

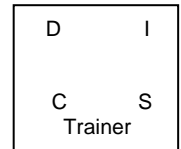
Divide & Conquer

Category: Application

Goal: Observing behaviors provides clues to another's communication style.

Materials: Flipchart Paper, Magic Springs from Oriental Trading.

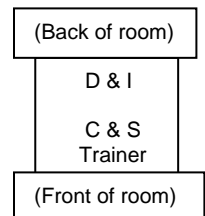
Preparation: Post 1 flipchart sheet for each style in a corner of the room.



Grouping: For majority of activity, participants are grouped by style. Facilitate this Learning Activity when you are ready to discuss the value of stretching. (See DISC Report Page 20, "Strategies for Adapting.")

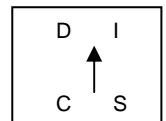
Timing: Total of 15 Minutes.
 (5 Min) Moving (5 Min) Explaining Pace & Priority (5 Min) Meeting Scenario

Assignment: Ask *"D's & I's to go to back and S's & C's to come to front of room."*

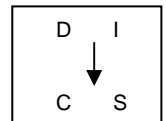


Assignment: After people move...

Ask S's & C's *"Describe how the D's & I's got in line?"*
 (Typical Responses: They rushed over; some of them are still talking & laughing!)



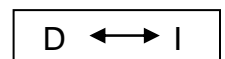
Ask D's & I's *"Describe how the S's & C's got in line?"*
 (Typical Responses: Took their time, making sure they were standing in right spot.)



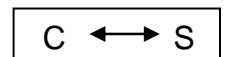
State *"You'll find that we will be able to use our own training session today as a laboratory – Allowing us to identify styles in real time."*

Assignment: Request *"Everyone move to the corner where your Primary Style is; D,I,S,C."*

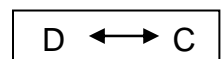
Explain: Stand by D's & I's, explain *"D & I's Pace...is Fast, Charge.."*



Stand by S's & C's explain *"S's & C's Pace...is Cautious, Reflective."*



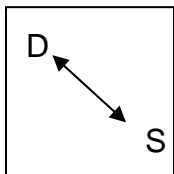
Explain: Stand by D's & C's explain *"D's & C's Priority...is Task"*
 (Mention: D's more goal oriented, C's did the goal get done... correctly!)



Stand by I's & S's, explain *"I's & S's Priority...is People."*
 (Mention: S's more team oriented, I's more PARTY!)



Meeting Scenario:



Stand in the middle of the room. *“Wonder why some folks initially have conflicts?” Here’s an example that offers some explanation. Think about a non-productive meeting.”*

Point to D’s: *“Get frustrated when others will never give you an answer?” (YES!)*

Point to S’s: *“Ever feel you’re being pressured to answer?” (Yes.)*

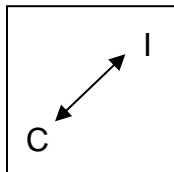
Ask Large Group as you point *“S’s - Pace?” (Cautious) “Priority?” (People)*

Ask Large Group as you point *“D’s - Pace?” (Fast) “Priority?” (Task)*

Ask S’s: *“Would you be willing, when asked for an answer during a meeting, respond with something like? ‘I will get back to you by end of day with ... e.g. timeline, budget.’” (Yes) “Then take a step towards me, towards the center of the room.”*

Ask D’s: *“Would you be willing to give them to end of the day to get an answer to you? (Yes) Then take a step towards me, in the center.”*

“So, if the center of the room represents the main objective of having a more productive meeting, then with just a little effort put forth, everyone is on target to make that happen.”



Point to C’s: *“Ever feel like people aren’t taking their work seriously?” (Yes.)*

Point to I’s: *“Ever feel like some people are taking work way too seriously? (YES!)*

Ask Large Group as you point to *“I’s - Pace?” (Fast) “Priority?” (People)*

Ask Large Group as you point to *“C’s - Pace?” (Cautious) “Priority?” (Task)*

Ask C’s: *“Would you be willing to give the people who love to interact, 5 minutes of the beginning of the meeting to have a ‘howdy-duty-time?’” (Yes) Then take a step towards me in the center.”*

Ask I’s: *“Would you be willing to try & limit yourself to 5 minutes of ‘howdy-duty-time?’” (Yes) “Then take a step towards me in the center. Now you’re all closer to the center, the main objective of having a more productive meeting, with just a little effort put forth, , everyone is on target to make that happen.”*

Closing: *“So with a little bit of effort/stretching - we all come closer to having what we all want... more productive meetings. So, to inspire you to keep stretching, head on back to your seats & open your Magic Springs box and S-T-R-E-C-H. ... And... note that as you stretch the magic spring.. it becomes easier to stretch. So the more you are willing to stretch, when needed during a meeting, the easier it becomes.”*

Closing Option: Ask *“Please head back to your seat, but first do some stretching...and we all know It gets easier. Same process in stretching in styles, the more we stretch the easier it gets.”*

Special Note: *Sometimes someone will pop-up with... “Yeah...but, what if you’re the only one stretching? Not fair!” Ask them...“Who is the only person you can really control? You? And, I can guarantee you if YOU don’t stretch, then the meeting or situation most likely will not get better, but, if you are willing to stretch, at least it takes the edge off of the tension for you.”*