

# The 4-Way Test

A person is sitting on a rocky cliff edge, looking at a smartphone. The background shows a vast, forested valley under a clear sky. The image is overlaid with a large, light blue circular graphic that frames the title and the person. A smaller yellow circle is positioned near the person's feet.

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It is through the human experience that many people have inspired many other people on how anyone, anywhere can make a difference.

Differences can only be made through decisions

But such impactful decisions can only be born through experience, knowledge sharing and working together.





**There is nothing more difficult and therefore  
more precious than to be able to decide**

**NAPOLEON BONAPARTE**

# History

- The 4-way test was developed in 1932 by Herbert J. Taylor when he was asked to take charge of a company facing bankruptcy.
- Taylor was assigned the task of saving the company. The company sold cookware and other household necessities but it owed its creditors more than its total assets.
- In order to overcome their competitors, Taylor decided that the company workers needed to have an outstanding character and service mind-set.
- The company already had a code of conduct but it was so long no one could possibly remember it. Taylor decided that they needed a practical test, that everyone could memorize and which did tell you what the answer was but prompted you to reach it on your own.

THE FOUR WAY TEST WAS BORN!

1

Is it the truth?

The truth is ...if you don't know  
don't say.





## 2

Is it fair to all concerned?

Fairness – the pillar of justice

3

Will it build goodwill and  
better friendships?

Let the past be the past and  
let it make you better and  
not bitter...



4

Will it be beneficial to all  
concerned?

There are consequences to  
the decisions you make.





# TIPS & TRICKS

## Positive Mindset

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One of the biggest problems when decision making is the fact that you have probably considered it all for the worst – go into the decision positively

## Multiple Perspectives

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It is almost impossible to consider a situation from every persons perspective – but you can at least try

## Seek feedback

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When faced with a difficult decision it is always best to turn to someone who you can trust and who may have valuable insight

# TIPS & TRICKS

## Make it a habit

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Use the four-way test on a daily basis to address conflicts, negotiations or dilemmas

## Keep learning

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Embrace the opportunity to grow through each decision you make – see it as an opportunity and not a challenge

## Avoid toxic people

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The fastest way to break down growth is by allowing others to criticize it

THE STAGE HAS BEEN SET  
so go ahead and follow the 4 basic steps

**1**

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Is it the TRUTH?

**2**

Is it FAIR to all  
concerned?

**3**

Will it build  
GOODWILL and  
better  
FRIENDSHIPS?

**4**

Will it be  
BENEFICIAL to all  
concerned?





**THANK YOU !**