

DISC Adaptability Scenario Practice

For each situation, consider the conversation from both styles noted.

- **If used as an individual activity:** As the first person, identify what you need, potential challenges, and how to communicate that in a way that builds mutual benefit. Then, repeat the process for the second person.
- **If used with a partner:** Each person may take on a role and practice adapting to each other using *The Platinum Rule™*. Consider what each person wants, emotions, and challenges that may come from different paces, priorities, and needs.

Situation 1:

Pat and Alex are planning a New Year's Eve party. Pat is a primary D style and Alex is a primary S. This is the first conversation to determine the party's theme and begin to work out the details and responsibilities.

Situation 2:

Casey and Riley are peers assigned to work together on a major marketing project to launch a new product. Casey is an I style, and Riley is a C style. They bring similar tenure and experience, but have struggled in the past to keep projects moving forward to completion. They need to create a plan to market the new product through social media with reasonable deadlines and an outline to share with the others who will be involved in the project.

Situation 3:

Robin is Sam's supervisor. Sam is not meeting performance expectations and has been showing up late for work. Robin has also noticed that Sam seems to be less engaged in meetings and more withdrawn. Robin is a D style and has little patience for Sam's behavior. Sam is typically an I style, but Robin isn't seeing typical I behaviors expressed and needs Sam to straighten up.

Situation 4:

Pat and Robin are both D styles and supervisors of teams that don't usually work together. They have been tasked to do strategic planning regarding the company's upcoming quarter goals. They seem to have consistent values and work ethic, and have been known to be "like-minded" in the past with how the company should be operating.

Situation 5:

Casey and Sam are planning a surprise birthday party for Riley. Casey and Sam are both I styles and Riley is a C style. They need to invite all the important people and ensure that Riley's party is perfect. Today they need to decide on a theme, choose the menu, and figure out who will be responsible for what.