

STEP 3: INTEGRATE

25 minutes: Individual with Large-Group Debrief

Participants use stickers to identify one characteristic they find most difficult and one that works most for them on each chart, and discuss with the large group.

Distribute four green and four yellow stickers to each participant.

PPT
53



INSTRUCT:

- [🗣️] Now, I'd like you to go to each of the four style charts and put a yellow sticker next to one thing that's most difficult for you and a green sticker next to one thing that works most for you.
- Then return to your original seats.

Give participants 2–3 minutes to place stickers and return to their seats.



SAY:

- These stickers can help us understand the most common perceptions that others have about the styles.
- They also underscore the differences in perception that can exist.

ASK:

- Looking at the DiSC style charts, what can you tell about people's perceptions?
- What are the most common perceptions?
What kinds of differences in perception do you see?
- D's, what surprises you about these perceptions?

Repeat the debrief for the other three styles. Point out any connections to the priorities when appropriate.

PPT
54

SAY:

- [🗣️] As we've seen, DiSC® can help us understand the differences in how each of us reacts to the styles of the people we work with.
- In the next module, we'll learn how to overcome barriers so you can build more effective workplace relationships—one relationship at a time.