Sony Information Device / Sony Chemical Device / Sony Energy Device / Olympus / Infocom / Kagoshima Information Service Association / Japan Information Service Association / Shimane Prefectural Government Departments.

Now her focus is in Edutainment (Education x Entertainment) field. After having been teaching at several universities for more than 15 years, She is now appointed as a principle of Kyoto University of Art and Design High School which was newly opened in the Spring of 2019.

Previously, Hikaru was the consultant and instructor of IBM Learning Service Corporation coordinating human and communication skills of training and operations. She was responsible for designing courses and training as well as facilitation of corporate training programs. Her prior work experience includes working as an implementing manager of coaching skills for All IBM sales manager in Asia Pacific Area and an international conference coordinator for IBM Asia Pacific Corporation.

Hikaru is a graduate in Psychology and Art from Western Oregon State University. Japanese is her mother tongue and English is her second language. Hikaru was a board member of Applied Improvisation International Network from 2010 to 2014 & 2017 - 2019. She has established Applied Improvisation Network Japan since 2009, as well as Applied Improvisation Facilitator Academia since 2015.

Insight

‘When we are playful, it helps us remember things and learn from each other. It creates an impression and emotional component that is key to building memories.’



**Catch the wave.▷
by Yes and...**

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