

# THE TALLEST TOWER WINS

*Understanding Behavioural  
Styles in Action*



# Extended DISC®

## The Tallest Tower Wins



### Objective:

To observe and experience how different behavioural styles approach a task, work together, and problem-solve under time constraints.

### Time Requirement

Approximately 20–25 minutes

(5 minutes for instructions, 5 minutes for the activity, 10–15 minutes for discussion).

### Materials Needed:

- cards (one deck per team) – can be playing cards, index cards, business cards, etc.
- A stopwatch or timer (phone or watch)
- A large open space or tables for group work

## Step-by-Step Instructions:

### Step 1: Preparing for the Activity

1. Before the session, review the participants' Extended DISC® results (Name Map).
2. Based on their **primary styles**, divide participants into teams of 4–5 individuals with similar styles:
  - **D-styles (Dominance)**
  - **I-styles (Influence)**
  - **S-styles (Steadiness)**
  - **C-styles (Compliance)**
3. If teams cannot be perfectly homogeneous, consider participants' **secondary styles** for better alignment. (E.g., an S-I individual would fit better in an I-style team than in a D-style team.)
4. **Do not** tell participants that the teams are based on their Extended DISC® styles.

## Step 2: Setting Up the Challenge

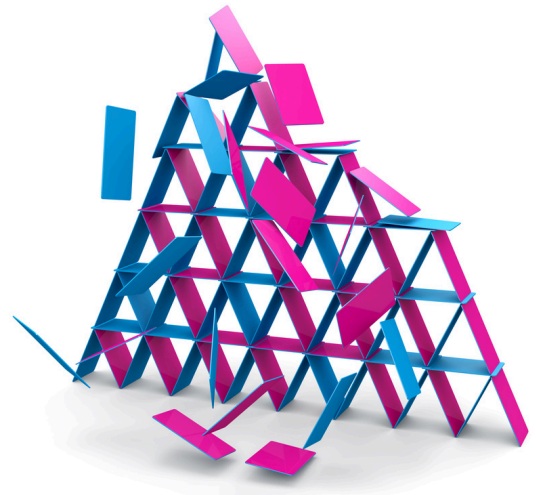
1. Ask participants to stand up and move to an open area or sit at a conference table.
2. Hand out a deck of cards to each team.
3. Once everyone is ready, give the following instructions:

**Say:**

*"We are about to have a team competition. Each team has a deck of cards. Your task is simple: **Build the tallest tower possible** using only the cards. You will have exactly five minutes to complete the task. The tallest free-standing tower at the end of the time wins. **Good luck! Your time starts now!**"*

## Step 3: Running the Activity

- **Keep time** and announce time updates:
  - "Four minutes left..."
  - "Three minutes left..."
  - "Two minutes left..."
  - "One minute left..."
  - Count down from 10 in the final seconds.
- **Do not provide additional guidance** unless teams ask questions. If asked, clarify that nothing in the instructions prevents:
  - Bending the cards for stability.
  - Building on a chair or desk for extra height.



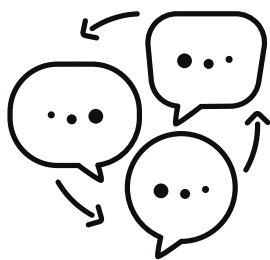
## Step 4: Declaring the Winner

- After five minutes, call "Time's up!" and ensure all teams stop building.
- Measure the towers and declare the winning team.

## Debrief & Discussion

The purpose of this exercise is to highlight the natural tendencies of different Extended DISC® styles in a team setting.

### Key Discussion Points:



Ask participants:

1. How did your team approach the challenge?
2. What was your team dynamic like?
3. What challenges did your team face?
4. How did you make decisions?
5. Did your team plan first or start building immediately?
6. If you could do it again, what would you change?

## Typical Behavioural Observations by Style:

Style	Typical Behaviour in the Activity
<b>D-Style (Dominance)</b>	Quickly takes charge, focuses on winning, might be impatient or dismissive of detailed planning. Likely to start building fast without testing stability.
<b>I-Style (Influence)</b>	Energetic, enthusiastic, may prioritise fun over strategy. May struggle with structure but could innovate unique designs. Likely to be the loudest team.
<b>S-Style (Steadiness)</b>	Collaborative, values teamwork and consensus. Likely to discuss and agree on a strategy before building. May move more cautiously but stay consistent.
<b>C-Style (Compliance)</b>	Focused on structure, logic, and rules. Likely to test different techniques before committing to a build. Might overthink instead of acting quickly.

## Key Takeaways:

### 1. Strengths & Weaknesses Are Amplified

- When similar styles work together, their natural tendencies become more pronounced.
- This can lead to **strengths** (e.g., a C-style team building a precise, stable tower) or **challenges** (e.g., a D-style team rushing and making an unstable structure).

### 2. Different Styles Solve Problems Differently

- The D-team likely focused on speed and competition.
- The I-team may have had lots of ideas but lacked execution.
- The S-team probably prioritised teamwork and harmony.
- The C-team might have spent too much time perfecting their plan.

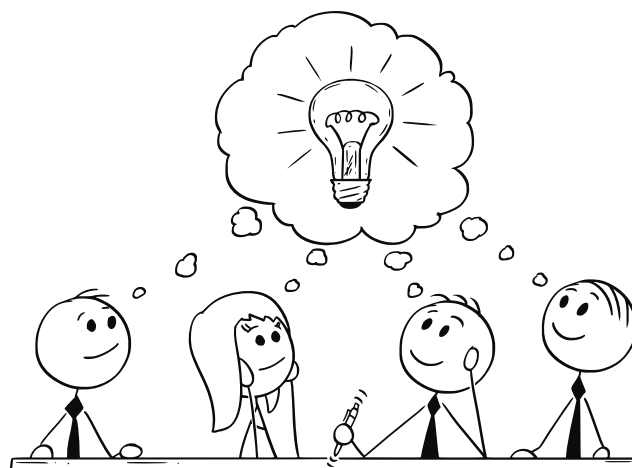
### 3. Workplace Application

- Understanding behavioural styles helps teams collaborate better in real-world projects.
- Different approaches can **complement** one another—mixing styles might yield **better results** than teams of similar styles.

## Final Reflection

Ask participants:

1. How can you use this awareness of different styles in your workplace?
2. What adjustments could your team make to be more effective in real-world tasks?



# Alternative Materials

If index cards are not available, here are some alternative materials that can be used for "The Tallest Tower Wins" activity:

## 1. Office Supplies-Based Alternatives:

- Sticky Notes – Can be stacked or folded into structures.
- A4 or Letter-Sized Paper – Teams can fold, roll, or tear them to create towers.
- Paper Clips – Can be linked together for height.
- Plastic Cups – If available, stacking cups works as a similar challenge.

## 2. Everyday Objects:

- Coins – Teams can stack coins to build a tower.
- Toothpicks & Marshmallows (or Blu Tack) – Encourages creative engineering.
- Straws – Can be taped together to form a structure.