**DISCovery Cards Exercise**

**Opening Exercise 1**

This entertaining card game quickly introduces learners to DISC

**Printing DISCovery Cards Instructions:** The **DISC**overy Cards templates are located on your OASIS. Create a set of DISCovery Cards from the OASIS Portal. You will find them in the **Resource Center** under **Biblical DISC Trainer Materials- DISC Learning Games**.

**DISC**overy Cards are divided into four color-coded groups of 8 cards each per D-I-S-C style (see word index on page 3). The cards contain words that describe D-I-S-C behaviors. Print on red, yellow, green and blue paper, as many sheets as needed depending on the size of your group.

**Dominance – Red**

**Influencing – Yellow**

**Steadiness – Green**

**Conscientious - Blue**

**Exercise Instructions**: The exercise works well for a large group but could be modified for smaller groups as well. Put a mixture of 24 **DISC**overy Cards – words face down on 4 tables. Ask everyone to pick up 3 different color cards.

Ask members to turn the cards over, and move around the room, trading cards in order to get 3 words that best describe their strengths or behaviors.

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Form groups of 3-4 people, and ask members of the group to share how their strengths would enable them to …

• contribute to the organization's mission and goals

• be successful on their job

• create a stronger team

• be a better (leader, sales person, customer service rep., trainer, teacher, etc.)

(Select the best discussion topic for your purpose.)

**Variation:** Each small group records their answers on flip charts and presents it to the entire group.

Exercise 1

**DISCovery Cards Opening Exercise**

**Opening Exercise 2**

**DISCovery Cards Set up Instructions:** Count out 5 **DISC**overy cards for each participant (one of each color, plus one color duplicate) and place them on the table in front of each participant’s materials. Make sure you have no word duplicates in the grouping for each participant. You may want to paper clip them together.

**Exercise Instructions**: **Say:** “*To start the day, I’d like you to take the five DISCovery cards that are in front of you and select three words that describe your strengths or behaviors.*

*“Discard two cards that are least like you. Next, trade cards with other participants in your table group to find 3 words that BEST describe your strengths or behaviors.”*

*After trading with table mates, move about and trade cards with other participants in the room. Your goal is to get 3 cards that are the most like you as possible.”*

**Next, follow these instructions: Say:** “*Review cards that others discarded. If you find a card that is a better description of you, pick up the new card and discard one. Your goal is to have three cards that contain adjectives that are very descriptive of you.”*  **After a few minutes say:**

*“Now, return to your tables. Each participant will have 2 minutes at your tables to answer this question: ‘How will these personal characteristics help you \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*(topic of the day)?”*

• contribute to the organization's mission and goals

• be successful on their job

• create a stronger team

• be a better (leader, sales person, customer service rep., trainer, teacher, etc.)

(Select the best discussion topic for your purpose.)

*“The person who will start is the person at your table who was out of bed earliest this morning.*

*Check it out and begin.”*

**After completing the exercise: Say:**

*“We are now going to look at a model of human behavior that will help us understand more about our personal style strengths and weaknesses, and learn how this information can help us \_\_\_\_\_\_. (ie. relate to others more effectively, sell more effectively, lead more effectively, etc.)*

Exercise 2

**DISCovery Cards – Word Index**

**Dominance Words - Red**

Confident

Competitive

Independent

Problem Solver

Pioneering

Decisive

Assertive

Courageous

**Influencing Words- Yellow**

Persuasive

Encourager

Outgoing

Expressive

Spontaneous

Social

Interactive

Optimistic

**Steadiness Words- Green**

Collaborative

Calm

Considerate

Supporter

Methodical

Good Natured

Loyal

Team Player

Conscientious Words- Blue

Organizer

Diplomatic

Logical

Objective

Insightful

Thorough

Precise

Investigator