

# Adapting Your Style

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Page Title Title		Type Informative	Number p01
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Screen Layout

Title slide • Clean corporate • Centred hero subject • Neutral office background • Clean, modern illustration with accessible contrast • Left-aligned hero figure; right negative space for title • Neutral office background

AI Image Prompt

Modern flat illustration of a diverse leader adjusting sliders labelled tone, pace, detail in a neutral office, space for title, 16:9

Alt Text

Illustration of a leader adjusting settings for tone, pace, and detail, symbolising adaptable communication.

Aspect / Env

16:9 • Neutral office background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Welcome to Adapting Your Style. As a leader, your ability to flex how you communicate and collaborate shapes outcomes, trust, and wellbeing. In the next 20 minutes, you'll explore practical ways to recognise preferences, adapt your approach, and reduce friction while maintaining authenticity. Let's get started.	Adapting Your Style For leaders who want impact without friction. Duration: ~20 minutes	Captions ON by default. xAPI: Verb 'launched' on module start (object: module). Completion not applicable here.

Page 1 of 20

Screen Layout

Two-column list • Click-to-reveal • Clean list with icons • Grid of term cards • Neutral office background • Interaction: Click-to-Reveal

AI Image Prompt

Simple infographic cards listing terms with speaker icons and phonetic spellings, neutral office backdrop, 16:9

Alt Text

Cards showing terms like Marston, DISC, and Conscientious with speaker icons.

Aspect / Env

16:9 • Neutral office background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Here are pronunciations for key terms used in this module. Open each item to hear the term and see a phonetic guide.	Key terms and how to say them. Open all items before continuing.	Logic: Disable Next until all items opened. Track each item state. xAPI: Verb 'experienced' per item (object: term). Completion rule for screen: all 9 items opened.

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Screen Layout

Menu grid • Section tiles • Tile-based menu • 3x3 grid of tiles • Neutral office background • Interaction: Menu Navigation

<b>AI Image Prompt</b> Grid of clickable tiles representing course sections with simple icons, 16:9, clean corporate	<b>Alt Text</b> Menu grid with tiles for key sections such as Self-Awareness, Model, Practice, and Checks.	<b>Aspect / Env</b> 16:9 • Neutral office background
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	This is your pathway. You can browse by section or go step by step. For first-time learners, follow the sequence for best flow.	Choose a section or select Next to follow the recommended path.	Logic: Allow free navigation but gate completion to all scenes visited. xAPI: Verb 'navigatedTo' on tile click (object: scene).

**Page Title**

Welcome &amp; Learning Objectives

**Type**

Interactive

**Number**

p04

**Screen Layout**

Text with icons • 2-column • Icon list with checkmarks • Left icons, right text • Neutral office background • Interaction: Acknowledge

**AI Image Prompt**

Four illustrated icons: self-awareness, diversity of people, model diagram, checklist plan; clean style, 16:9

**Alt Text**

Icons representing self-awareness, diverse team, behaviour model, and an action plan.

**Aspect / Env**

16:9 • Neutral office background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	By the end, you will be able to: recognise your behavioural tendencies and how they affect others; value individual differences; apply Marston's model to flex communication in meetings, feedback, and conflict; and build a practical plan to adapt with confidence while staying authentic.	You will be able to: • Recognise your tendencies and their impact • Value differences across styles • Apply Marston's model in key moments • Build a practical adaptability plan	xAPI: Verb 'experienced' for objectives. Proceed on Continue.

Screen Layout

Split screen • 3 hotspots • Reflective illustration • Left image, right hotspot list • Personal space • Interaction: Click-to-Reveal

AI Image Prompt

Illustration of a person thoughtfully looking into a mirror with three subtle hotspot markers, 4:5, calm palette

Alt Text

Person looking at their reflection with three hotspots labelled Values, Triggers, Strengths.

Aspect / Env

4:5 • Personal space

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Self-awareness sits at the core of adaptability. Explore your values, your triggers, and your strengths. Knowing these helps you choose responses rather than react, especially under pressure.	Explore: Values • Triggers • Strengths. Click each to reveal prompts.	Completion: All 3 hotspots opened. xAPI: Verb 'interacted' per hotspot; store which prompts viewed.

Screen Layout

Interactive diagram • 4 quadrants • Infographic with animated hover states • Central quadrant diagram with expandable panels • Neutral backdrop • Interaction: Interactive Diagram

<b>AI Image Prompt</b> Animated DISC quadrant diagram with brief descriptors and icons per quadrant, 1:1 neutral backdrop	<b>Alt Text</b> DISC diagram showing Dominant, Influencing, Steady, and Conscientious quadrants.	<b>Aspect / Env</b> 1:1 • Neutral backdrop
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Marston described four observable patterns: Dominant, Influencing, Steady, and Conscientious. Preferences shift with perceived control and environment. Explore each quadrant for typical needs, strengths, and stress behaviours.	Explore the four styles: D • I • S • C. Open each quadrant.	Completion: Expand all 4 quadrants. xAPI: Verb 'interacted' with object IDs /disc/d, /disc/i, /disc/s, /disc/c. Allow free revisit. Provide option-level feedback. Allow retry.

**Page Title**

Knowledge Check: Adapting to a Dominant Style

**Type**

Interactive

**Number**

p07

**Screen Layout**

Scenario stem with 4 options • Office scene vignette • Two characters mid-discussion; option list on right • Office corridor • Interaction: Scenario-based MCQ (Single Select)

**AI Image Prompt**

Illustration of a brief stand-up meeting with a decisive sponsor checking their watch, 16:9

**Alt Text**

Manager in a stand-up conversation with a sponsor who looks time-conscious.

**Aspect / Env**

16:9 • Office corridor

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Your sponsor is direct and time-pressed. You have five minutes to propose a decision. What's your best first move?	Choose the best first move for a time-pressed, direct sponsor.	Options: A) Start with a concise recommendation and headline risk. B) Walk through background in detail. C) Ask how their day is going and share yours. D) Email later instead. Correct: A. Feedback: A) Correct—lead with outcome, then risk/ask. B) Not ideal—detail later; this wastes time. C) Rapport is fine, but not first for D styles. D) Missed opportunity; use time given. Logic: On correct, mark KC1 passed; on incorrect, show feedback and allow retry. xAPI: Verb 'answered' with result.success true/false; store choice.

Screen Layout

Video player with decision points • Live-action or high-fidelity animation • Medium shots with cutaways to reactions • Office meeting room • Interaction: Interactive Video (Branching)

<b>AI Image Prompt</b> Two colleagues in a meeting room negotiating approach; multiple close-ups showing emotion shifts; decision overlays, 16:9	<b>Alt Text</b> Two professionals in discussion with on-screen prompts at decision points.	<b>Aspect / Env</b> 16:9 • Office meeting room
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Watch a meeting unfold. At each pause, choose how to respond. Your choices shape engagement and outcomes.	Play the scenario. Make choices at each prompt to guide the conversation.	Branching: DP1 choose tone (direct vs exploratory); DP2 choose detail (headlines vs deep-dive); DP3 choose close (clear ask vs vague). Good path: exploratory + headline + clear ask. Completion: Must reach any ending; bonus badge if optimal ending reached. Retries: Allow replay of last decision. xAPI: Verb 'experienced' for each segment, 'responded' per decision with path recorded; verb 'completed' when an ending reached.



**Page Title**

Style Spotter: Reading the Cues

**Type**

Interactive

**Number**

p09

**Screen Layout**

Side-by-side caselets • Click to compare • Two message cards • Left and right cards with a Compare button • Neutral background • Interaction: Click-to-Compare

**AI Image Prompt**

Two contrasting message cards: one brief bullet-point note, one friendly expansive note with emojis, 16:9

**Alt Text**

Two message cards with different tones for comparison.

**Aspect / Env**

16:9 • Neutral background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Spot behavioural cues. Compare the two messages and note what each sender may value. This builds your hypothesis before you adapt.	Open each message. What cues do you notice? Compare and note likely preferences.	Not scored. Completion: View both messages and the compare overlay. xAPI: Verb 'experienced' on each reveal.

Screen Layout

4-category drop zones • Quadrant board with draggable chips • Central quadrant with token tray below • Neutral background • Interaction: Complex Drag-and-Drop

AI Image Prompt

DISC quadrant board with draggable tokens labelled with behaviours like 'decisive', 'sociable', 'steady pace', 'analytical', 16:9

Alt Text

A DISC board with tokens to drag into style quadrants.

Aspect / Env

16:9 • Neutral background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Drag each behaviour to the most likely DISC style.	Drag behaviours into D, I, S, or C.	Tokens and correct mappings: decisive→D; challenges status quo→D; sociable→I; spontaneous→I; supportive→S; patient→S; analytical→C; quality-focused→C. Scoring: 1 point per correct, 8 total. Feedback per token on drop: show why. Retry: Allow reset. Completion: Score ≥6/8 to pass; permit retry 2 times. xAPI: Verb 'answered' with result.score.raw and max.

**Page Title**

Branching Practice: One Team, Four Styles

**Type**

Interactive

**Number**

p11

**Screen Layout**

Hub-and-spoke scenario map • Character portraits hub • Central hub with four selectable spokes • Office project board • Interaction: Branching Scenario

**AI Image Prompt**

Four character portraits labelled D, I, S, C around a central project icon with branching lines, 16:9

**Alt Text**

Four team member portraits representing different styles connected to a project hub.

**Aspect / Env**

16:9 • Office project board

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Your project team includes four distinct preferences. Choose who to approach first and select how you'll tailor your message.	Select a team member, then choose an approach. Explore all four.	Not scored. Completion: View at least one successful outcome for each style. Logic: Track per-style success flag; unlock Next when all four viewed. xAPI: Verb 'experienced' with context style=D/I/S/C and outcome=success/fail. Provide option-level feedback. Allow retry.

**Page Title**

Micro-skill Explorer: Pace and Tone

**Type**

Interactive

**Number**

p12

**Screen Layout**

Dual sliders with live preview • UI simulation • Sliders on left, preview panel on right • Neutral UI • Interaction: Interactive Simulation

**AI Image Prompt**

Interface with two sliders labelled Pace and Tone, preview panel updates text style dynamically, 16:9

**Alt Text**

Two sliders adjusting a preview message's length and tone.

**Aspect / Env**

16:9 • Neutral UI

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Adjust pace and tone to see how the same message lands differently. Aim for a fit that respects the receiver's needs and the task at hand.	Move the sliders. Preview changes in the sample message.	Not scored. Target zones shown for D/I/S/C presets. Completion: Move both sliders at least once. xAPI: Verb 'interacted' capturing slider values.

Screen Layout

Stem with multi-select options • Checklist UI • Question at top, options stacked • Neutral background • Interaction: Scenario-based MCQ (Multi-select)

AI Image Prompt

Checklist interface with professional styling, 16:9

Alt Text

Checklist with multiple selectable options.

Aspect / Env

16:9 • Neutral background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Select all actions that demonstrate adapting to a Dominant stakeholder when proposing a change.	Select all that apply.	Options: A) Lead with recommendation and headline risk. B) Provide a narrative backstory. C) Offer two clear options with a preferred choice. D) Ask for an hour to prepare a detailed pack. Correct: A, C. Feedback: A) Correct—matches D needs. B) Not now; too long. C) Correct—control and choice. D) Delay reduces momentum. Scoring: Must select A and C only to pass. Retry allowed once. xAPI: Verb 'answered' with selected array and success.

Screen Layout

Annotated canvas walkthrough • Annotated framework • Large canvas with numbered hotspots • Neutral whiteboard style • Interaction: Guided Hotspots

<b>AI Image Prompt</b> Stakeholder mapping canvas with axes Pace (fast–steady) and Priority (task–people) plus tips per quadrant, 16:9	<b>Alt Text</b> Stakeholder mapping canvas with four quadrants and tip callouts.	<b>Aspect / Env</b> 16:9 • Neutral whiteboard style
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Use this canvas to map stakeholders by pace and priority. Each quadrant suggests how to prepare and connect.	Tour the canvas. Download a template for your next meeting.	Completion: View all 4 hotspots; enable Download (PDF). xAPI: Verb 'experienced' per hotspot; Verb 'downloaded' for job aid.

Screen Layout

Dialogue with choice points • Conversation UI • Dialogue pane centre, choices below • Remote call interface • Interaction: Branching Scenario

<b>AI Image Prompt</b> Chat-style dialogue between two colleagues with choice bubbles at key moments, 16:9	<b>Alt Text</b> On-screen dialogue with selectable responses for a feedback conversation.	<b>Aspect / Env</b> 16:9 • Remote call interface
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	You need to give constructive feedback to a Steady colleague working remotely. Choose how to open, and how to close, to maintain trust and clarity.	Guide the conversation to a supportive, clear outcome.	Good path: warm check-in + specific impact + collaborative next step. Completion: Reach supportive ending or replay to improve. xAPI: Verb 'responded' per decision; store ending type.

**Page Title**

Knowledge Check: Rewrite for a Conscientious Reader

**Type**

Interactive

**Number**

p16

**Screen Layout**

Process steps to order • Ordered list UI • Step tray on left, ordered list on right • Neutral background • Interaction: Drag-to-Reorder

**AI Image Prompt**

Five draggable step cards to arrange vertically, 16:9, clean UI

**Alt Text**

List of draggable cards representing steps in an email rewrite.

**Aspect / Env**

16:9 • Neutral background

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Reorder the steps to adapt an email for a Conscientious stakeholder.	Drag steps into the most effective order.	Correct order: 1) Clear subject with identifier, 2) Brief context line, 3) Structured bullets with data, 4) Risks/assumptions, 5) Specific ask with deadline. Scoring: Full correct required to pass. Feedback: On submit, highlight misplacements with rationale. Retries: 2. xAPI: Verb 'answered' with response order and success.



Screen Layout

Form with prompts and export • Form UI • Prompts on left, fields on right, Export button • Neutral UI • Interaction: Form Entry

AI Image Prompt

Simple reflection form with three text fields and an Export button, 16:9

Alt Text

Reflection form with fields for goal, behaviours, and next step.

Aspect / Env

16:9 • Neutral UI

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Note one relationship to improve, one behaviour to dial up, and one to dial down. Decide a cue you'll watch for, and a phrase you'll use next time.	Capture your plan. Export or save to your notes.	Not scored. Completion: Enter text in at least two fields or choose Skip with acknowledgement. xAPI: Verb 'experienced'; store character counts (no sensitive content).

Screen Layout

Scenario stem with 4 options • Meeting debrief vignette • Presenter left, disengaged colleague right; options listed below • Meeting room • Interaction: Scenario-based MCQ (Single Select)

AI Image Prompt

Illustration of a leader noticing a colleague disengaged during a slide presentation, 16:9

Alt Text

Presenter observes a colleague looking disengaged during a presentation.

Aspect / Env

16:9 • Meeting room

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	You overwhelmed an Influencing stakeholder with a dense slide. They disengaged. What’s the best repair move?	Choose the best next step to re-engage.	Options: A) Send a summary slide with three benefits and invite a follow-up chat. B) Share the full data pack immediately. C) Do nothing—wait for next meeting. D) Ask them to read the appendix now. Correct: A. Feedback: A) Correct—benefits + human connection suit I style. B) Likely to disengage further. C) Missed chance to repair. D) Puts pressure on them. Scoring: Pass on correct; retry once. xAPI: Verb 'answered' with success.

**Screen Layout**

Checklist with links • Checklist and icons • Checklist left, action buttons right • Neutral background • Interaction: Checklist

<b>AI Image Prompt</b> Ticked checklist with icons for self-awareness, reading cues, flexing delivery; buttons for Download and Calendar reminder, 16:9	<b>Alt Text</b> Checklist of takeaways with download and reminder buttons.	<b>Aspect / Env</b> 16:9 • Neutral background
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Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Adaptability blends self-awareness, reading cues, and flexing delivery. Use the job aid, practise with upcoming meetings, and review your plan in one week.	Key takeaways checked. Download job aid and your plan.	Not scored. Completion: Check at least three items or open both resources. xAPI: Verb 'experienced' with selected items; 'downloaded' if resources accessed.

**Page Title**  
Module Wrap-up & Completion

**Type**  
Interactive

**Number**  
p20

## Screen Layout

Progress summary and completion gate • Progress dashboard • Status list centre, submit button prominent • Neutral UI • Interaction: Completion Gate

### AI Image Prompt

Completion dashboard showing five knowledge check ticks, overall score, and a Submit button, 16:9

### Alt Text

Dashboard indicating status of five knowledge checks with a submit completion button.

### Aspect / Env

16:9 • Neutral UI

Event	Audio	On-Screen Text (OST)	Internal Development Notes
1.	Well done. To complete, ensure all knowledge checks are passed. You can revisit any section from the menu. When ready, submit your completion.	Completion criteria: Pass all five knowledge checks. Review or Submit.	Completion rule (module): All scenes visited AND KCs passed (S07, S10, S13, S16, S18). Scoring: Equal weight; require $\geq 80\%$ overall (i.e., pass $\geq 4/5$ ). xAPI: Verb 'completed' with result.success and score; 'passed' if criteria met; 'failed' if not. Provide retry path to any failed KC.