























**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.*

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**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.*

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**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.