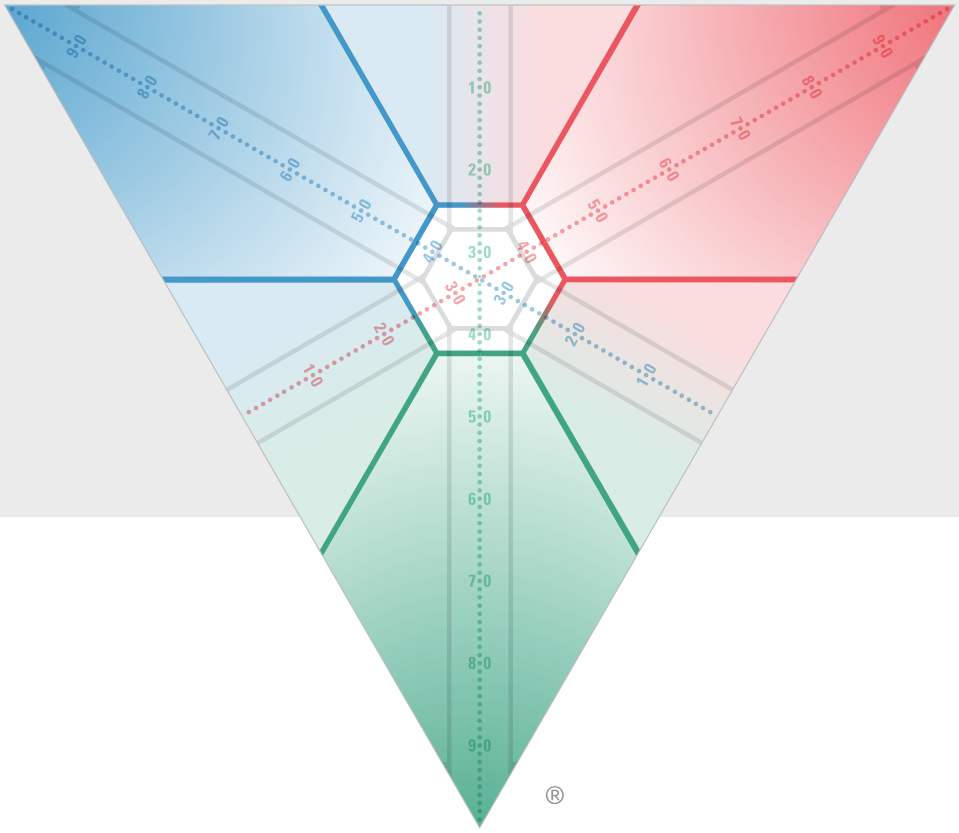
SDI Strength Deployment Inventory®

Strength Deployment Inventory

Personalized Report:

David Young

Elias Porter, PhD
Tim Scudder, PhD

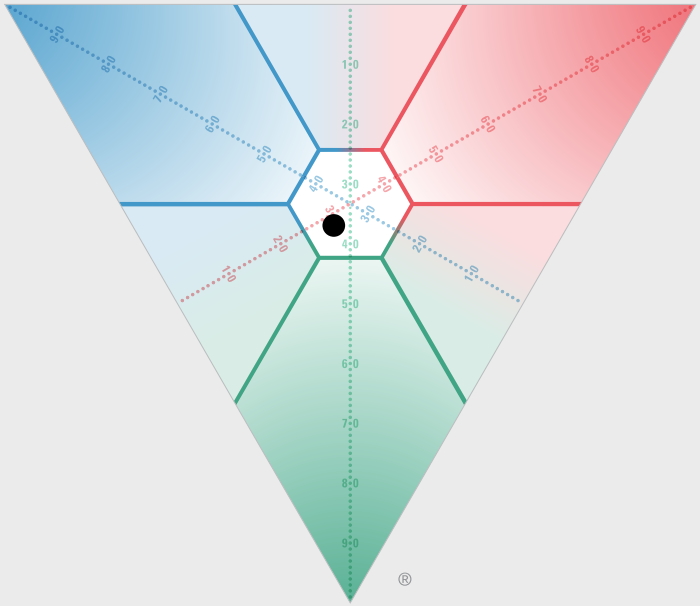


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Motives

David Young



MOTIVATIONAL VALUE SYSTEM		
37	34	29
Process	People	Performance
My MVS is:	HUB	

CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES

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.



HUB People-Performance-Process

You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

YOUR MOTIVES AND VALUES

As a person with a **Hub MVS**, you achieve feelings of self-worth by finding and meeting the needs of groups, while staying open to all sides of situations.

You are flexible in your approach and responsive and adaptable in relating to others. You find common ground so you can meet the group's needs. You see all sides of a situation, demonstrating empathy with a variety of different types of people, situations, and challenges. You are tolerant, social, creative, and versatile. You value the power of building consensus.

You read situations and respond to them in situationally appropriate ways. You meet the needs of the moment while maintaining flexibility for the future. You promote cohesiveness by getting others together to share ideas. You want to unite people in a common cause, and you are willing to play whatever role is necessary to do so.

You coordinate your efforts with others in activities that involve closeness, clear lines of authority, and independent efforts. You are friendly, democratic, and playful. You value consensus and consider multiple points of view.

UNDERSTANDING YOUR RESULTS

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

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

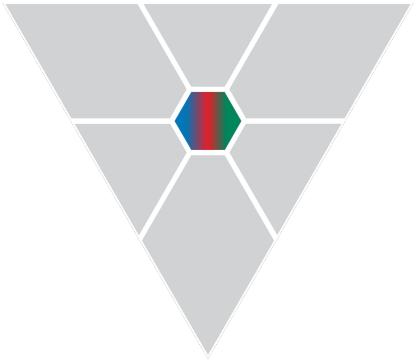
The dot on the SDI Triangle represents the motives that drive your use of strengths when things are going well. Each person's MVS is a combination of three primary motives working together. The MVS shows the frequency with which people are motivated by concerns for People (Blue), Performance (Red), and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

There are seven MVS regions on the SDI 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 **Blue-Green** and **Green** regions of the triangle. You may find that some parts of these MVS descriptions also apply to you.

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HUB: People-Performance-Process

Flexible-Cohering: You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

Flexible: able to respond to changing circumstances and conditions.
Cohering: bringing people together to form a united whole.

Mark the statements that are true for you:

WHAT YOU DO	FEELINGS AND IDEALS	CONFLICT TRIGGERS
❑ I tend to be flexible, social, playful, and collaborative.	❑ I feel best about what I am doing when I am able to coordinate my efforts with others in some common undertaking that involves closeness, clear lines of authority, and opportunity for self-reliance.	❑ I must operate in an environment that doesn't allow enough time to explore the opinions of others.
❑ I tend to have multiple goals and more than one area of focus.	❑ I identify with and feel most at ease with people who clearly are flexible in their behavior and readily able to adapt to whatever the situation calls for.	❑ Others restrict my flexibility, insisting on only one approach or solution.
❑ I am curious about what others think and feel.	❑ Ideally, I would like to be more decisive, more methodical, or more sensitive, depending on the situation.	❑ I am required to interact with others who are strict, unyielding, or domineering.
❑ I am open-minded and willing to adapt.	❑ Ideally, I would like to avoid ever being subservient to others, domineering over others, and/or isolated from others.	❑ Others are excluded from the group or treated with indifference.
❑ I prefer to have consensus on important decisions.	❑ I feel most rewarded by others when they treat me as a good team member who knows how to be a loyal follower, knows how to exercise authority, and knows when to follow the rules and when to use judgment.	❑ Consensus-building is not valued or allowed.
❑ I want to maintain an appropriate balance between process, people, and performance.		❑ I am not being heard or I fear that my input is unwelcome or undesirable.
❑ I include other people and recognize their contributions.		❑ I am managed in a style that rewards compliance and does not value my innovative efforts and contributions.
❑ I remain open to new ideas, options, and possibilities.		❑ I am being locked into a rigid and inflexible future without any opportunity to reconsider or re-evaluate my options.
❑ I examine situations from multiple perspectives.		❑ I can see that several mutually exclusive opportunities have equal value, and it is not clear that any one of them is better than the others.
❑ I like to stay connected to many people and to know what they are doing, even when I can't be included.		

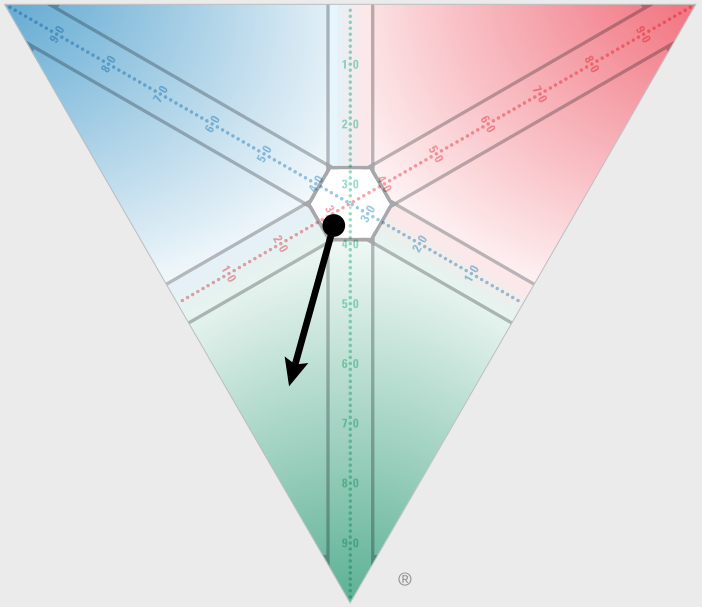
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MOTIVATIONAL VALUE SYSTEM (MVS)	DESCRIPTION	CHARACTERISTICS	ENGAGING ENVIRONMENT
 BLUE	People who are motivated by the protection, growth, and welfare of others. They have a strong desire to help others who can genuinely benefit.	Seeking ways to bring 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.	Open, friendly, helpful, supportive, trusting, socially sensitive, loyal, compassionate, respectful, receptive, humanitarian... Being needed... Being accepted and appreciated... Opportunities to support others.
 RED	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.	Being alert to opportunity... Striving for immediate action... Accepting challenges... Competing for authority and responsibility... Exercising persuasion... Accepting risk-taking as necessary and desirable.	Progressive, innovative, challenging, fast-moving, stimulating, competitive, creative... New opportunities... Potential for advancement and winning... Material rewards available.
 GREEN	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.	Seeking clarity, accuracy and correctness... Being cautious and thorough... Keeping emotions under control... Planning ahead and following the plan... Conserving resources.	Clarity, logic, precision, utility, durability, efficiency, reliability, organized... Effective use of resources... Clear, supportable, criteria for decision-making... Time to develop ideas.
 RED-BLUE	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.	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.	Enthusiastic, open, friendly, sincere, trusting, compassionate... Respect for others... Positive initiatives for the growth and development of others... Opportunities to coach or mentor others.
 RED-GREEN	People who are motivated by intelligent assertiveness and fairness in competition. They have a strong desire to develop strategy and assess risks and opportunities.	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.	Strategic, determined, planned... Complex, challenging tasks requiring expertise... Recognition for achievement... Availability of technical resources... Opportunities to develop winning strategies.
 BLUE-GREEN	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.	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.	Conscientious, patient, congenial... Respect for individuals, fairness, and resources... Opportunities to encourage others' independence... Tasks that require thoughtful analysis to aid those in need.
YOUR RESULTS  HUB	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.	Considering multiple perspectives and ideas... Being open-minded and willing to adapt... Bringing people together and making connections... Maintaining appropriate balance... Keeping options open.	Cooperative, interactive, sociable, democratic, playful, spontaneous, novelty, flexibility... Being heard and listening... Consensus building... Tolerant of different opinions and perspectives. YOUR RESULTS

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Conflict

David Young



MOTIVATIONAL VALUE SYSTEM		
37	34	29
Process	People	Performance
My MVS is: HUB		

CONFLICT SEQUENCE		
64	27	9
Analyze	Accommodate	Assert
My CS is: G-B-R		

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.



G-B-R Green-Blue-Red

You want to carefully examine the situation. If that does not work, you want to defer to other people in the interest of harmony. If that does not work, you may feel compelled to assert yourself, possibly in a confrontational manner.

3 STAGES OF CONFLICT	
1	G
2	B
3	R

HOW YOU EXPERIENCE CONFLICT

You first seek information or rational explanations. You analyze the situation and focus on facts. You are cautious and hesitant to prevent making a mistake. You want to be sure things make sense. You believe that the best way to show you care about the problem is to give it the time and attention it needs so it can be solved correctly.

You want people to remain objective and give you some time to think. You do not want people to be confrontational, irrational, or base decisions on opinions.

If conflict progresses to your Stage 2 Blue you get anxious and let go of less important points; you accommodate with conditions. You feel that others are not being rational, but a small concession is better than fighting.

If conflict progresses to your Stage 3 Red, you confront people, get angry, or fight, although you will make increasingly larger sacrifices 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 **Long Line**, which means the change from your **Hub MVS** to your **Stage 1 Green** is usually obvious.

UNDERSTANDING YOUR RESULTS

The SDI 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 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 **G-[BR]** region of the triangle. You may find that some parts of this CS description also apply to you.

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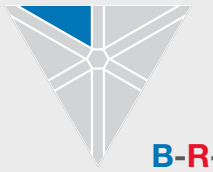
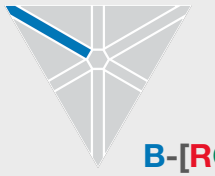
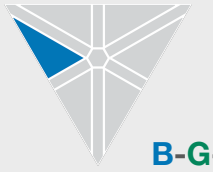
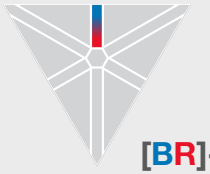
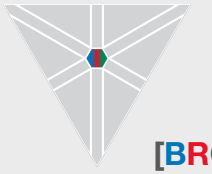


G-B-R: Stage 1 Conflict

When faced with conflict, I want to carefully examine the situation. If that does not work, I want to defer to other people in the interest of harmony. If that does not work, I may feel compelled to assert myself, possibly in a confrontational 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, ~~Others~~**	**STAGE 3: Self, ~~Problem, Others~~**
G-B-R *Wanting to analyze the situation.*	G-**B**-R *Wanting to conditionally give in or defer to others.*	G-B-**R** *Feeling driven to fight.*
❑ I want to collect information so I can make a logical decision. ❑ I want to focus on facts, not feelings. ❑ I am quietly engaged and thinking about the issues. ❑ I want some space and time to analyze the situation. ❑ I want to create a fair and rational solution. ❑ I believe that increased clarity will lead to resolution. ❑ If others are irrational or impulsive, it could send me into my second stage of conflict.	❑ I am frustrated that other people do not see the value of my analysis. ❑ I want to escape from the situation without losing anything of real value. ❑ I become reluctantly cooperative or compliant. ❑ I believe that if I give in for the moment I can get more time to come up with a better solution. ❑ If there is an important principle involved, I hold firmly to it. ❑ I believe that yielding on less important points, while holding firm on the main points, is better than resorting to fighting.	❑ I feel energized, angry, or indignant because others have not been cooperative or reasonable. ❑ I confront other people and in some cases act explosively. ❑ I want to express the things that I have been refraining from saying. ❑ It seems that I have no choice but to fight. ❑ I don't want to wait for other people or to sacrifice any more.

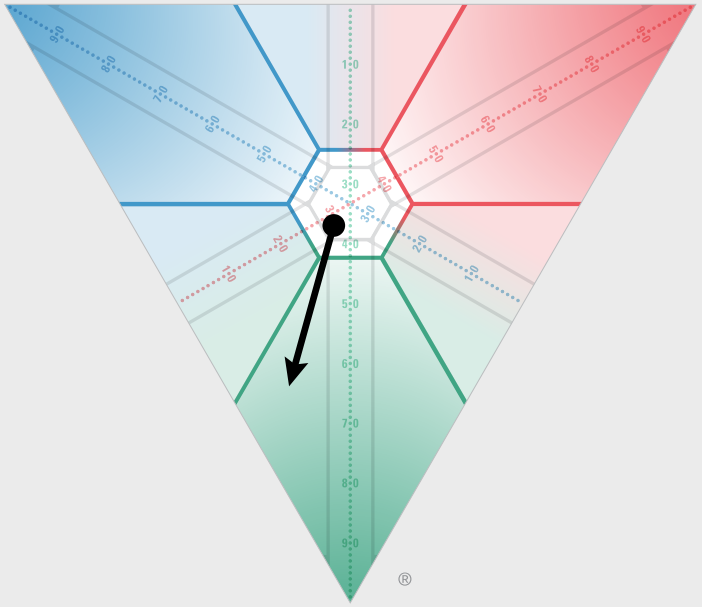
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CONFLICT SEQUENCE	DESCRIPTION	CONFLICT SEQUENCE	DESCRIPTION
 G-B-R	When faced with conflict, I want to carefully examine the situation. If that does not work, I want to defer to other people in the interest of harmony. If that does not work, I may feel compelled to assert myself, possibly in a confrontational manner.	 R-B-G	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.
 B-R-G	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.	 R-[BG]	People who want to assert their 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.
 B-[RG]	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.	 R-G-B	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.
 B-G-R	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 assert themselves, possibly in a confrontational manner.	 [BR]-G	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.
 G-B-R	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 assert themselves, possibly in a confrontational manner.	 [RG]-B	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.
 G-[BR]	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.	 [BG]-R	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 assert themselves, possibly in a confrontational manner.
 G-R-B	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.	 [BRG]	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.

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SDI Results

David Young



MOTIVATIONAL VALUE SYSTEM		
37	34	29
Process	People	Performance
My MVS is: ●	**HUB**	

CONFLICT SEQUENCE		
64	27	9
Analyze	Accommodate	Assert
My CS is: →	**G-B-R**	

CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES



HUB

You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

YOUR MOTIVES AND VALUES

As a person with a **Hub MVS**, you achieve feelings of self-worth by finding and meeting the needs of groups, while staying open to all sides of situations.

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You read situations and respond to them in situationally appropriate ways. You meet the needs of the moment while maintaining flexibility for the future. You promote cohesiveness by getting others together to share ideas. You want to unite people in a common cause, and you are willing to play whatever role is necessary to do so.

You coordinate your efforts with others in activities that involve closeness, clear lines of authority, and independent efforts. You are friendly, democratic, and playful. You value consensus and consider multiple points of view.

CONDITION #2: WHEN FACED WITH CONFLICT

CONFLICT



1	G
2	B
3	R

G-B-R

You want to carefully examine the situation. If that does not work, you want to defer to other people in the interest of harmony. If that does not work, you may feel compelled to assert yourself, possibly in a confrontational manner.

HOW YOU EXPERIENCE CONFLICT

You first seek information or rational explanations. You analyze the situation and focus on facts. You are cautious and hesitant to prevent making a mistake. You want to be sure things make sense. You believe that the best way to show you care about the problem is to give it the time and attention it needs so it can be solved correctly.

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THE PATH BACK TO YOUR HUB MVS

The path from your **Stage 1 Green** back to your **Hub MVS** may involve analytically generating options and making decisions that maintain future flexibility.

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Top 3 Strengths

David Young

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.

OPEN-TO-CHANGE

Einstein said that the measure of intelligence is the ability to change. He'd appreciate this capacity in you. More than most, you are extremely open to entertaining new thoughts and ideas, and new procedures and systems.

You willingly receive suggestions with gratitude. Not everybody does this, but you capitalize on experimenting with differing opinions and perspectives. If someone else has an idea, you're the one who's most likely to accept it or want to try it.

While others are burdened by having to change, you welcome it. Change, from your point of view, is good. Being so open to change can cause some to perceive you as inconsistent, wondering what your real priorities or principles are. But generally speaking, others love your willingness to try on their ideas and suggestions.

DEVOTED

Make no mistake, people can count on you. And with good reason. You keep commitments. You're rock solid and people know it. You throw yourself into the mission of a cause or even a company and that can bring you incredible joy and meaning.

When you believe in what you are doing, you give it your all. Unlike some, the "why" is just as important to you as the "how." You thrive on the purpose and meaning behind an activity.

But you run the risk of flaming out if an activity or even a person loses their purpose; it saps the joy out of it for you. But as long as the meaning and mission are intact and in sync with your perspective, look out! You are dedicated like nobody's business. You stick it out through thick and thin, and that makes you an invaluable asset to any mission.

QUICK-TO-ACT

You live life with a sense of urgency. You're ready. Whatever it is, you'd like to get it done yesterday. No procrastinating. You don't waste time thinking about it, you take action. Now.

Your quick pace can take others by surprise. Your readiness can cause them to either get out of the way or try to slow you down. But, that rarely works because you're at full throttle and ready to get things done. Your mantra is "Do it now" and you do. The risk is, that you can sometimes act so quickly that you overlook information that could be useful. You tend to act now and "read the directions" only if something isn't working.

You're efficient and productive, and you enjoy surprising people with your speed and relish being told, "Wow, that was fast."

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Strengths Portrait

David Young

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.

OPEN-TO-CHANGE
You consider different perspectives, ideas, and opinions.

DEVOTED
You are dedicated to some people, activities, or purposes.

QUICK-TO-ACT
You get things started without delay.

OPTION-ORIENTED
You look for and suggest different ways of doing things.

RISK-TAKING
You take chances on losses in pursuit of high gains.

RESERVED
You practice self-restraint in expressing thoughts and feelings.

METHODICAL
You are orderly in action, thought, and expression.

PERSEVERING
You maintain the same course of action despite obstacles.

FAIR
You act justly, equitably, and impartially.

HELPFUL
You give assistance to others who are in need.

TOLERANT
You respect differences, even when you don't agree.

SELF-CONFIDENT
You believe in your own powers and strengths.

SUPPORTIVE
You give encouragement and help to others.

TRUSTING
You place your faith in others.

CAUTIOUS
You are careful to make sure of what is going on.

PERSUASIVE
You urge, influence, and convince others.

CARING
You concern yourself with the well-being of others.

LOYAL
You remain faithful to the commitments you make to others.

FLEXIBLE
You act in whatever manner is appropriate at the moment.

FORCEFUL
You act with conviction, power, and drive.

ANALYTICAL
You dissect and digest whatever is going on.

MODEST
You play down what you are capable of doing.

SOCIABLE
You engage easily in group conversations and activities.

AMBITIOUS
You are determined to succeed and to get ahead.

ADAPTABLE
You adjust readily to new or modified conditions.

PRINCIPLED
You follow certain rules of right conduct.

INCLUSIVE
You bring people together in order to reach consensus.

COMPETITIVE
You strive to win against others.

Most Likely To Use at Work

Least Likely To Use at Work

THE FOUR TYPES OF STRENGTHS

Strengths with a blue bar are about people	**Strengths with a red bar are about performance**
Strengths with a green bar are about process	**Strengths with a grey bar are about perspective**

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Top 3 Overdone Strengths

David Young

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.

QUICK-TO-ACT (Rash)

You hate to wait. Time is always of the essence. It's like you have a compulsion to act; you just cannot stop yourself. You don't find out until it's too late that you were too soon.

In your haste, you may make decisions with only what's immediately available, rather than waiting for a little more information that might alter your course. When you're moving too fast, you end up retracing your steps to get out of a bad situation – or doing it right the second time instead of the first.

You see doing nothing as the biggest gamble of all. So you'd rather do something, anything, rather than wait for someone or something else to take control. But you can keep control over your speed and get better results by asking how urgent something is, rather than just asking if it's urgent.

OPTION-ORIENTED (Indecisive)

Every time you make a decision, it's like saying "no" to all the other options that looked interesting. So you put it off a little longer – there might be something even better that you haven't considered yet. How can anyone place an order without reading the whole menu?

It's not that you want to be indecisive, you're just keeping your options open as long as possible. But this can drive other people crazy; especially those who want you to make a decision, or those who are trying to make a decision with you. When someone is about to make a decision, do you find yourself suggesting one more option to consider?

To work more effectively with others, try to limit the options you suggest. If you are truly undecided, delegate the decision to someone else and accept it as your own.

FLEXIBLE (Unpredictable)

It depends. What do you think? What do you want to do? Which is better? If your answer to anything and everything depends on what's going on around you, your flexibility may be getting the better of you. This unpredictability can make it hard for other people to include you in their plans.

In your effort to remain flexible, to be responsive, and stay in the moment, you can be pushed in whatever direction the wind is blowing. You may divert attention to whatever is new or different, without explaining why it is more relevant or a higher priority.

To help others understand what seems unpredictable to them, you may need to share your thought process. What are you seeing now? What seems most important to you at the moment? You need to speak your mind, because they cannot read it.

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Overdone Strengths Portrait

David Young

WORK PERSPECTIVE

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

Being so **QUICK-TO-ACT** that you overlook information that could be useful.

Rash

Being so **OPTION-ORIENTED** that you do not have a clear aim or direction.

Indecisive

Being so **FLEXIBLE** that other people cannot be sure about what you will do.

Unpredictable

Being so **PERSEVERING** that you justify your course of action despite others' views or preferences.

Stubborn

Being so **HELPFUL** to others that you do things for them that they do not want or need.

Smothering

Being so **METHODICAL** that you are constrained and do not change your ways.

Rigid

Being so **FAIR** and impartial that you don't consider the effect on others.

Cold

Being **RISK-TAKING** to the point of ignoring the potential consequences.

Reckless

Being so **RESERVED** in expressing yourself that you do not engage with people or issues.

Distant

Being so **OPEN-TO-CHANGE** that your priorities and principles are not clear.

Inconsistent

Being so **SUPPORTIVE** that you give up your own interests and wishes for others.

Self-Sacrificing

Being **SELF-CONFIDENT** to the point of being convinced you know best.

Arrogant

Being so **TOLERANT** that you come across as having no opinion or preference.

Indifferent

Being so **ANALYTICAL** that you get lost in concepts or details that don't matter.

Obsessed

Being so **FORCEFUL** that you assert your will over others.

Domineering

Being so **INCLUSIVE** that it decreases the value of each person's participation.

Indiscriminate

Being so **DEVOTED** that you do what others want without question or resistance.

Subservient

Being so **PERSUASIVE** that you disregard others' views and dispute their concerns.

Abrasive

Being so **LOYAL** that you overlook or ignore problems with plans or people.

Blind

Being so **TRUSTING** that you readily believe in people or things that you should not.

Gullible

Being so **CARING** for others' well-being that you give or do anything they ask.

Submissive

Being so **CAUTIOUS** that you start off with doubt, mistrust, and skepticism.

Suspicious

Being so **MODEST** that you don't take credit for your efforts or promote your ability.

Self-Effacing

Being so **SOCIABLE** that you disrupt or distract others.

Intrusive

Being so **PRINCIPLED** that you don't yield, even on minor issues.

Unbending

Being so **ADAPTABLE** that you let the situation dictate what you do.

Compliant

Being so **AMBITIOUS** with your goals that you don't have compassion for others.

Ruthless

Being so **COMPETITIVE** that you confront people in a combative or argumentative way.

Aggressive

Most Likely To Overdo at Work

Least Likely To Overdo at Work

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Strengths & Reasons

David Young

OPEN-TO-CHANGE
To respect and honor diversity. To find something new that you can all agree on.

DEVOTED
To keep outcomes in mind while testing options. To keep people united toward a common goal.

QUICK-TO-ACT
So others will know what is important to you. To show my acceptance of others' ideas.

OPTION-ORIENTED
To find something that is appropriate to the situation. To involve other people in decisions.

RISK-TAKING
To represent the interests of the group. To get unanimous support for an idea.

RESERVED
To give everyone else a chance to have input. To respect others' thoughts and feelings.

METHODICAL
To consider all perspectives. To ensure that no person or issue is forgotten.

PERSEVERING
To help the group get through a tough situation. To fully test your plan before changing it.

FAIR
To evaluate each option by its merits. To ensure that consensus is reached respectfully.

HELPFUL
To contribute whatever is needed in the moment. To join others in their struggle.

TOLERANT
To allow new ideas to emerge. So group processes will be enriched by diversity.

SELF-CONFIDENT
To remain flexible without losing focus. To build the confidence of the team.

SUPPORTIVE
So others will do the same for you. So everyone will have access to the same opportunities.

TRUSTING
To bring people together. To create an open environment.

CAUTIOUS
So no viable option is overlooked. So you are not too easily swayed by opinions.

PERSUASIVE
To get people to understand each other. To emphasize the importance of working together.

CARING
So others will be able to participate. To keep lines of communication open.

LOYAL
To ensure that consensus is maintained. So you finish whatever you start.

FLEXIBLE
To fit into the situation. To let others participate in their own ways.

FORCEFUL
To get cooperation. To adjust quickly to a changing situation.

ANALYTICAL
To understand the social and political dynamics. To integrate others' views and facilitate agreement.

MODEST
To get others' input and involvement. To make sure that everyone feels important and needed.

SOCIABLE
To meet and include new people. To understand where people are coming from.

AMBITIOUS
So others will see you as a valuable contributor. So your ideas will be accepted as the best.

ADAPTABLE
To go along with the group's wishes. To keep your options open.

PRINCIPLED
To adapt to the rules of a new situation. So you can treat everyone equally.

INCLUSIVE
To create a sense of unity and belonging. So the group can fully consider the situation.

COMPETITIVE
To have fun playing the game. So others will accept you as part of a team.



Your Motives:
HUB

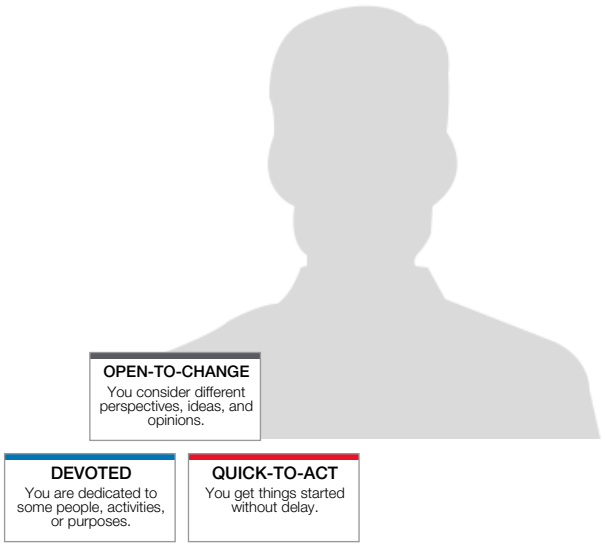
You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

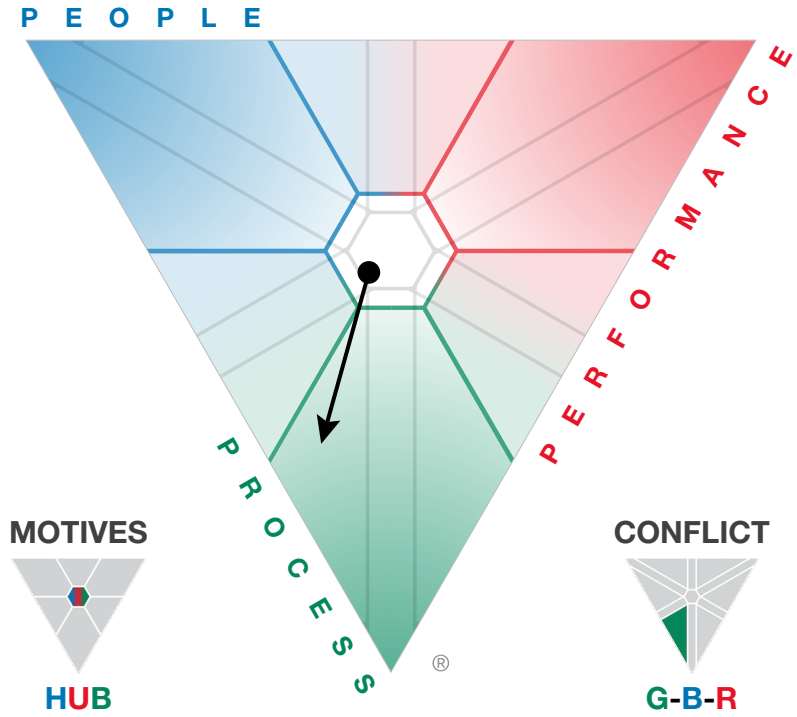
WORK PERSPECTIVE

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.

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David Young





Motivational Value System

You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

Communicating with me:

- Examine the situation from multiple perspectives.
- Remain open to new ideas, options, possibilities.
- Include other people, and recognize their contributions.

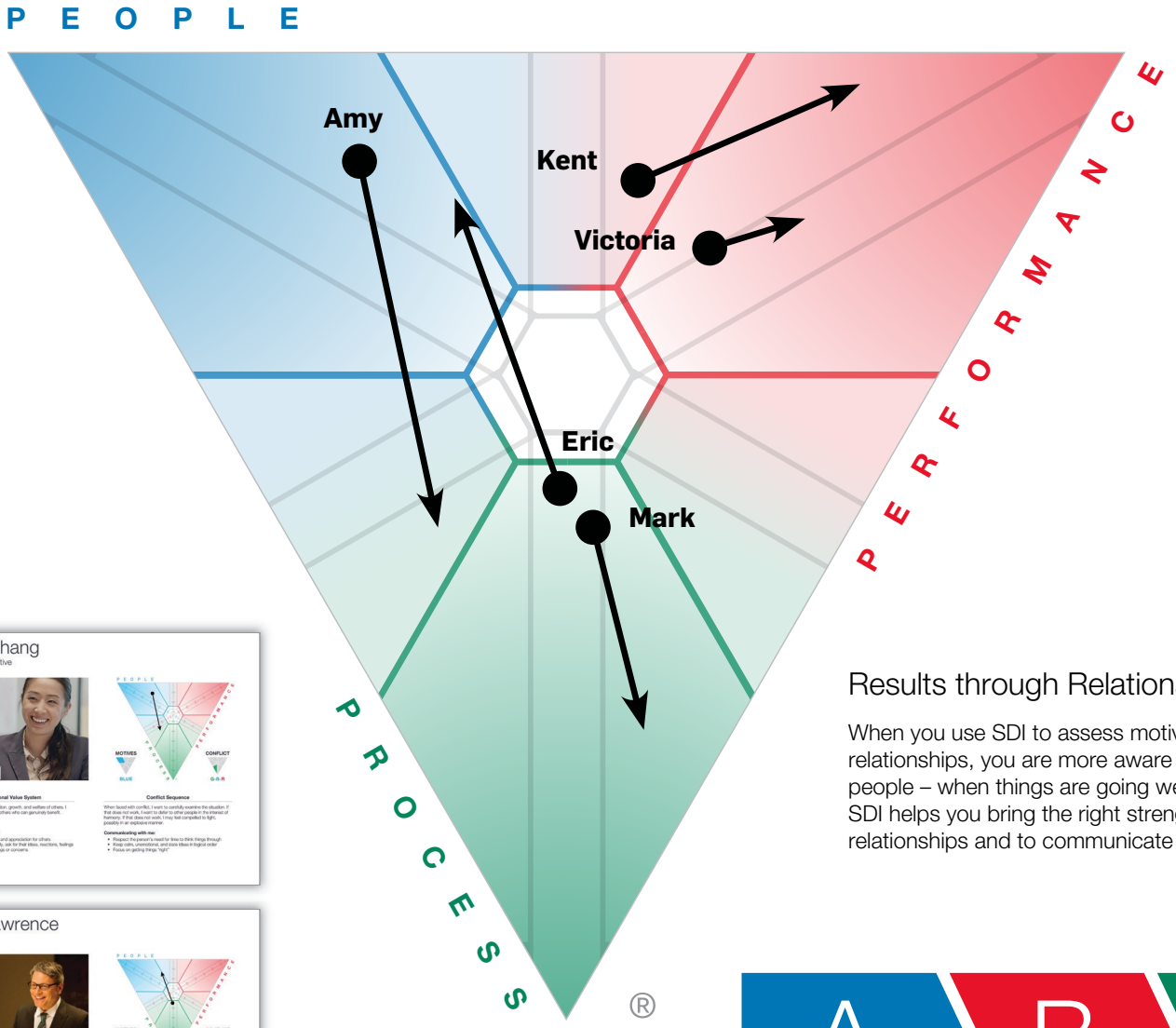
Conflict Sequence

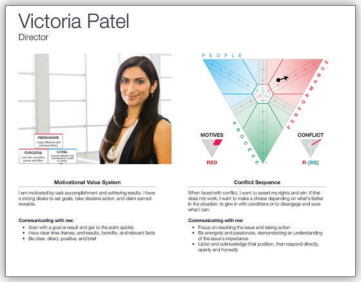
You want to carefully examine the situation. If that does not work, you want to defer to other people in the interest of harmony. If that does not work, you may feel compelled to assert yourself, possibly in a confrontational manner.

Communicating with me:

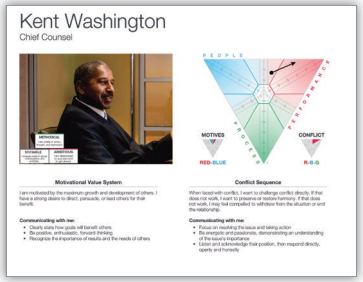
- Respect their need for time to think things through.
- Keep calm, unemotional, and state ideas in logical order.
- Focus on getting things "right."

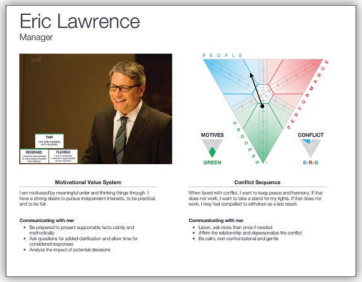
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Results through Relationships

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



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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

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