

BEHAVIOURAL SLEUTH

A Quick Team Activity



Extended DISC®

Behavioural Sleuth



Ideal Group Size & Duration:

- Minimum participants: 12*
- Time required: 15–20 minutes (depending on group size)

Objective:

This exercise helps participants understand that DISC behavioural styles can be quickly recognised and applied to enhance communication. Through observation and interaction, participants will identify different DISC styles without directly asking about them, reinforcing the importance of behavioural awareness in real-world situations.

💡 **Best used when participants do not yet know each other's DISC styles. This allows them to develop recognition skills based on behaviour rather than prior knowledge.**

Preparation & Setup:

1. **Create four distinct areas** in the room, such as tables or designated sections, each representing a DISC style. Clearly label them:
 - **D – Dominance**
 - **I – Influence**
 - **S – Steadiness**
 - **C – Compliance**
2. **Assign participants to their respective DISC tables** based on their known styles.
Ensure they do not speak until all have read the instructions.
3. Introduce a 'misplaced' participant to each table. Assign one person at each table who does not belong to that style. It's best to use **opposite styles** for this role to increase contrast, such as:
 - **C at an I table** (reserved and detail-focused in a lively, people-oriented group)
 - **I at a C table** (expressive and spontaneous in a structured, rule-following group)
 - **D at an S table** (assertive and fast-paced in a calm, people-focused group)
 - **S at a D table** (cooperative and steady in a results-driven, competitive group)

Activity Instructions:

Phase 1: Interaction (5–10 minutes)

- **Participants at each table interact with one another** to determine who does not belong in their group.
- They can ask **general, open-ended questions** but **cannot** directly ask about DISC styles (e.g., “Are you a D?” is not allowed).
- The misplaced participant **answers naturally**, reflecting their own DISC style rather than trying to blend in.
- Participants must use **verbal and non-verbal cues** to identify the individual whose behaviour does not match the group.

Phase 2: Identification & Movement (5 minutes)

- Once the table collectively agrees on who does not belong, the identified participant moves to their correct DISC table.
- The process continues until all misplaced participants are correctly reassigned.

Debrief & Discussion (5–10 minutes)

Facilitate a group discussion to reinforce learning and insights. Use these guiding questions:

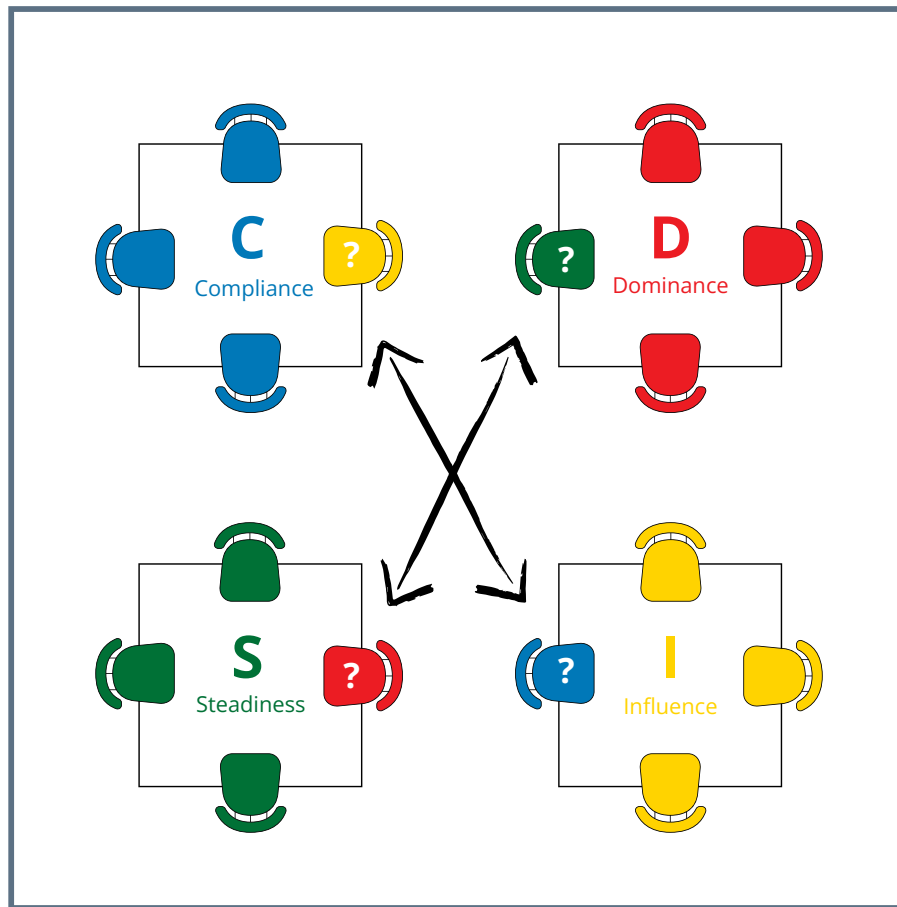
1. **What verbal responses helped identify the misplaced participant?**
 - Did they focus on results (D), people (I), stability (S), or accuracy (C)?
2. **Were there any noticeable non-verbal cues?**
 - Did tone of voice, energy levels, facial expressions, or body language give clues?
3. **Which styles were easiest or hardest to identify? Why?**
4. **How does this activity relate to real-life communication challenges?**
5. **What adjustments could be made to improve recognition of DISC styles in everyday interactions?**

Key Learning Outcomes

By the end of this exercise, participants will:

- ✓ Recognise key behavioural traits associated with each DISC style.
- ✓ Improve their ability to identify DISC styles through observation and interaction.
- ✓ Develop stronger communication skills by adapting to different styles.
- ✓ Understand the value of DISC in real-life teamwork and collaboration.

VISUAL TOP-DOWN DIAGRAM



VARIATIONS & ADAPTATIONS

For Smaller Groups (Fewer than 12 Participants):

If you do not have enough participants to create four full tables, modify the activity by:

- Pairing participants at each table and having them determine each other's styles.
- Assigning only one 'misplaced' participant across all groups and having everyone work together to identify them.


For Virtual or Hybrid Sessions:

- If running the activity online or in a hybrid setting:
- Use breakout rooms for each DISC style.
- Assign one participant per breakout room as the 'misplaced' individual.
- Have participants interact via chat, audio, or video to determine who does not match.

BEHAVIOURAL SLEUTH: PARTICIPANT INSTRUCTIONS

Objective:

Your task is to observe and interact with others at your table to determine who does not belong based on DISC behavioural traits.

 **Important Rule:** You cannot directly ask about DISC styles (e.g., “Are you a D?”). Instead, rely on conversation, observations, and non-verbal cues.

Step-by-Step Instructions:

1. Getting Started

- You have been assigned to a table representing one of the four DISC styles.
- **One participant at your table does not belong** - their true DISC style is different.
- You must determine who it is through **interaction and observation**.

2. Interacting with Your Group

- Ask general questions to understand how each person communicates and behaves.
- You may discuss topics such as:
 - How do you typically approach decision-making?
 - How do you prefer to communicate with others?
 - What kind of work environment suits you best?
- Observe verbal and non-verbal cues (e.g., tone of voice, body language, pace of speech).

3. Identifying the ‘Misplaced’ Participant

- Work as a group to **identify who does not match** the DISC style of the table.
- Once agreed, the misplaced participant **moves to their correct table**.

Discussion Questions (After the Activity)

1. What behaviours made it easy or difficult to identify the misplaced participant?
2. Were there any non-verbal clues that helped?
3. How did different styles approach the problem-solving process?