

# strength deployment inventory 2.0<sup>®</sup>

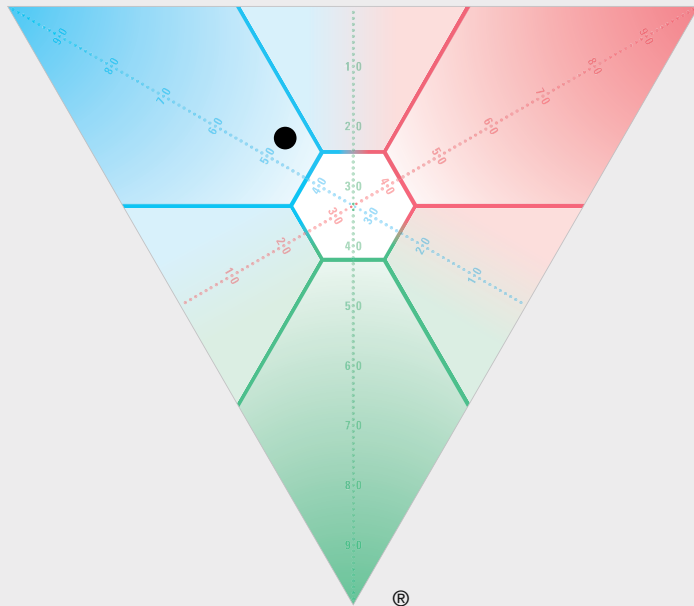
**Personalized Report:**  
Mike Maton

Elias Porter, PhD  
Tim Scudder, PhD



# Motives

Mike Maton



## CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES	
<p>Your Motivational Value System (MVS) dot is based on your scores. It shows the relative priority of your People, Performance, and Process motives – and how they blend when things are going well.</p>	
	<p><b>BLUE People</b></p> <p>You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.</p>

### YOUR MOTIVES AND VALUES

As a person with a **Blue MVS**, you achieve feelings of self-worth by being genuinely helpful to others, with little or no concern for what you receive in return.

You help others in ways that enhance their happiness and genuinely meet their needs. You express concern for the welfare of others. You place your faith in others, and offer others the benefit of the doubt. You believe that giving others praise and rewards creates happiness and gratefulness in their hearts and minds. You value the power of helping people grow.

You embrace the opportunities life affords to provide help to others, and the real reward for you is the evidence that the help was received and valued. For you, the effort and intent to help are most important. You value recognition but tend to believe that any external reward for your efforts will be offered without having to ask for it.

The act of helping is not always enough for you. The greatest enjoyment in the act of helping comes from seeing other people benefit. You want others to accept, value, and appreciate the help you give. A simple thank you means a lot.

### UNDERSTANDING YOUR RESULTS

The SDI 2.0 describes your motives in relating to others under two conditions:

- 1) **when everything is going well**
- 2) when you are faced with conflict

The dot on the SDI 2.0 Triangle represents the motives that drive your use of strengths when things are going well. Each person's MVS is a combination of three primary motives working together. The MVS shows the frequency with which people are motivated by concerns for People (Blue), Performance (Red), and Process (Green).

There are seven MVS regions on the SDI 2.0 Triangle. Each region is defined by the way the three motives blend in different proportions when things are going well.

### THE IMPACT OF NEIGHBORING REGIONS

Your MVS dot is close to the **Red-Blue** region of the triangle. You may find that some parts of this MVS description also apply to you.

MOTIVATIONAL VALUE SYSTEM		
49	29	22
People	Performance	Process
My MVS is:		
		<b>BLUE</b>



# BLUE: People








**Altruistic-Nurturing:** You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.

*Altruistic: unselfish concern for the welfare of others.*

*Nurturing: protecting, supporting, and encouraging others.*

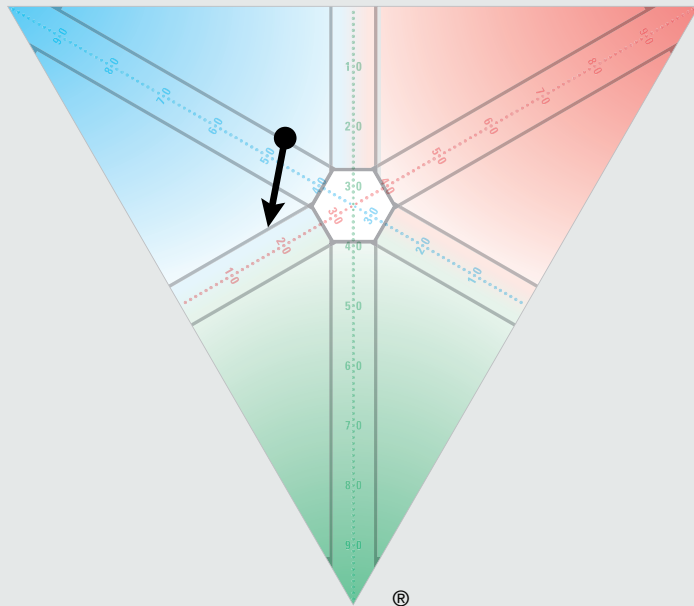
**Mark the statements that are true for you:**

WHAT YOU DO	FEELINGS AND IDEALS	CONFLICT TRIGGERS
<ul style="list-style-type: none"> <li><input type="checkbox"/> I am open and responsive to the needs of others.</li> <li><input type="checkbox"/> I seek ways to bring help to others, trying to make life easier for others.</li> <li><input type="checkbox"/> I defend the rights of others with courage and conviction, sometimes without claiming my own rights in the process.</li> <li><input type="checkbox"/> I tend to be idealistic and admire the accomplishments of others, often playing down my own personal achievements out of a desire to remain modest.</li> <li><input type="checkbox"/> I am humble, rarely asking for recognition, simultaneously putting great trust in others.</li> <li><input type="checkbox"/> I respond when asked for help.</li> <li><input type="checkbox"/> I believe that my contributions will demonstrate my value and that I should not have to ask for rewards.</li> <li><input type="checkbox"/> I want to help others reach their potential and ensure they are fully valued.</li> <li><input type="checkbox"/> I try not to be a burden to others, preferring to give help rather than receive it.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> I feel best about what I am doing when I am being helpful in some way to others who can genuinely benefit from my help.</li> <li><input type="checkbox"/> I identify with and feel most at ease with people who clearly care for the feelings, the needs, and the welfare of others.</li> <li><input type="checkbox"/> Ideally, I would like to be more assertive and less fearful of pushing for my own rights and wants— more capable of saying “no” to people who impose on me.</li> <li><input type="checkbox"/> Ideally, I would like to avoid ever being a selfish person or one who is cold and unfeeling about others.</li> <li><input type="checkbox"/> I feel most rewarded by others when they treat me as a warm and friendly person who wants to be of help and who is deserving of thanks and appreciation for giving help.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> People are selfish or unconcerned about others.</li> <li><input type="checkbox"/> Issues are personalized or turned into attacks.</li> <li><input type="checkbox"/> Others won’t accept help when they really need it.</li> <li><input type="checkbox"/> My emotions are disregarded, ignored, or criticized.</li> <li><input type="checkbox"/> Others change loyalties “for the moment.”</li> <li><input type="checkbox"/> People take advantage of others or me.</li> <li><input type="checkbox"/> Others are insincere about helping.</li> <li><input type="checkbox"/> Competition results in people being hurt.</li> <li><input type="checkbox"/> People behave rudely or unkindly.</li> <li><input type="checkbox"/> Relationships are not regularly maintained.</li> </ul>


MOTIVATIONAL VALUE SYSTEM (MVS)	DESCRIPTION	CHARACTERISTICS	ENGAGING ENVIRONMENT
 <p><b>BLUE</b></p>	<p>People who are motivated by the protection, growth, and welfare of others. They have a strong desire to help others who can genuinely benefit.</p>	<p>Seeking ways to bring help to others... Trying to make life easier for others... Being open and responsive to the needs of others... Trying to avoid being a burden to others... Defending the rights of others.</p>	<p>Open, friendly, helpful, supportive, trusting, socially sensitive, loyal, compassionate, respectful, receptive, humanitarian... Being needed... Being accepted and appreciated... Opportunities to support others.</p>
 <p><b>RED</b></p>	<p>People who are motivated by task accomplishment and achieving results. They have a strong desire to set goals, take decisive action, and claim earned rewards.</p>	<p>Being alert to opportunity... Striving for immediate action... Accepting challenges... Competing for authority and responsibility... Exercising persuasion... Accepting risk-taking as necessary and desirable.</p>	<p>Progressive, innovative, challenging, fast-moving, stimulating, competitive, creative... New opportunities... Potential for advancement and winning... Material rewards available.</p>
 <p><b>GREEN</b></p>	<p>People who are motivated by meaningful order and thinking things through. They have a strong desire to pursue independent interests, to be practical, and to be fair.</p>	<p>Seeking clarity, accuracy and correctness... Being cautious and thorough... Keeping emotions under control... Planning ahead and following the plan... Conserving resources.</p>	<p>Clarity, logic, precision, utility, durability, efficiency, reliability, organized... Effective use of resources... Clear, supportable, criteria for decision-making... Time to develop ideas.</p>
 <p><b>RED-BLUE</b></p>	<p>People who are motivated by the maximum growth and development of others. They have a strong desire to direct, persuade, or lead others for the benefit of others.</p>	<p>Actively seeking opportunities to help others... Creating welfare and security for others... Generating enthusiasm and support in tackling obstacles to success... Challenging others to be or do their best.</p>	<p>Enthusiastic, open, friendly, sincere, trusting, compassionate... Respect for others... Positive initiatives for the growth and development of others... Opportunities to coach or mentor others.</p>
 <p><b>RED-GREEN</b></p>	<p>People who are motivated by intelligent assertiveness and fairness in competition. They have a strong desire to develop strategy and assess risks and opportunities.</p>	<p>Taking the most efficient course of action... Assessing risks and opportunities... Being decisive and proactive when the facts are known... Challenging opposition through thoughtful process and strategy.</p>	<p>Strategic, determined, planned... Complex, challenging tasks requiring expertise... Recognition for achievement... Availability of technical resources... Opportunities to develop winning strategies.</p>
 <p><b>BLUE-GREEN</b></p>	<p>People who are motivated by developing self-sufficiency in self and others. They have a strong desire to analyze the needs of others and to help others help themselves.</p>	<p>Offering assistance for greater self-sufficiency and independence... Building effective processes and resources to protect or enhance others' welfare... Fighting for principles that are fair.</p>	<p>Conscientious, patient, congenial... Respect for individuals, fairness, and resources... Opportunities to encourage others' independence... Tasks that require thoughtful analysis to aid those in need.</p>
 <p><b>HUB</b></p>	<p>People who are motivated by flexibility and adapting to others or situations. They have a strong desire to collaborate with others and to remain open to different options and viewpoints.</p>	<p>Considering multiple perspectives and ideas... Being open-minded and willing to adapt... Bringing people together and making connections... Maintaining appropriate balance... Keeping options open.</p>	<p>Cooperative, interactive, sociable, democratic, playful, spontaneous, novelty, flexibility... Being heard and listening... Consensus building... Tolerant of different opinions and perspectives.</p>

# Conflict

Mike Maton



## CONDITION #2: WHEN FACED WITH CONFLICT

CONFLICT							
Your Conflict Sequence (CS) arrowhead is based on your scores. It shows the order that you experience a desire to accommodate, assert, or analyze during three stages of conflict.							
 <b>B-G-R Blue-Green-Red</b> You want to keep harmony and goodwill. If that does not work, you want to disengage and save what you can. If that does not work, you may feel compelled to fight, possibly in an explosive manner.	<b>3 STAGES OF CONFLICT</b>						
	<table border="1"> <tr> <td>1</td> <td><b>B</b></td> </tr> <tr> <td>2</td> <td><b>G</b></td> </tr> <tr> <td>3</td> <td><b>R</b></td> </tr> </table>	1	<b>B</b>	2	<b>G</b>	3	<b>R</b>
	1	<b>B</b>					
2	<b>G</b>						
3	<b>R</b>						

## HOW YOU EXPERIENCE CONFLICT

You first try to keep harmony and minimize confrontation. You tend to feel anxious or uncomfortable because there is conflict. You sometimes feel at fault and apologize. You want to be sure no one is threatened. You believe that the best way to show you care about the problem and other people is to listen to their concerns and accommodate them if possible.

You want other people to be calm and stay in a conversation with you. You do not want other people to be aggressive, argumentative, or to push for immediate decisions or actions.

If conflict progresses to your Stage 2 Green, you get more quiet and reflective; you analyze the situation and your role in it. You feel that others have not been fair and that you must get more information.

If conflict progresses to your Stage 3 Red, you confront people, get angry, or fight, although you will spend a lot of time analyzing the problem in Stage 2 to prevent this.

## INTERPRETING YOUR LINE

The length of the line between your dot and arrowhead suggests the degree of change you experience internally and the degree of change that can be observed by others. You have a **Medium Line**, which means the change from your **Blue MVS** to your **Stage 1 Blue** is somewhat noticeable.

## UNDERSTANDING YOUR RESULTS

The SDI 2.0 describes your motives in relating to others under two conditions:


- 1) when everything is going well
- 2) **when you are faced with conflict**


The arrowhead on the SDI 2.0 Triangle represents the sequence of motives you experience when faced with conflict. Each person's Conflict Sequence is a pattern of three primary motives — Accommodating (Blue), Asserting (Red), and Analyzing (Green).

Different combinations of Blue, Red, and Green produce 13 possible Conflict Sequences. Each region is defined by the order that motives are experienced during conflict.

## THE IMPACT OF NEIGHBORING REGIONS

Your Conflict Sequence (CS) arrowhead is close to the **[BG]-R** and **B-[RG]** regions of the triangle. You may find that some parts of these CS descriptions also apply to you.

MOTIVATIONAL VALUE SYSTEM		
49	29	22
People	Performance	Process
My MVS is:		
 <b>BLUE</b>		





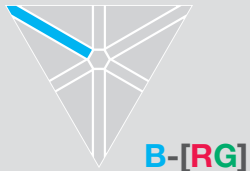


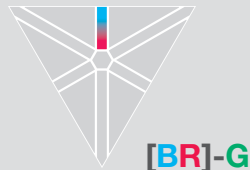





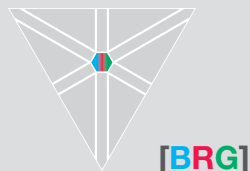
CONFLICT SEQUENCE		
44	37	19
Accommodate	Analyze	Assert
My CS is:		
 <b>B-G-R</b>		



## B-G-R: Stage 1 Conflict

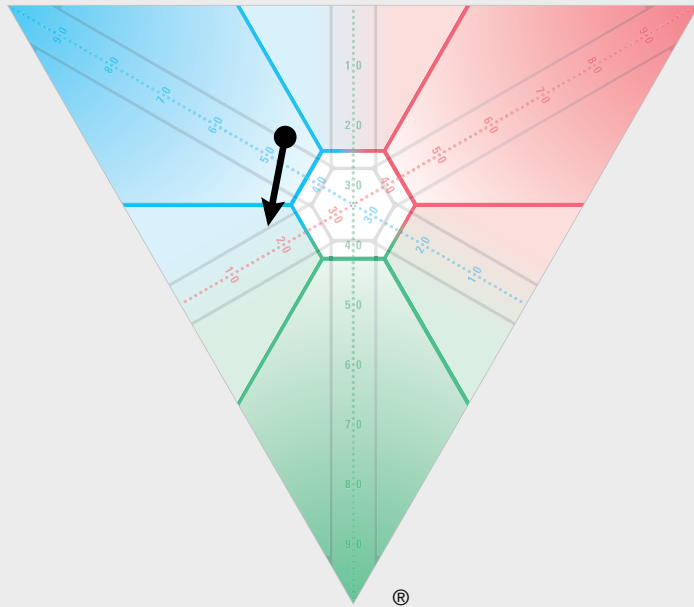
When faced with conflict, I want to keep peace and harmony. If that does not work, I want to disengage and save what I can. If that does not work, I may feel compelled to fight, possibly in an explosive manner.

Mark the statements that are true for you when you are experiencing each stage of conflict:		
STAGE 1: Self, Problem, Others	STAGE 2: Self, Problem, <del>Others</del>	STAGE 3: Self, <del>Problem</del> , <del>Others</del>
<b>B-G-R</b> <i>Wanting to accommodate others.</i>	<b>B-G-R</b> <i>Wanting to disengage from others or clarify the issue.</i>	<b>B-G-R</b> <i>Feeling driven to fight.</i>
<ul style="list-style-type: none"> <li><input type="checkbox"/> I want to accommodate the needs of others.</li> <li><input type="checkbox"/> I want to maintain or restore harmony and goodwill.</li> <li><input type="checkbox"/> I am worried when there is conflict and want it to go away.</li> <li><input type="checkbox"/> I want to minimize confrontation.</li> <li><input type="checkbox"/> I want to be sure that everyone is heard, without raised voices.</li> <li><input type="checkbox"/> I hope that problems will solve themselves.</li> <li><input type="checkbox"/> If others are not cooperating or listening, it could send me into my second stage of conflict.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> I am frustrated that I have not been heard.</li> <li><input type="checkbox"/> I want time to collect more information so I can find a rational solution to the problem.</li> <li><input type="checkbox"/> I become more quiet and introspective.</li> <li><input type="checkbox"/> I analyze the events that led to the situation.</li> <li><input type="checkbox"/> If I can compartmentalize the conflict I will solve the parts that are most important.</li> <li><input type="checkbox"/> I believe that waiting and reconsidering things is better than getting drawn into a potentially explosive situation that could do harm.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> I feel energized, angry, or indignant because others have not been cooperative or reasonable.</li> <li><input type="checkbox"/> I confront other people and in some cases act explosively.</li> <li><input type="checkbox"/> I want to express the things that I have been refraining from saying.</li> <li><input type="checkbox"/> It seems that I have no choice but to fight.</li> <li><input type="checkbox"/> I don't want to wait for other people or to sacrifice any more.</li> </ul>


CONFLICT SEQUENCE	DESCRIPTION	CONFLICT SEQUENCE	DESCRIPTION
	When faced with conflict, I want to keep peace and harmony. If that does not work, I want to disengage and save what I can. If that does not work, I may feel compelled to fight, possibly in an explosive manner.		People who want to challenge conflict directly. If that does not work, they want to restore or preserve harmony. If that does not work, they may feel compelled to withdraw from the situation or end the relationship.
	People who want to keep peace and harmony. If that does not work, they want to take a stand for their rights. If that does not work, they may feel compelled to withdraw as a last resort.		People who want to assert they rights and win. If that does not work, they want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what they can.
	People who want to keep harmony and accommodate the opposition. If that does not work, they want to make a choice based on what's best for everyone: to rely on logic and principle or to employ assertive strategies to prevent defeat.		People who want to prevail through competition. If that does not work, they want to use logic, reason, and rules. If that does not work, they may feel compelled to surrender as a last resort.
	People who want to keep harmony and goodwill. If that does not work, they want to disengage and save what they can. If that does not work, they may feel compelled to fight, possibly in an explosive manner.		People who want to press assertively to maintain harmony and goodwill, but they do not want to sacrifice results for harmony. If that does not work, they may decide to withdraw from the situation.
	People who want to carefully examine the situation. If that does not work, they want to defer to other people in the interest of harmony. If that does not work, they may feel compelled to fight, possibly in an explosive manner.		People who want to engage conflict quickly, but indirectly, with thoughtful strategies. If that does not work and others have more power in the situation, they may surrender.
	People who want to maintain order and principles. If that does not work, they want to make a choice, depending on what's more reasonable in the situation: to give in with conditions or to forcefully engage.		People who want to maintain peace and harmony with caution regarding the personal costs of doing so. If that does not work, they may feel compelled to fight, possibly in an explosive manner.
	People who want to analyze the situation logically. If that does not work, they want to forcefully press for a logical resolution. If that does not work and others have more power in the situation, they may surrender.		People who want to determine the most appropriate response to each situation and choose an accommodating, assertive, or analytical approach. Their approach differs according to the situation, rather than following a fixed sequence.

# SDI 2.0 Results


Mike Maton



## CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES	
	<p><b>BLUE</b></p> <p>You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.</p>

## CONDITION #2: WHEN FACED WITH CONFLICT

CONFLICT	
	<p><b>B-G-R</b></p> <p>You want to keep harmony and goodwill. If that does not work, you want to disengage and save what you can. If that does not work, you may feel compelled to fight, possibly in an explosive manner.</p>
1	B
2	G
3	R

### YOUR MOTIVES AND VALUES

As a person with a **Blue MVS**, you achieve feelings of self-worth by being genuinely helpful to others, with little or no concern for what you receive in return.

You help others in ways that enhance their happiness and genuinely meet their needs. You express concern for the welfare of others. You place your faith in others, and offer others the benefit of the doubt. You believe that giving others praise and rewards creates happiness and gratefulness in their hearts and minds. You value the power of helping people grow.

You embrace the opportunities life affords to provide help to others, and the real reward for you is the evidence that the help was received and valued. For you, the effort and intent to help are most important. You value recognition but tend to believe that any external reward for your efforts will be offered without having to ask for it.

The act of helping is not always enough for you. The greatest enjoyment in the act of helping comes from seeing other people benefit. You want others to accept, value, and appreciate the help you give. A simple thank you means a lot.

### HOW YOU EXPERIENCE CONFLICT

You first try to keep harmony and minimize confrontation. You tend to feel anxious or uncomfortable because there is conflict. You sometimes feel at fault and apologize. You want to be sure no one is threatened. You believe that the best way to show you care about the problem and other people is to listen to their concerns and accommodate them if possible.

You want other people to be calm and stay in a conversation with you. You do not want other people to be aggressive, argumentative, or to push for immediate decisions or actions.

If conflict progresses to your Stage 2 Green, you get more quiet and reflective; you analyze the situation and your role in it. You feel that others have not been fair and that you must get more information.

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### THE PATH BACK TO YOUR BLUE MVS

The path from your **Stage 1 Blue** back to your **Blue MVS** may involve restoring peace and reestablishing the value of the relationship.

MOTIVATIONAL VALUE SYSTEM		
49	29	22
People	Performance	Process
My MVS is:		
● <b>BLUE</b>		

CONFLICT SEQUENCE		
44	37	19
Accommodate	Analyze	Assert
My CS is:		
➔ <b>B-G-R</b>		



# Top 3 Strengths

Mike Maton

## WORK PERSPECTIVE

Your top three strengths are an important part of the way others see you. These strengths are frequently evident when you work with others. You are probably very effective with these strengths and appreciate when you are recognized for using them well.

## SUPPORTIVE

If someone needs a big boost of inspiration or reassurance, they need look no further than you. Why? Because you lift people up. You have a way with words that others appreciate, typically saying just the right thing at just the right time.

You are an incredible team-player because you make others feel important. You want to see them succeed. People know they can get a boost from you. That's why you are appreciated by many.

A word of caution is in order, your giving spirit can sometimes get the better of you when you extend too far and over-commit yourself to people or projects. But most of the time your investment in others, your unfailing support, carries you and those around you to higher levels.

## SOCIABLE

Some might say you're the life of the party. In fact, you create a little party wherever you go. You put people at ease. You're fun and likeable. You work your social mojo wherever you are - even with strangers. Striking up a conversation comes easily for you. Because of this you are a natural networker.

You know lots of people. You are in-the-know. You make connections. You're drawn toward groups and enjoy being part of the action. While some people are drained by social settings, you're energized by them.

This strength can cause others to sometimes feel disrupted or intruded upon by you. Of course, you can't imagine that because you generally love being interrupted by others. Still, your friendly and social approach makes work more fun and is appreciated by most everyone.

## CARING

You thrive on being sure that others are doing well. You genuinely care for others, which makes you a desirable person to have on a team. Why? Because you make people feel good about themselves.

Relative to other people, you have an uncanny knack for seeing what others don't. You recognize the needs of others. You can even hear what people aren't saying sometimes more loudly than what they are saying aloud. In other words, you look beneath the surface to discover how someone is really doing. You listen with a "third ear."

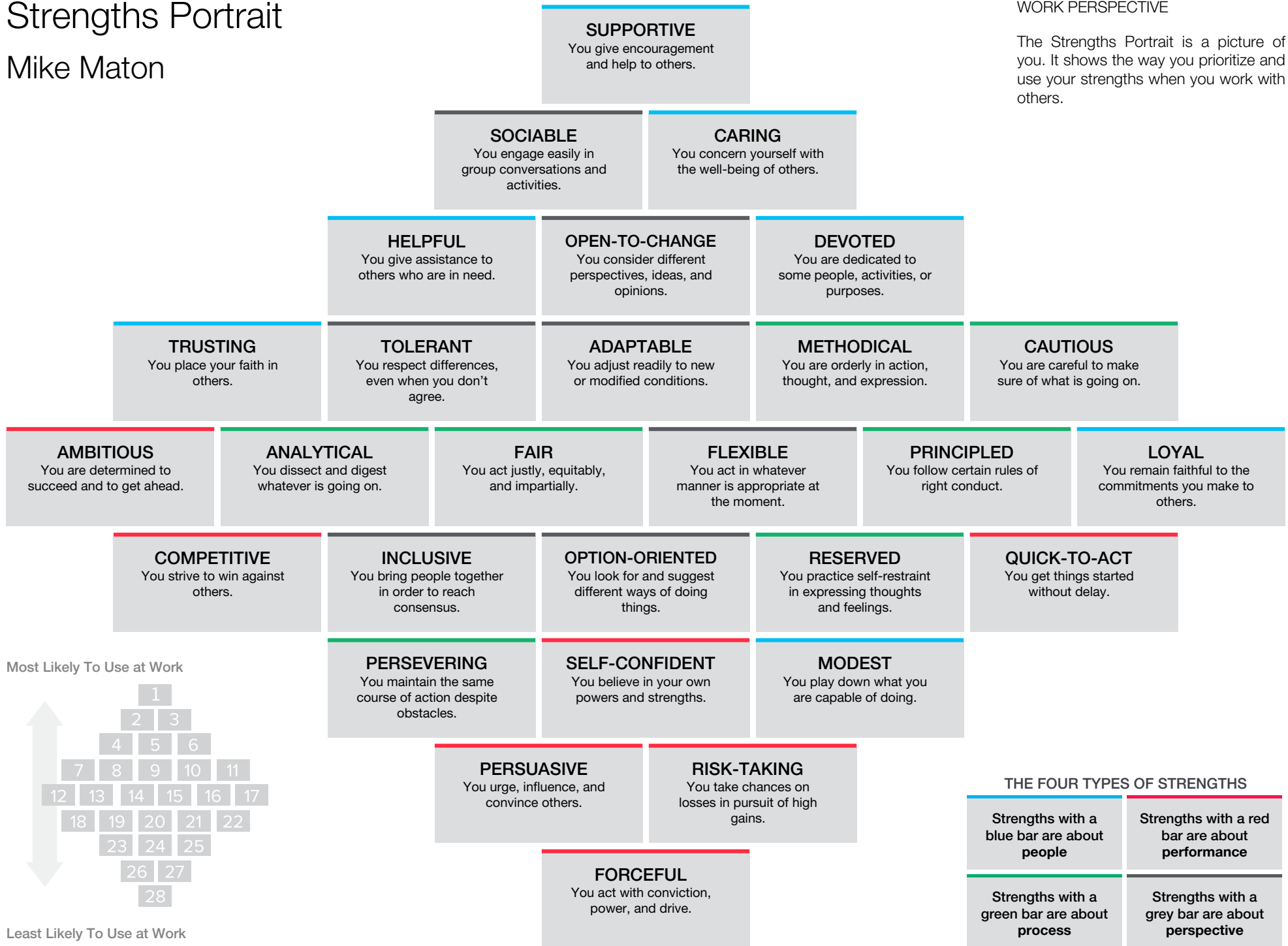
Of course, the challenge you face on occasion is taking care of yourself. You can become so focused on others that you neglect you. All in all, you are recognized and appreciated by others for being deeply caring and people love that about you.

# Strengths Portrait

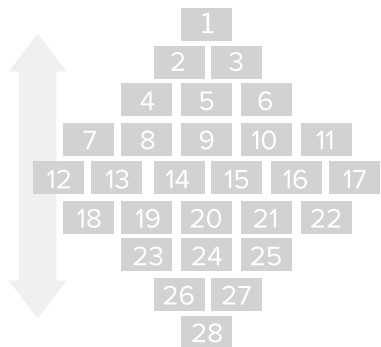
Mike Maton

## WORK PERSPECTIVE

The Strengths Portrait is a picture of you. It shows the way you prioritize and use your strengths when you work with others.



Most Likely To Use at Work



Least Likely To Use at Work

# Top 3 Overdone Strengths

Mike Maton

## WORK PERSPECTIVE

Your top three overdone strengths may contribute to some difficulty in your relationships. Even though they are well-intended, they can generate negative perceptions in others. You can turn perceived weakness into strengths by using them at the right time, or by scaling back their frequency, duration, or intensity.

## HELPFUL (Smothering)

You know what would be helpful? If you'd leave me alone. If you've ever heard those words, you know your helpfulness has become too much for another person.

You can get frustrated when other people won't let you help them. If you know what they need, you may do something for them even when they ask you not to, because you are so sure that they will appreciate the result once they see it. At these times, you can be smothering – almost invasive in your desire to do good for others.

Sometimes, you may need to remember that the best way to help someone is to let them take care of matters on their own. You can remain available should they request the help that you are so eager to give. Your help will be most appreciated when other people ask for it and believe that they need it.

## DEVOTED (Subservient)

You can believe so strongly in a person or a cause that you put it above yourself. If you've even been accused of putting another person on a pedestal, or giving too much in service of a cause, it may be because your devotion is coming on too strong.

You want so much to be needed and appreciated that you can become deferential or subservient. You may idealize people, holding on to the idea that they are much better and more deserving than they truly are. This can cause you to passively wait for instructions, or to explain what you are doing as following someone else's direction.

But your devotion can be a real strength if you don't let it get the best of you. Start by making sure that you don't agree with others just for the sake of harmony – because you will regret that later.

## OPEN-TO-CHANGE (Inconsistent)

What's the latest change of plan? Do you just agree with whoever spoke last? If you're hearing questions like this, your openness to change may be getting in your way. You run the risk of contradicting yourself, appearing inconsistent, or making a change just for the sake of doing something different.

People can have a hard time understanding how you can agree with two things that seem opposite, or mutually exclusive, to them. But you don't necessarily change your mind whenever you consider something new. You simply don't want to reject ideas too soon.

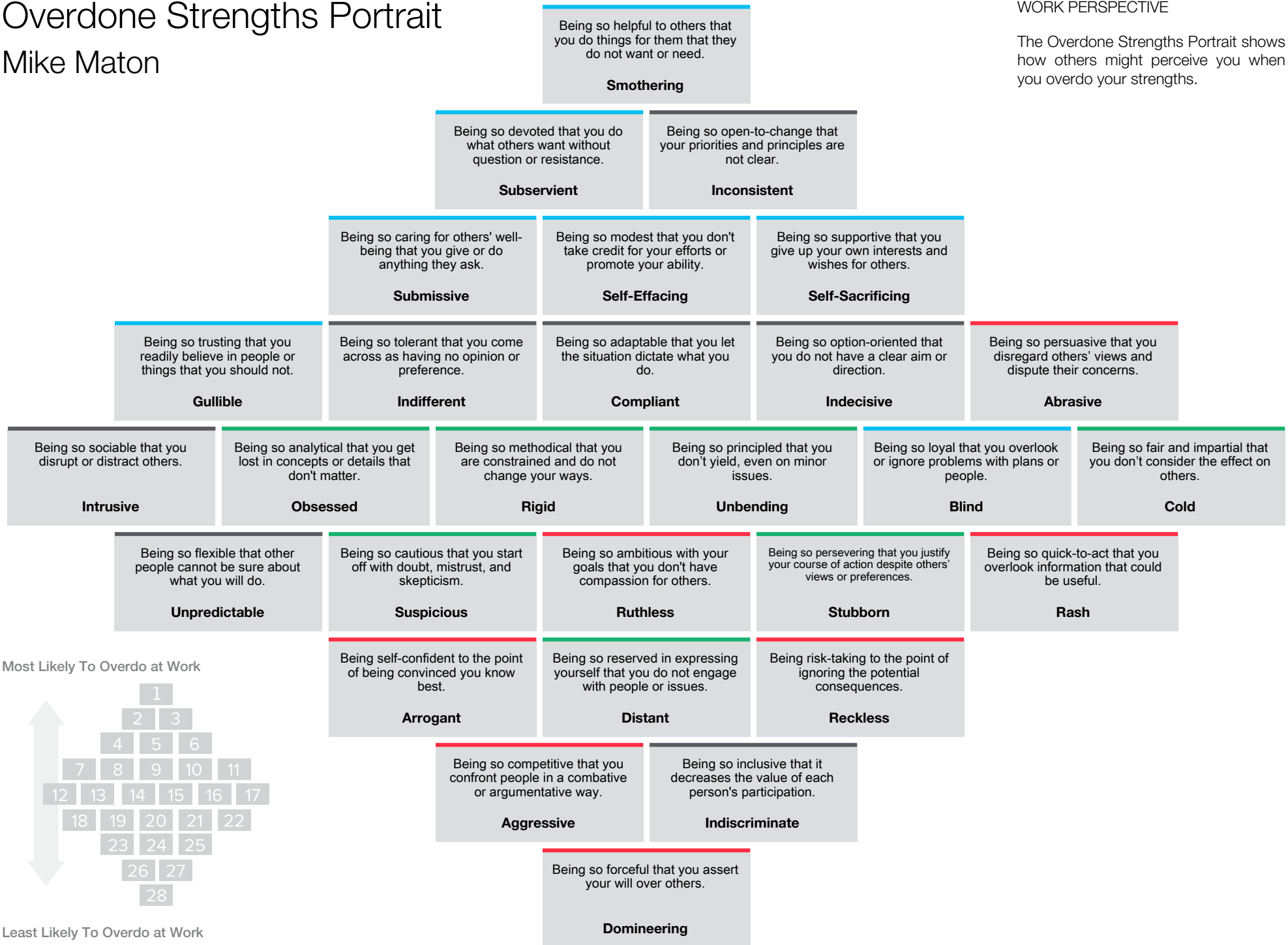
To remain open, but avoid the problems that come with appearing inconsistent, be clear about whether you are considering an idea, or committing to it. Let people know that you remain open to change, but only if change is justified.

# Overdone Strengths Portrait

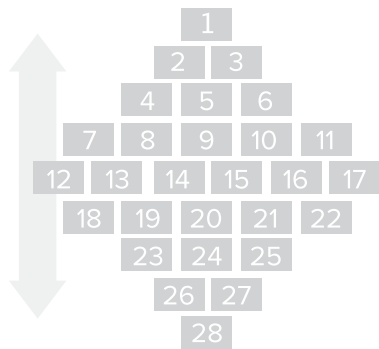
Mike Maton

## WORK PERSPECTIVE

The Overdone Strengths Portrait shows how others might perceive you when you overdo your strengths.



Most Likely To Overdo at Work



Least Likely To Overdo at Work

# Strengths & Reasons

Mike Maton

## WORK PERSPECTIVE

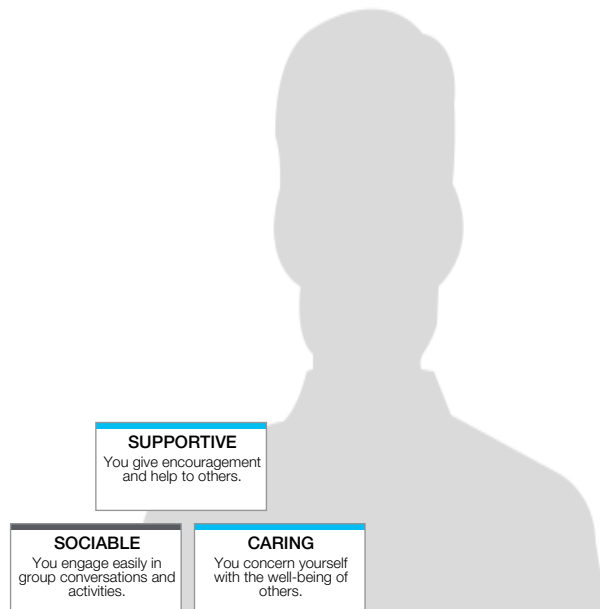
This view of your Strengths Portrait connects each of your strengths to your Motivational Value System (MVS). Each strength has two examples why you would want to deploy it.



Your Motives:  
**BLUE**

You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.

# Mike Maton

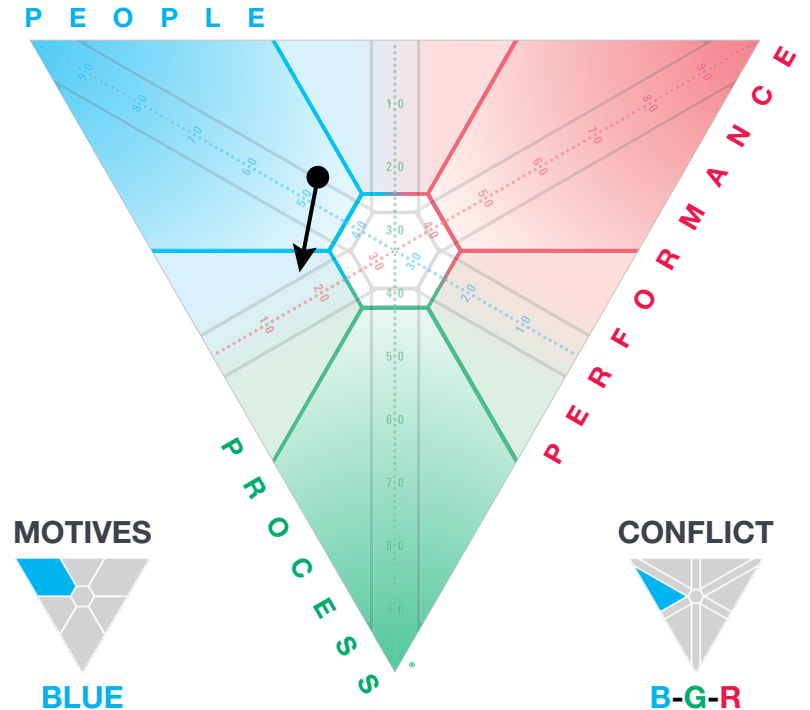


## Motivational Value System

You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.

### Communicating with me:

- Show regard for people and appreciation for others.
- Listen fully and attentively; ask for their ideas, reactions, feelings.
- Genuinely express feelings or concerns.



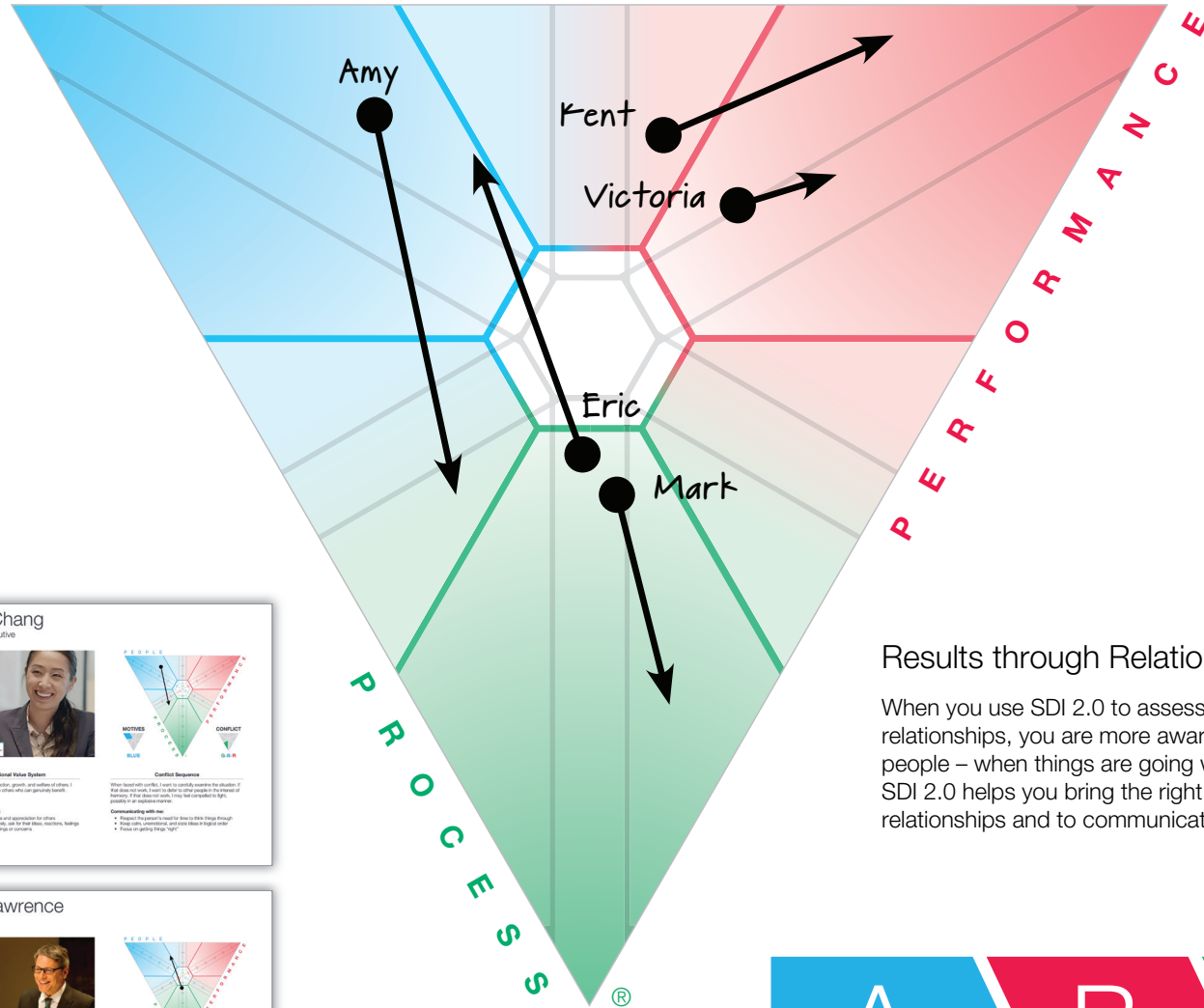
## Conflict Sequence

You want to keep harmony and goodwill. If that does not work, you want to disengage and save what you can. If that does not work, you may feel compelled to fight, possibly in an explosive manner.



### Communicating with me:

- Listen, ask more than once if needed.
- Affirm the relationship and depersonalize the conflict.
- Be calm, non-confrontational, and gentle.

P E O P L E



**Victoria Patel**  
Director



**Motivational Value System**  
I am motivated by both accomplishment and challenging results. I have strong drive for goals, like to take risks and am open to new ideas.

**Conflict Sequence**  
When faced with conflict, I want to assert my rights and win. If the other side won't fight to take a better position, I will take a more assertive position. I will continue to negotiate and win.

**Communicating with me**  

- Focus on results and get to the point quickly.
- Use clear, direct, positive, and brief.
- Be clear, direct, positive, and brief.

**Mark Logan**  
Structural Engineer



**Motivational Value System**  
I am motivated by the respect and appreciation of others. I have strong drive to please and to be successful.

**Conflict Sequence**  
When faced with conflict, I want to resolve the situation quickly. If the other side won't fight to please, I will take a more assertive position. I will continue to negotiate and win.

**Communicating with me**  

- Be clear, direct, positive, and brief.
- Use clear, direct, positive, and brief.
- Be clear, direct, positive, and brief.

**Amy Chang**  
Account Executive



**Motivational Value System**  
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**Kent Washington**  
Chief Counsel



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**Eric Lawrence**  
Manager

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Results through Relationships

When you use SDI 2.0 to assess motives in your relationships, you are more aware of what's driving people – when things are going well and during conflict. SDI 2.0 helps you bring the right strengths to your relationships and to communicate more effectively.



# Relationship Awareness Theory

Relationship Awareness Theory provides a simple, common language for people to understand the motives behind behavior, prevent and manage conflict effectively, and to engage in meaningful dialogue. When applied within teams and organizations, this language dramatically improves the quality of working relationships and workplace performance.

The SDI is based on a strong, valid theory of human motivation originally developed by psychologist and educator Dr. Elias Porter. The theory has four key concepts:

- ▼ Behavior is driven by motivation.
- ▼ Motivation changes in conflict.
- ▼ Strengths can be overdone.
- ▼ Filters influence perceptions

These foundational insights power individual and organizational learning.

## SDI Language

### MOTIVE

A purpose, drive, or underlying reason why something is done.

### MOTIVATIONAL VALUE SYSTEM

A system of motives that serves as a basis for choosing strengths, filtering information, and judging yourself and others. Every MVS is a blend of three primary motives: Blue (people), Red (performance), and Green (process).

### FILTER

A method of selective perception and evaluation of a situation.

### CONFLICT SEQUENCE

A series of changes in motives during conflict that typically results in a related series of changes in behavior. There are three stages in a Conflict Sequence. These stages are characterized by a concentration of energy and a diminishing focus as follows:

**Stage 1:** *focus on self, problem, and others*

**Stage 2:** *focus on self and problem*

**Stage 3:** *focus on self*

Conflict can be resolved or left unresolved in any stage.

### OPPOSITION

Disagreement, contrast, difference, resistance, or dissent. Opposition is not necessarily conflict, but it can grow into conflict when it gets personalized. Most conflicts have elements of opposition in them. Opposition can be productively engaged when things are going well.

### CONFLICT

A personal and emotional experience caused by a real or perceived threat to self-worth. The word conflict can also be used in everyday language to describe opposition; however, the SDI separates the two ideas and uses the terms as defined here.

### CONFLICT TRIGGER

An event, behavior, situation, or perception that threatens, or has the potential to threaten, a person's self-worth. People only experience conflict about things that are important to them; therefore, conflict triggers include the opportunity to learn about what matters to people. Conflict triggers also present an implied choice:

- to enter conflict based on the perceived triggers, or
- to reframe the situation so that threats are no longer perceived.

### STRENGTHS

Freely chosen behaviors that are intended to produce results. Strengths affirm the self-worth of people in relationships. Strengths do not affirm one person's self-worth at the expense of another. Strengths are productively motivated and effective.

### OVERDONE STRENGTHS

Behaviors that may be intended as strengths, but are perceived negatively by one or more persons. Strengths may be overdone (or perceived as overdone) in frequency, duration, or intensity. They may also be misapplied, or perceived as misapplied, depending on the context.

### CORE

Who you are. A system of motives that influence everything you see, feel, say, and do.

### RELATIONSHIPS

Working relationships are authentic connections.

### ACCOUNTABILITY

The skill of taking ownership and initiative in order to produce desired results.

### SYSTEMS

Processes that create and communicate expectations.

### OWNERSHIP

A choice to be committed to an outcome.

### INITIATIVE

To act and deliver on a commitment.



### ASSESS MOTIVES

- When Things are Going Well
- When There is Conflict

### BRING THE RIGHT STRENGTHS

- Know Your Reasons
- Prevent Overdoing

### COMMUNICATE IN THE RIGHT STYLE

- Effective Style
- Things to Avoid