



The Four Rooms of Change in use in South Africa, presented by The Winds of Change Group.



Ulla and Claes Janssen with six of the first children to work with the Children's Four Rooms of Change.



Marvin Weisbord visits with the Four Rooms of Change User's Forum in Stockholm 2007.



The Four Rooms of Change presented publically in Finland in 2007 by Tuija Arola of Edia Oy.



The Four Rooms of Change at work within Unicef, New York, as part of their Certification program in 2007.



Certification program in Stockholm with participants from Israel, Jordan and North America.

### Voices from the users

“A good alternative to those who come delivering pre-packaged solutions. Here we work through the issues, together and in real time.”

“Guides us to good, common dialogue within the group. People recognize themselves in the theory and tools, especially since most organizations starts in some kind of “chaos.” Everyone, almost without exception, gets involved in whatever change process they happen to be in or decide to initiate. Very business savvy. Easy to evoke discussions after several months. It gets to people and they build a common language and point of reference.”

“Very useful for groups who are stuck or who have severe conflicts to resolve. It is also very handy when you want to build a new team.”

“The absolute strength of the tools is that they make it possible to show management in a hands-on fashion the best way of working through the entire organization with everyone involved, as opposed to letting the knowledge stay in the management team. The results are so practical and concrete and therefore relatively easy to manage.”

“I am using the tools in many different types of groups and situations, for example in mergers and acquisitions. The aim is often to establish a good work climate within a group. Since people basically prefer to work well together, having a healthy environment and being able to do the right thing, the model helps them achieve just that.”

“There were many issues that really touched people and it led to conversations like: Are we really doing what we say we do?”

“I think the greatest advantage of the model is that it gets respect in all situations and by all parties. That is because all involved participates in building it, they fill the rooms with content from their own experience. In that way the Four Rooms of Change becomes trustworthy.”

[www.andolin.com/fourrooms](http://www.andolin.com/fourrooms)



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The Four Rooms of Change<sup>®</sup>  
presents



## Four Rooms and Fourteen Tools



## The Four Rooms of Change and its pedagogical tools

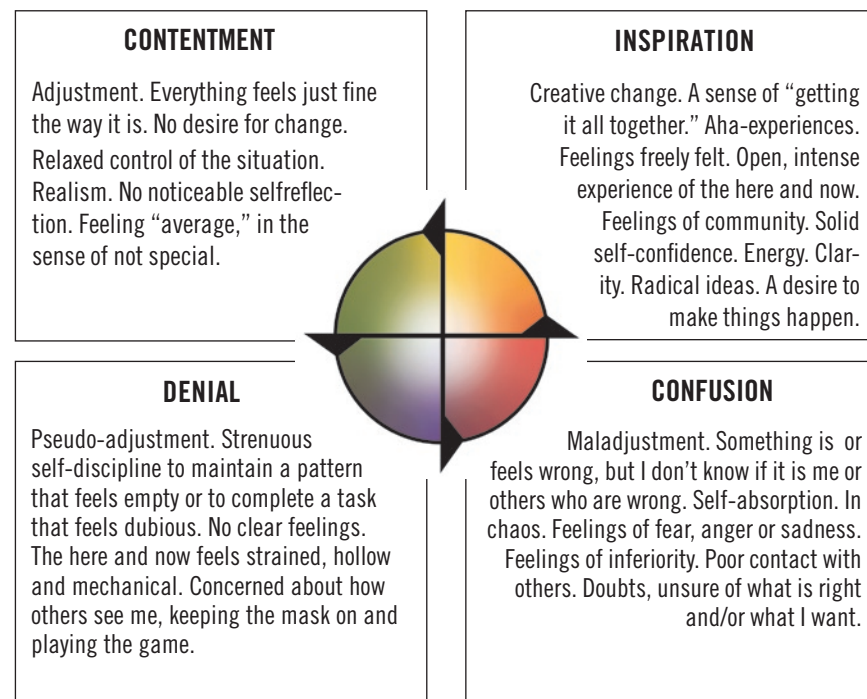
The Four Rooms of Change is a theory created by the Swedish psychologist, researcher and author Claes Janssen, Ph.D. His groundbreaking research on individual and collective self-censorship and denial in the late sixties and early seventies immediately received international recognition. The Four Rooms of Change is a theory based on scientific research. It deals with change and with what happens to people and organizations in change, stress and transition. It helps them understand and influence their own change processes and support others'.

The Four Rooms of Change is also known under the names the Four Room Apartment and the Change House. However, neither of these have any tools, qualified trainings or quality control associated with them.



Books by Janssen published in Swedish

The tools can be used on every level within any organization. They can be used individually, with project groups and work teams, in management teams or throughout the entire organization. By using them it is possible to identify serious issues and to find ways of handling them. The tools make it possible to measure the climate for change and it creates a common language for addressing change within the organization. The tools can be used to support organizational development strategies as well as working with team development, crisis management or as a climate survey in the organization.



"I understand better now why we are experiencing problems collaborating. This will be very helpful for us while working together in the near future."

"The Four Rooms of Change is definitely the most practical theory I have experienced so far."

"We are working in a tough and stressful environment. The Four Rooms of Change has helped us support each other instead of accusing and fighting."

	LEVEL	TOOL	AREAS OF USE	GROUP SIZES
BASIC	Personal development	<b>Introduction to the Four Rooms of Change</b>	In less than two hours you can create significantly increased understanding about change and how people are affected by stressful, difficult and cumbersome situations and how to act upon them. What makes the learning strong and meaningful is that everyone participates actively and everyone's personal experiences are used when building the theory. The combination of theory and methodology delivered is unique and very productive – it empowers and energizes even in really bad situations.	Individuals Small group, teams Departments, units Large groups – several hundred people can effectively learn simultaneously.
	Diagnosis and action in the entire organization	<b>Personal Dialectics with the Outsider Scale</b>	A very powerful tool for personal development and increased understanding of self and others. It supports greater differentiation, integration and appreciation of personal differences. Excellent for use in leader development, in conjunction with life and career planning and in team and management training.	Individuals Small groups up to 25 people.
		<b>The Organizational Barometer</b>	With the help of the Organizational Barometer a team, a management group or an entire organization may scrutinize their work climate in a very efficient, participative and dynamic way. Experienced problems and needs are identified and become the basis for creating adequate action plans that are virtually implemented on the spot.	Small, medium, large or very large organizations.

APPLICATIONS FOR DIFFERENT SOCIAL SYSTEMS	LEVEL	TOOL	AREAS OF USE	GROUP SIZES
Applications for different social systems	Getting a handle on almost any social system	The Life Awareness Index The Team Barometer The Management Barometer The Sports Team Barometer	The Gender Equality Barometer The Sustainability Barometer The Barometer of Societal Change The Family Barometer	Different kinds of tools directed to different target groups.
	For the school system	Children's Four Rooms Classroom Barometer – ages 9-12 – ages 12-19	Teacher's Work Team Barometer The Family Barometer	Tools for use in the entire school district, in a specific classroom, or among teachers/staff.
	For all leaders	<b>Sustainable Leadership The Program with Tools that Work</b>		A 2 + 2 + 1 day leadership program. Public Workshops Inhouse trainings

### BACKGROUND

Claes Janssen, Ph.D., psychologist, researcher and author, internationally reputed since his groundbreaking research on individual and collective self-censorship and defense mechanisms in the seventies. Based on this research Janssen has developed practical and user-friendly pedagogical tools to increase the self-awareness within individuals, groups and organizations. Ander & Lindstrom Group has since 1993 worked together with Janssen to develop and customize the tools for use in most all kinds of social settings, with a special focus on working life. The theory, its tools and methodology are well adapted to modern and well-grounded theories of psychology, sociology, democracy, leadership and more.

### CERTIFICATION

Only certified consultants, leaders and change agents may buy and use the tools. All certified facilitators have gone through rigorous training including having used the tools on themselves and having used them in groups and organizations for training purposes and under supervision. Certified facilitators become members of the Four Rooms of Change User's Forum. The membership provides them with new and updated tools as well as mentorship and annual learning exchange meetings.