

What If...?

- Category:** Application
- Goal:** Gain insight on how different styles look at life very differently.
- Materials:** 4 posted blank Flip chart sheets. Markers at each location.
- Preparation:** Individuals have basic knowledge of the behavior characteristics
Pre-written Flip chart with assignment.
- Grouping:** By Natural Highest Style. (Option: not enough style variety - assign styles. This then becomes a good exercise in learning about other styles.)
- Timing:** 20 Minutes. 10 Minutes for teams to discuss & list on flip charts.
10 Minutes for teams to report out to large group.
- Assignment:** Each team selects a discussion leader & a scribe.

They respond based on **initial, uninhibited reaction** (not how they think they should).

Possible Scenarios:

Boss Playing Favorites

"What if your boss was playing favorites with a co-worker and it was affecting your performance. What would first pop into your mind?"

Job Abruptly Changed

"What if your boss changed your job without telling you. What would you be tempted to say or do?"

Inter-Department Tension

"What if another department caused the product release to be late. What would be your first unmonitored reaction?"

- Debrief:** After the second group reports out, ask folks what are the differences? Do the same after the third & the fourth group report out.

The following are typical responses.

D's Physical response; beat up boss, yell.

I's Feelings; "It's not fair." Hurt feelings. "You're picking on me."

S's Disappointment; They let the team down. What should they do better?

C's Passive/Aggressive; Just quit & get another job. Complain to peers.