Objectives

- Provide an overview of the HRDQ Style Profiles.
- Conduct three types of card games to achieve training objectives.
- Use the same deck of cards to play different games.
- Creatively plagiarize the game structures to design your own card games for training.

Three Formats

- Classification Cards
- Practical Advice Cards
- Fluency Cards
The HRDQ Style Profiles

**Self-Assessment**
On a scale of 1 – 5 where 1 is “Not Confident” and 5 is “Very Confident”, how would you rate your understanding of the HRDQ Style Profiles?

1      2      3      4      5
NOT CONFIDENT  "I DON'T GET IT."  VERY CONFIDENT  "I'M AN EXPERT."
Types of Card Games

• Classification
• Practical Advice
• Fluency

Classification Cards

What’s Included
Classify

Instructions:
• Review the text on the cards.
• Decide which one of personal styles each card is associated with.
• We will announce one of the four styles.
• Determine which card represents that style by correctly typing it into the chat box.

Categorize Game #2
Straight
Straight

Instructions:

• Read the text on the three cards on the following slide.

• Identify the personal styles of each card.

• Jot them down.

Straight

More Instructions:

• Read the text on the four cards on the next slide.

• Vote which card to add so that your hand now has one card of each personal style.
Practical Advice Cards
Let’s Play!

Practical Advice Game
Best Advice

Instructions

- Read through the following advice cards for the DIRECT communicator.
- Choose the one you think is the best.
Speak rapidly when you are talking to a DIRECT communicator.

Keep your relationship businesslike when you are working with a DIRECT communicator.

Be well organized when talking to a DIRECT communicator.

When you are talking to a DIRECT communicator, focus on their goals and objectives.

Fluency Cards
Let’s Play!

Fluency Card Game
List

List

The things you would find on the desk of a SYSTEMATIC communicator.
Compare

A DIRECT communicator and a CONSIDERATE communicator.

Act

YOU’RE FIRED!
Your role: Spirited Manager
Other role: Systematic Employee

SITUATION:
The manager must fire the employee. The employee has evidence that the firing is not warranted.

Self-Assessment

On a scale of 1 – 5 where 1 is “Not Confident” and 5 is “Very Confident”, how would you rate your understanding of the HRDQ Style Profiles?

1 2 3 4 5

NOT CONFIDENT “I DON’T GET IT”
VERY CONFIDENT “I’M AN EXPERT”
Want To Play?

- Make your own cards
- Go to HRDQstore.com
- Go to Thiagi.com

Thank you!

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