

Guide to TTI Styles Revealed™

TTI Styles Revealed is a behavioral role-playing exercise game that will be a great addition to your next training. This game allows you to further demonstrate the importance of understanding and appreciating DISC styles in the workplace.

Contents

One deck of cards will be sufficient for up to 88 participants, divided into 10 groups or less.

- 16 Leader Cards with specific Leader Rules
- 64 Participant Cards with specific Participant Rules
- 8 Observer Cards with specific Observer Rules
- 8 Situation Cards
- 1 Game Rules Card



Actual Card Dimensions: 4" x 6"



The Process

Each member of the group will be given a card assigning one of three roles: Leader, Participant or Observer. Each card will identify the rules for the participant's role. Only the Observer(s) may identify their role, if they so choose. As a team, the group will be assigned the task of solving the business issue outlined on the Situation Card. Since most, or all, of the roles are unknown, natural behavioral styles will be revealed as the discussion evolves toward finding the best solution.

The Setup

- 1. Divide the participants into groups, or teams, and seat each group at their own table.** (Round tables typically work best) The number and size of the groups will be determined by the total number of participants. The ideal group size is 6 to 10 people, but depending on the specific situation, other group sizes can work.
- 2. Strategically give every person in each group a role card with specific rules (Leader, Participant or Observer).** Each group must have at least one observer and up to two leaders. The key to the game's success is the facilitator's prior knowledge of each player's behavioral style through their individual DISC reports. The idea is to assign participants a role that is NOT conducive to their natural style.

For example, you can use one of these suggestions:

- Give two Leader Cards to High C players
- Give an Observer Card to a High I
- Make all High D players Participants or Observers, but not Leaders
- Pass out more than one Leader Card to either the High Cs or the High Ss

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3. **Be sure each person reads and understands the rules of their role which are listed on their role card. Then provide each group with a situation.** Depending on the time available and number of people, etc., you can use the same situation for all groups or give each group a different situation card. In addition, it may be best to customize the situations to the company's industry, participants' profession, or to a specific issue the company is facing.



4. **Let the discussion begin!** The Leaders should direct the group to a solution. The Participants should contribute to group discussion. The Observers should be taking notes regarding observed behavior, including the topics listed in their rules. You may want to set a time limit depending on your facilitation schedule.

The Outcome

Once the group's time is up and/or they have arrived at a solution to the situation, the Observer should try to identify the Leader(s) and the Participant(s), as well as report on the behavior exhibited during discussion. If the participant's natural behavioral styles were revealed during role-play, the Observer will likely misidentify the High D as a Leader, and the High C as a Participant. If the game was set up properly, the Observer should also point out things such as:

- The pressure put on a High I when they cannot talk or participate
- The strong urge of a High D to control the discussion
- The lack of direction provided by High Cs and High Ss

Additional Notes

- **This game is not intended to be sold as a product to your clients.** It is intended to be a resource for you, as the facilitator, or for your internal trainers in a train-the-trainer situation.
- TTI Styles Revealed is a universal game that is designed to fit a broad range of DISC training situations. Therefore, you should utilize the game as it fits best in your training program and not limit its use to the directions provided. We suggest that you explore the possibilities and we hope your creativity will not be limited by the game's instructions. The options can be endless!
- TTI Styles Revealed is a perfect compliment to any Communication training or seminar, such as Dynamic Communication™, or any program where DISC is introduced or explained in detail. Additional resources can include the "Recognizing DISC Styles" clue sheet found on TTIed.com.
- TTI Styles Revealed is effective when the audience is not yet aware of their own behavioral styles, as well as when they are just beginning to understand DISC. Either way, the game should help you take the group to the next level and appreciate DISC in the workplace.

