

Four-Styles Debrief — Facilitator Run Sheet

Folder: `four-styles-debrief` · Category: scenario kits · 6–24 people · 45 min · offline + online · print props · scenario kit

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45

MINUTES

6–24

PEOPLE

In person + online

SETTING

Four-Styles Debrief — Facilitator Guide

Four corners of the room, four plain names — Driver, Expressive, Amiable, Analytical — and a team that spends forty-five minutes translating one real, current work situation from four points of view. This kit runs the debrief half of a behavioral-style workshop: people self-type from printed cards, huddle with their type, then mix and argue a live case. It borrows the oldest geometry in behavioral typing without pretending to be a certified instrument. The value is the conversation it forces, not a score it hands out.

Objectives

By the end of the session, participants will have:

1. Self-typed into one of four styles in under five minutes, and said out loud what fits about it — and what does not.
2. Surfaced, with their own type, the one blind spot the other three styles keep noticing in it.
3. Taken one real work situation the team has right now and produced four readings of it, plus one agreed next move with a name and a date on it.

When to use this kit

- A team that keeps having the same friction in meetings — who talks too fast, who never says the worry out loud, who re-decides things on email.
- A project kickoff where the style differences have not been named yet; naming them now is cheaper than letting them leak for a quarter as “personality problems”.
- A leadership, coaching or L&D workshop where you want a behavioral frame without selling anyone a test.

The model, honestly

- Four quadrants come from two axes: pace (quick to act vs. slow to decide) and focus (task vs. people). The names used here — Driver, Expressive, Amiable, Analytical — follow the generic social-styles lineage; the DISC family of instruments uses the same geometry with different labels.
- Nobody scores anybody. Participants self-type by reading the four card faces and picking the one that fits best. A self-typed style is a conversation starter, not a diagnosis.
- If your scenario requires a validated instrument (selection, certification, litigation), buy one from a publisher. This kit deliberately runs without a fake one — that is the point of the watch-out card.

Setup

Space: a room with four usable corners plus tables of 4–6 for the mixed round. Online: one breakout room per style, then mixed rooms.

Materials per person: pen; one blank card from [four-styles-debrief-prop-cards.pdf](#) (they write their name on it and carry it to their corner).

Materials for the room: one card deck per table (six faces); four corner signs — print the poster (A3) plus three A5 name signs from the blank faces, or write the four names live on flipchart.

Grouping: 6–24 people. Above 24, run two identical halves or add a second facilitator; the case round dies in crowds.

Roles: you keep the clock and enforce “nobody types another person”; each table names a host who keeps the case written down; you pick the case for the first round if the team is shy.

How to run it

Time	Phase	What you do	Participants do
0–8	Self-type	Say: read all four faces, pick yours in silence, move to that corner. Watch for the person who will not pick.	Read the four style cards, choose one, move (or drop into the style breakout).
8–18	Same-style huddle	Send the three prompts: one strength you lean on, one blind spot the others keep noticing, one thing the other styles misread about you.	Write on blanks first, then speak; the table list becomes the corner’s report.
18–33	Cross-table case	Re-mix tables to four corners each. Put one real current work situation on the table. Ask each person to read it from their style, then agree one next move.	Four readings of the same case, written down; one move with an owner and a date.
33–45	Plenary debrief	Run the debrief questions from <code>four-styles-debrief-debrief.md</code> . Close with one behavior per person before Friday.	Report what surprised them, not what confirmed them; commit one concrete change.

The card deck

Use the faces from `four-styles-debrief-prop-cards.pdf`: a master card (the two axes and the rules of the room), the four style cards — Driver, Expressive, Amiable, Analytical — each with strengths, the blind spot, and the misread line, plus a watch-out card (the four ways this session goes wrong) and blanks for name cards, corner signs and the case sheet. Keep the watch-out card face-up on your table during the whole run.

Failure modes

1. **Type as verdict.** People get pinned: “she’s an Amiable, of course she stalls.” Rescue: styles are spoken as “in this room, on this task” — and nobody assigns a type to another person. Catch it the first time, out loud.
2. **Stereotype slide.** The rounds turn into four running jokes. Rescue: every claim must anchor to the real case on the table; celebrity examples and cartoon voices are banned for the session.
3. **One voice per corner.** The loudest person types the whole style. Rescue: the huddle starts with two minutes of silent writing on the blanks before anyone speaks.
4. **No landing.** Great conversation, zero behavior change by Monday. Rescue: the plenary does not close until every person has written one behavior and a named check-in date; the debrief sheet is your follow-up opener.

Variations

- **90-minute version:** add the pre-survey — the four card descriptions as a short online form (see the folder’s FormLM block), so corners start already named and the session spends its time on the case.

- **Remote:** corners become breakout rooms; the case round runs in a shared doc with one section per style reading.
- **Managers-only:** run the case round on the same team read four ways — the manager who is a Driver sees what the Analytical on their team was never asked.
- **Two-week follow-up:** open the next session with the debrief sheet and the committed behaviors; the gap between the two is your real material.

Facilitation notes

- You self-type too — out loud, first, including what it costs you. A facilitator with no corner reads as a therapist, not a participant.
- Keep the four names identical on every surface in the room. Renaming them into your own jargon kills transfer to the next meeting.
- The person who refuses to pick is not dodging — “between two corners” is a real position; let them say which axis splits them and move on.
- Never let the case round drift to a hypothetical product or another department’s process. If the table cannot name a live case, feed them yours.

Put it on the wall

Print `four-styles-debrief-activity-poster.pdf` (A3): the quadrant geometry, the four names, the session clock and the watch-outs on one wall. It anchors the corner signs and survives as a room poster afterwards.

Props in this folder

- `four-styles-debrief-prop-cards.pdf` — poker-spec print sheet (63.5 × 88.9 mm, bleed and cut guides): master card, four style cards, the watch-out card, branded backs and blanks for name cards and corner signs
- `four-styles-debrief-run-sheet.pdf` — the print edition: this run sheet + the debrief, bound as one A4 document with bookmarks (`-Letter.pdf` is US Letter)
- `four-styles-debrief-activity-poster.pdf` — the whole session on one A3 wall sheet
- `four-styles-debrief-guide.md` · `-debrief.md` · `-start-here.md` — the facilitator guide, the debrief sheet, the one-page start here
- `four-styles-debrief-license.md` — what you may do
- `SKILL.md` · `four-styles-debrief.zip` — the machine-readable manifest, and the whole folder in one download

Agent version

Every file in this folder has a stable public URL — an AI agent can fetch the card deck spec, the debrief sheet and this run sheet with three curl commands (see `SKILL.md`). The paper version needs a room with four corners and a pen. Keep it self-typed; a style assigned by someone else is a label, not a lens.

Four-Styles Debrief — Start Here

One page, thirty seconds, then print and go.

What this is: Four corners, four plain names: self-type from printed cards, then read one live work case from all four points of view — the style workshop without a certified test. 6–24 people · 45 min.

Pick your lane

You are...	Open these	Print
Running the scenario	the guide, then the A4 print edition	one card deck per table, plus one A4 print edition to walk in with
Reading the room after	the debrief	the questions are already on the cards
Handing it to your AI agent	SKILL.md	nothing yet — the agent runs the prep

What every file is

File	What it is
four-styles-debrief-start-here.md	Start here: pick your lane, see what every file is, and the print list. One page, thirty seconds.
four-styles-debrief-license.md	What you may do with this pack — in plain language: run it for money, rebrand it, translate it; keep the attribution line.
four-styles-debrief-activity-poster.pdf	The whole session on one wall (A3): quadrant, names, clock, watch-outs.
four-styles-debrief-prop-cards.pdf	Printable style deck: master card, four style faces, watch-out card, backs and blanks — one deck per table.
four-styles-debrief-run-sheet.pdf	The print edition: facilitator guide + debrief sheet bound as one A4 document. Print it, walk in with it.
*-Letter.pdf	US Letter paper size for the print documents in this folder — same content, bookmarks and a linked TOC in every edition
four-styles-debrief-guide.md	Facilitator guide: the model honestly, setup, minute script, failure modes, variations.
four-styles-debrief-debrief.md	Reading the room: what each corner missed, six debrief questions with targets, failure modes.

Print list, by scenario

- **In the room (45 min):** one card deck per table, plus one A4 print edition to walk in with.

- **Online:** the prompts live in plain text — paste them into your own form or slides.

License, in one line

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