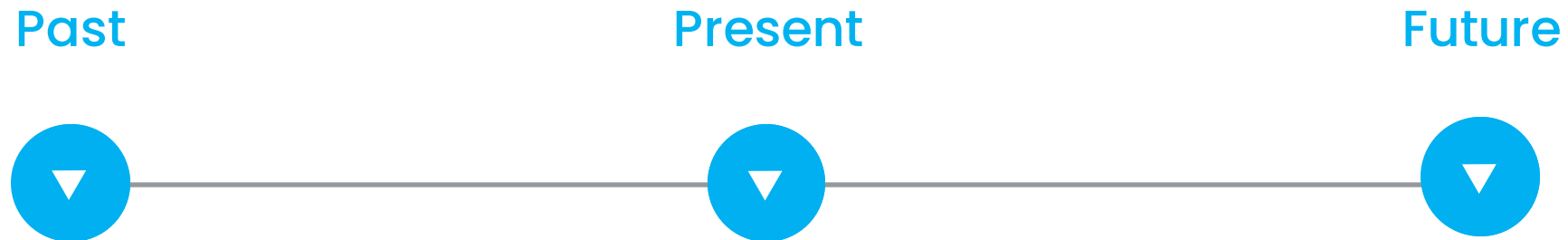


Results through Relationships

Relationships

A connection between people built on a foundation of shared experiences, interactions, and expectations

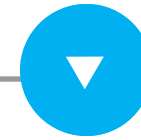
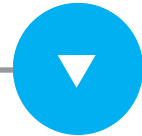


Results through Relationships

Past

Present

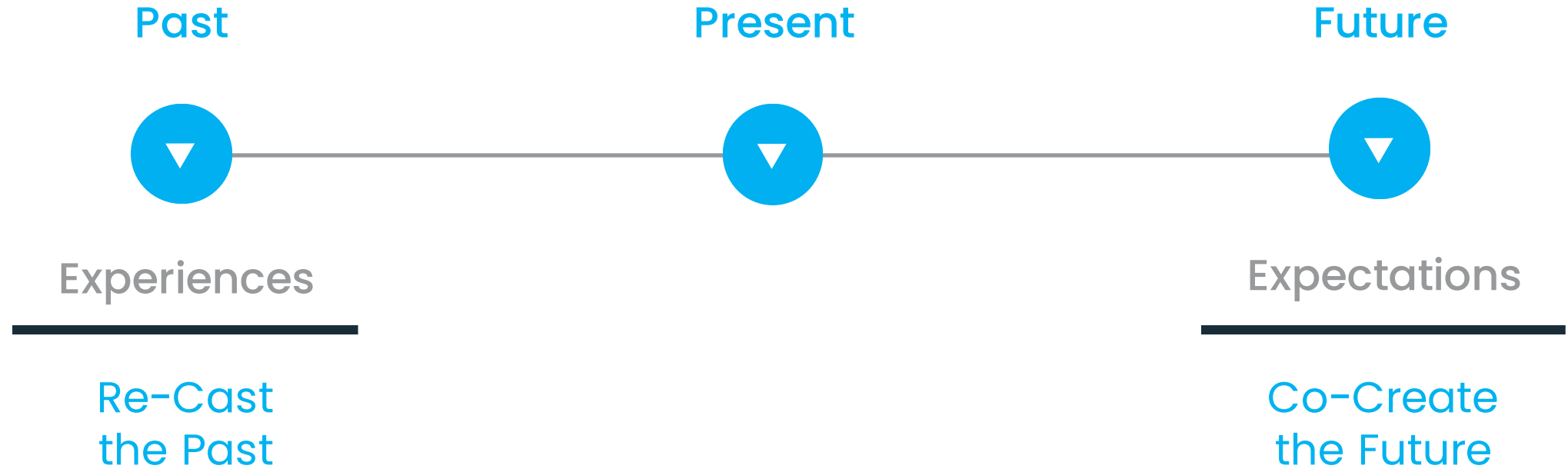
Future



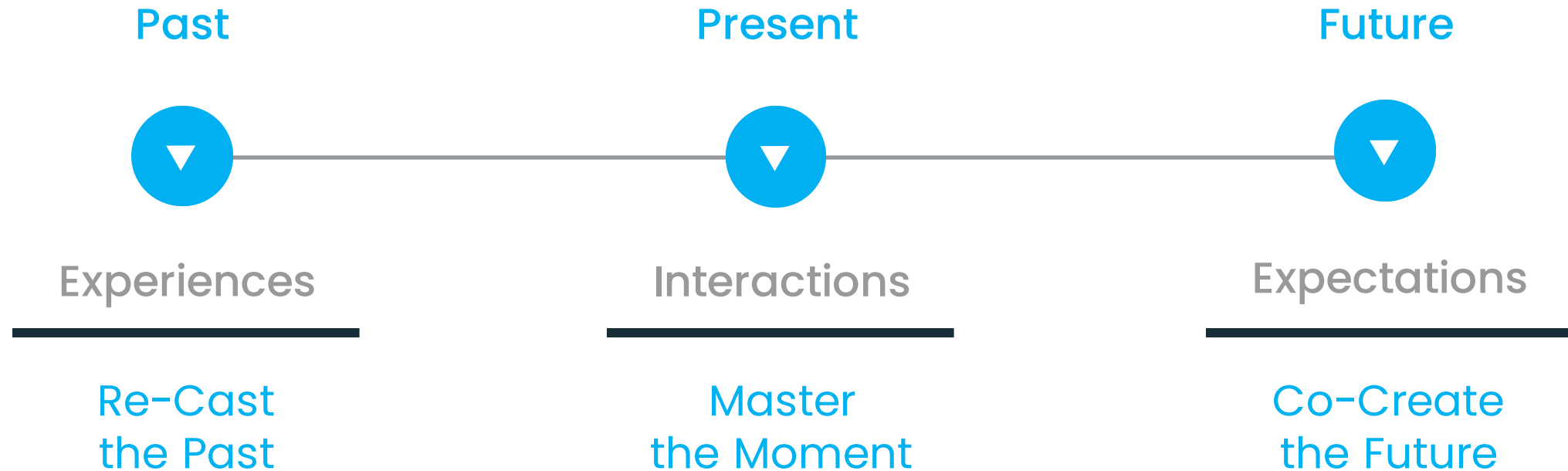
Experiences

Re-Cast
the Past

Results through Relationships



Results through Relationships

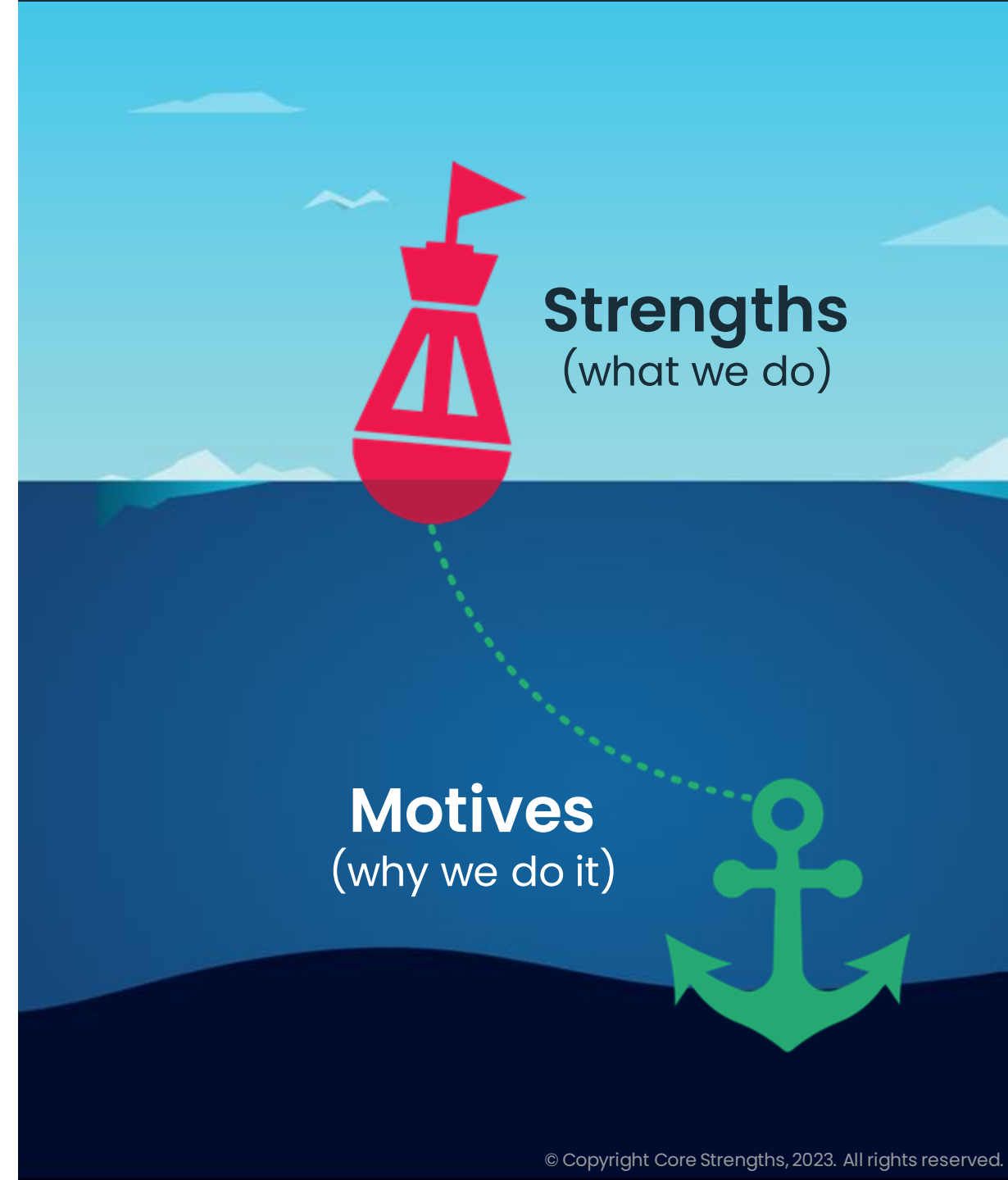


Relationship Intelligence (RQ)

Insight for adjusting your approach to make interactions more effective.

Strengths & Motives

To understand **strengths**...
...we need to know the
motives that anchor them.



SDI 2.0 and Three Core Motives

BLUE

RED

GREEN

Condition 1:
When Things
Are Going Well

Condition 2:
When Things
Are in Conflict

Condition 1: Going Well



Everyone has a **blend**
of three motives:

PEOPLE

A drive to **help others**

PERFORMANCE

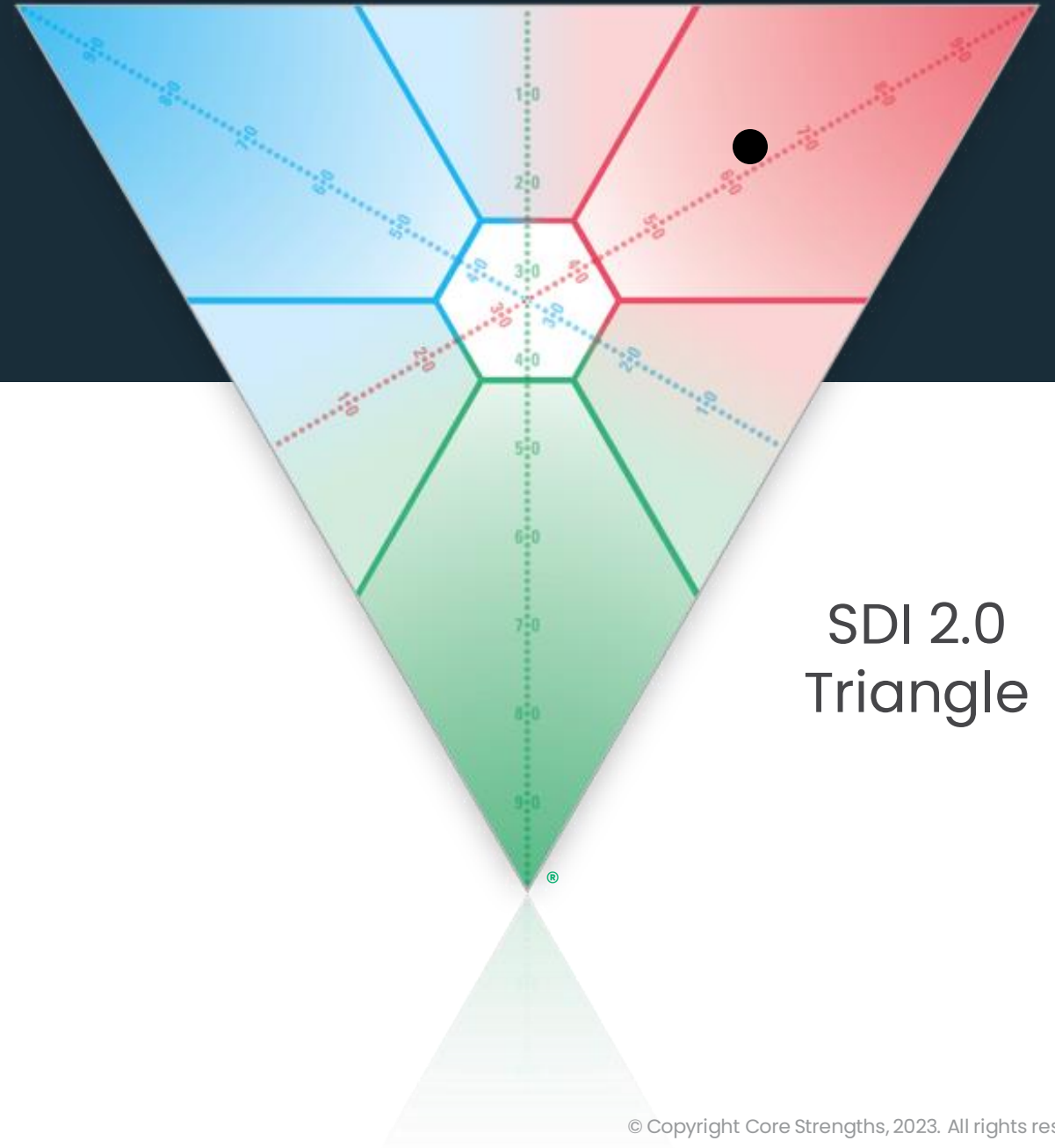
A drive to **achieve results**

PROCESS

A drive to **establish order**

SDI 2.0: Assess Motives

The SDI 2.0 creates a picture of your core motives.



Blue MVS

- Desire to **help others** who can genuinely benefit.
- Motivated by the protection, welfare, and **growth of others.**



PEOPLE

PERFORMANCE

PROCESS

Red MVS

- Motivated by **task accomplishment** and achieving results.
- Desire to set goals, take **decisive actions**, and claim earned rewards.



Green MVS

- Motivated by meaningful order and **thinking things through**.
- Desire to pursue independent interests, to be **practical and fair**.



Red-Blue MVS

- Motivated by the **maximum growth** and **development of others**.
- Desire to direct, persuade, or **lead others** for **the benefit of others**.



PEOPLE

PERFORMANCE

PROCESS

Red-Green MVS

- Motivated by intelligent assertiveness and **fairness** in **competition**.
- Desire to develop strategy and **assess risks** and **opportunities**.



Blue-Green MVS

- Motivated by **developing self-sufficiency** in others and self.
- Desire to **analyse** the **needs of others** and to help them help themselves.



PEOPLE

PERFORMANCE

PROCESS

HUB MVS

- Motivated by flexibility and **adapting to others** or situations.
- Desire to collaborate with others and to remain **open to different viewpoints** and options.



PEOPLE

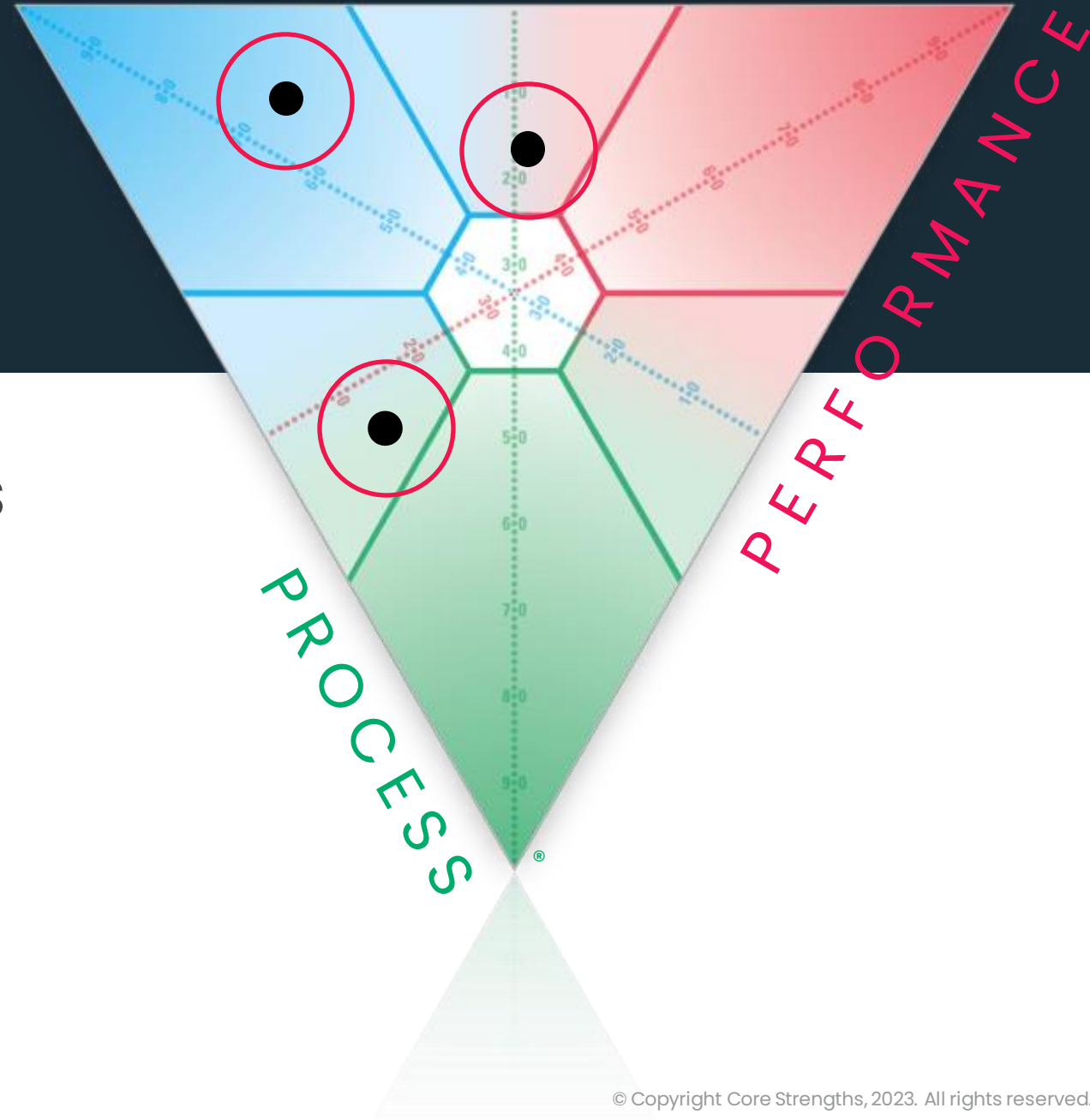
PERFORMANCE

PROCESS

MVS Dots

- Are in one of seven regions
- May be close to borders (within 6 points)
- If close to borders, parts of both MVS descriptions may apply

PEOPLE



Know the Difference

| | OPPOSITION | VS | CONFLICT |
|-------------|-------------------------------------|----|-----------------------------------|
| Definition | Objective disagreement | | Opposition gets personal |
| Problem | Issues avoided for fear of conflict | | Can damage relationships |
| Opportunity | Source of productive collaboration | | Resolution improves relationships |

Engage Opposition, Prevent Conflict

- Opposition doesn't have to turn into conflict.
- Every conflict has some opposition in it.
- To prevent conflict, be aware of what triggers conflict in yourself and others.

Conflict changes the game...



Motives in Two Conditions

Condition 1:

When Things Are Going Well

PEOPLE

PERFORMANCE

PROCESS

All three motives blend

Condition 2:

When There Is Conflict

PEOPLE

PERFORMANCE

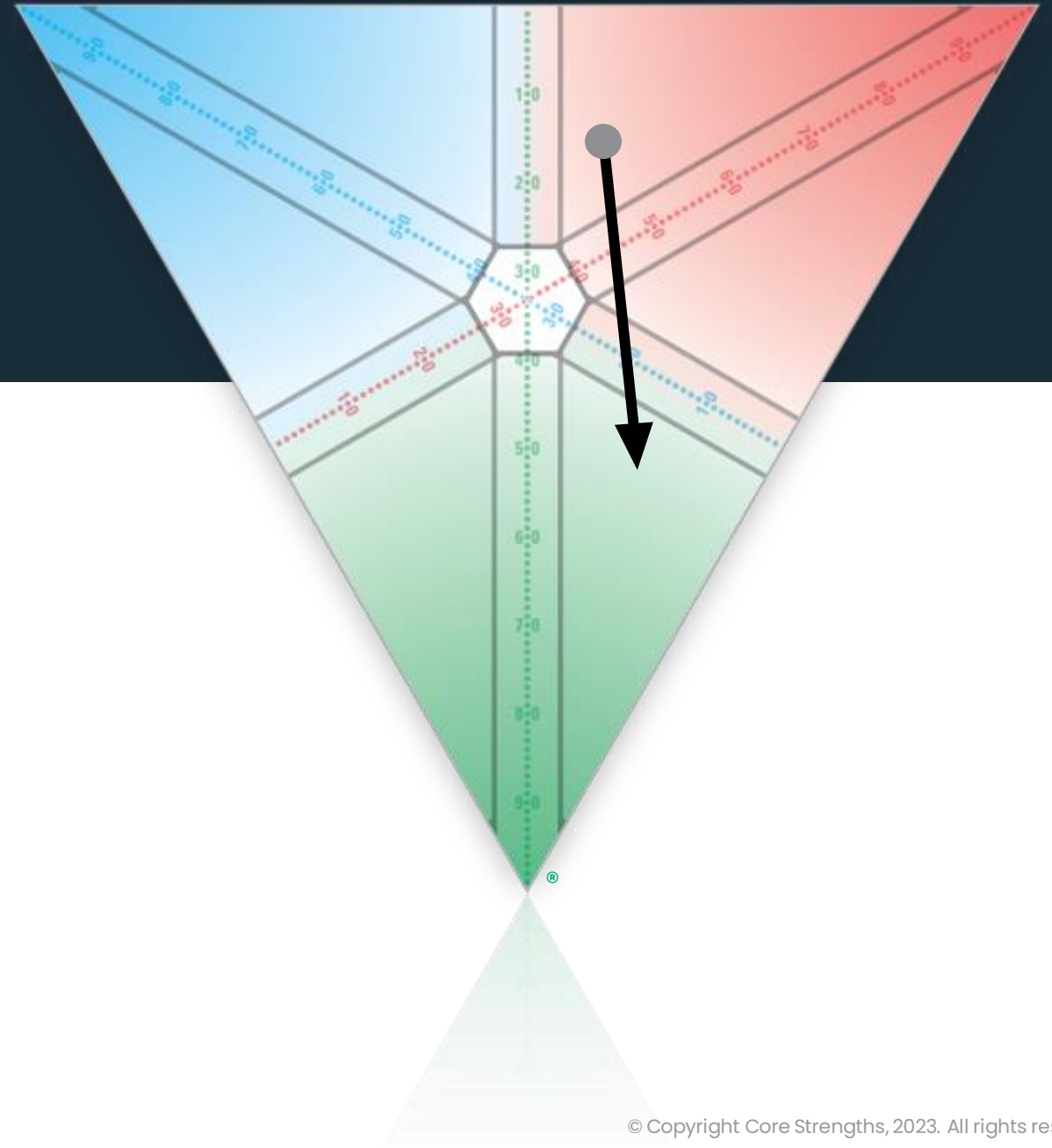
PROCESS

Motives work in sequence

SDI 2.0

Assess Motives in Conflict

The SDI 2.0 creates a picture of your changing motives in conflict.



A Conflict Sequence Has Three Stages

Conflict Sequence

| Conflict Stage | Focus On |
|----------------|---|
| 1 | Self, Problem, & Others |
| 2 | Self, Problem, & Others |
| 3 | Self, Problem, & Others |

A Conflict Sequence Has Three Stages

Conflict Sequence

| Conflict Stage | Focus On |
|----------------|---|
| 1 | Self, Problem, & Others |
| 2 | Self, Problem, & Others |
| 3 | Self, Problem, & Others |

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A Conflict Sequence Has Three Stages

Conflict Sequence

| Conflict Stage | Focus On |
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| 1 | Self, Problem, & Others |
| 2 | Self, Problem, & Others |
| 3 | Self, Problem, & Others |

A Conflict Sequence Has Three Stages

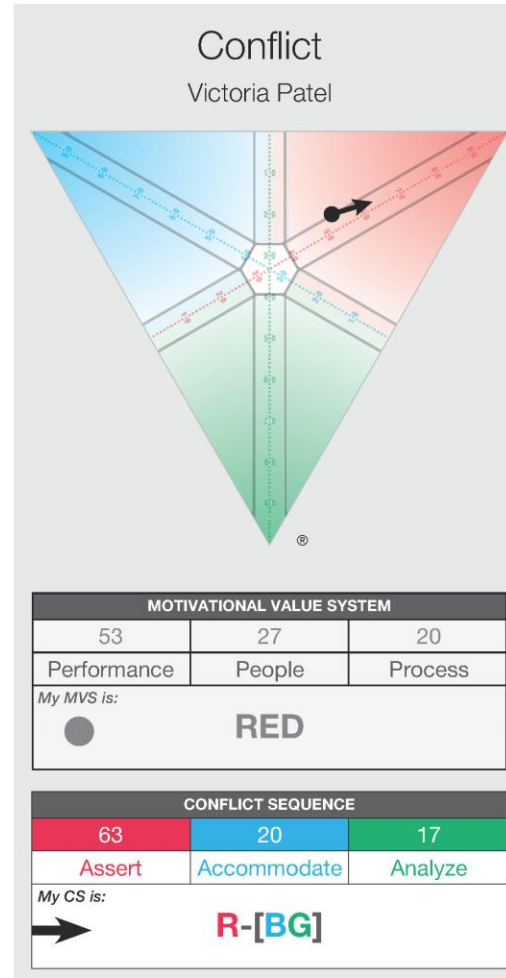
We get the best results in Stage 1 Conflict...

...before the **Problem** and **Others** drop out of focus.

Conflict Sequence

| Conflict Stage | Focus On |
|----------------|--|
| 1 | Self, Problem, & Others |
| 2 | Self, Problem, & Others |
| 3 | Self, Problem, & Others |

SDI 2.0 Results: Conflict Sequence



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.

R-[BG] Red-[Blue or Green]

You want to assert your rights and win. If that does not work, you want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what you can.

| 3 STAGES OF CONFLICT | |
|----------------------|------|
| 1 | R |
| 2 | [BG] |
| 3 | [BG] |

HOW YOU EXPERIENCE CONFLICT

You engage the issue or other people as quickly as possible. You feel a sense of urgency, and want a quick resolution. You are direct and assert your rights. You want to be sure that some action is taken. You believe that the best way to show you care about the problem is to respond immediately, before the problem can get worse.

You want other people to be direct, listen to your view, and take action. You do not want people to withdraw, take too long to decide, or try to minimize the issue.

If conflict progresses to your Stage 2 blend of Blue and Green, you may accommodate with conditions or analyze the situation, depending on how important the results are to you. You feel that others don't share your priorities and that you need to decide what matters most to you.

If conflict progresses to your Stage 3 blend of Blue and Green, you distance yourself from the issue or others.

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 **Short Line**, which means the change from your **Red MVS** to your **Stage 1 Red** can be difficult to notice.

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.















WHAT DO THE BRACKETS MEAN?

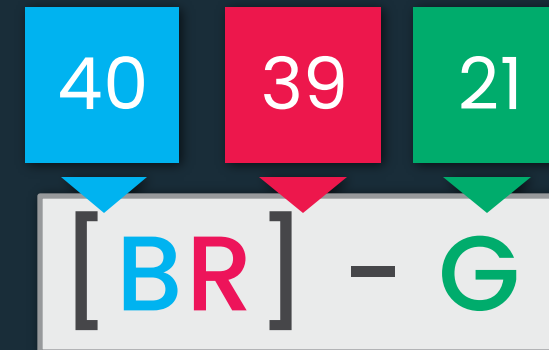
Your **R-[BG]** Conflict Sequence has brackets. The colors of motives in the brackets are interchangeable. When you are in a bracketed stage of conflict, you choose one of the bracketed colors or try to combine the colors, based on how you see the conflict.

If your arrowhead is close to a border

13 Conflict Sequences

Susan Anderson

| CONFLICT SEQUENCE | DESCRIPTION | CONFLICT SEQUENCE | DESCRIPTION |
|--|--|--|---|
|  [BR]-G | When faced with conflict, I want to press assertively to maintain harmony and goodwill, but I do not want to sacrifice results for harmony. If that does not work, I may decide to withdraw from the situation. |  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 fight, possibly in an explosive 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 fight, possibly in an explosive 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 fight, possibly in an explosive 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. |



[Brackets] indicate:

- Blending of motives
- Tension between motives



Victoria Patel



R-[BG]: Stage 1 Conflict

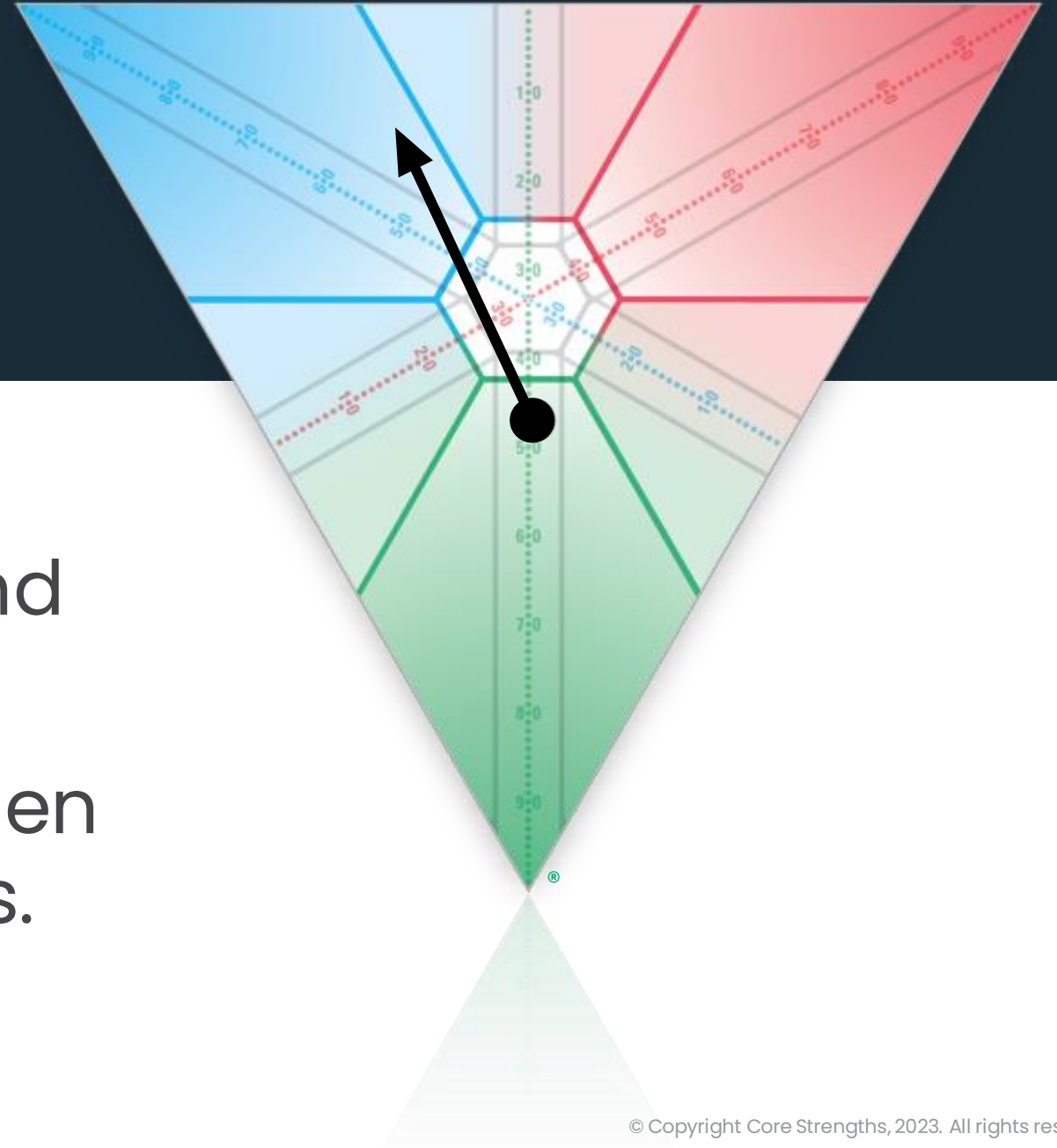
When faced with conflict, I want to assert my rights and win. If that does not work, I want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what I can.

Validate
 Mark all that
 apply to your
 Stage 1 Conflict

| 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 |
| <p>R-[BG] <i>Wanting to assert oneself.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I want to rise to the challenge being offered. <input type="checkbox"/> I feel energized and want to get things started right away. <input type="checkbox"/> I am certain about what needs to be done. <input type="checkbox"/> I want other people to see how urgent the situation is. <input type="checkbox"/> I want to solve the problem as quickly as possible. <input type="checkbox"/> I am focused on the need for action and results. <input type="checkbox"/> If others delay or don't respond, it could send me into my second stage of conflict. | <p>R-[BG] <i>Wanting to conditionally give in or defer to others, or to disengage from others or clarify the issue.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I am frustrated by a lack of action or results. <input type="checkbox"/> I want to wait and let things settle down. <input type="checkbox"/> I become reflective and analyze my role in the conflict. <input type="checkbox"/> I may alternate accommodating or analytical approaches until something works. <input type="checkbox"/> I feel the need to balance or prioritize between harmony and logic. <input type="checkbox"/> I believe that backing down or yielding on minor issues will create progress or stop things from getting worse. | <p>R-[BG] <i>Feeling driven to give up or to retreat.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I feel a need to distance myself from the situation or others. <input type="checkbox"/> I wait until I can see a clear path forward. <input type="checkbox"/> I want to end the conflict with the least damage possible. <input type="checkbox"/> It seems that I have no choice but to make concessions. <input type="checkbox"/> I don't want to be forced to into a decision. |

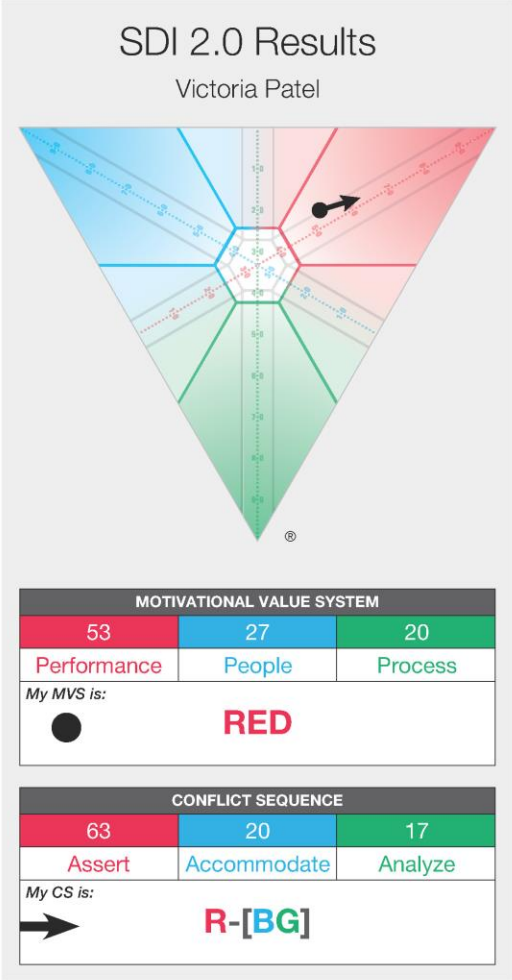
The Path Back to MVS

- During conflict we defend our values.
- We become resilient when we return to our motives.



Your SDI 2.0 Results

Conflict
Sequence
Path Back
Motives



CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES

RED

You are motivated by task accomplishment and achieving results. You have a strong desire to set goals, take decisive action, and claim earned rewards.

CONDITION #2: WHEN FACED WITH CONFLICT

CONFLICT

R-[BG]

You want to assert your rights and win. If that does not work, you want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what you can.

| | |
|---|------|
| 1 | R |
| 2 | [BG] |
| 3 | [BG] |

YOUR MOTIVES AND VALUES

As a person with a Red MVS, you achieve feelings of self-worth by being a successful leader of others and by providing direction to achieve results.

You are an achiever in the face of competition. You understand that you must be clear about your goals and give direction to achieve those goals. You exercise power and control, set high performance standards, and take decisive action. You believe the bigger the game, the greater the need to rally support to achieve success. You value the power of productively directing others.

You succeed in a world where opportunities are constantly being discovered and where challenges are revealed so they can be overcome. For you, a missed opportunity equals failure. You want to rise to positions of ever-increasing authority, thereby creating platforms for ever-widening spheres of influence and responsibility.

You have a desire to accomplish things and direct others—but not at the expense of others. You believe that competition is the “name of the game” and that winning—both the goals that you seek and the loyalty of others—is the real measure of success.

HOW YOU EXPERIENCE CONFLICT

You engage the issue or other people as quickly as possible. You feel a sense of urgency, and want a quick resolution. You are direct and assert your rights. You want to be sure that some action is taken. You believe that the best way to show you care about the problem is to respond immediately, before the problem can get worse.

You want other people to be direct, listen to your view, and take action. You do not want people to withdraw, take too long to decide, or try to minimize the issue.

If conflict progresses to your Stage 2 blend of Blue and Green, you may accommodate with conditions or analyze the situation, depending on how important the results are to you. You feel that others don't share your priorities and that you need to decide what matters most to you.

If conflict progresses to your Stage 3 blend of Blue and Green, you distance yourself from the issue or others.

THE PATH BACK TO YOUR RED MVS

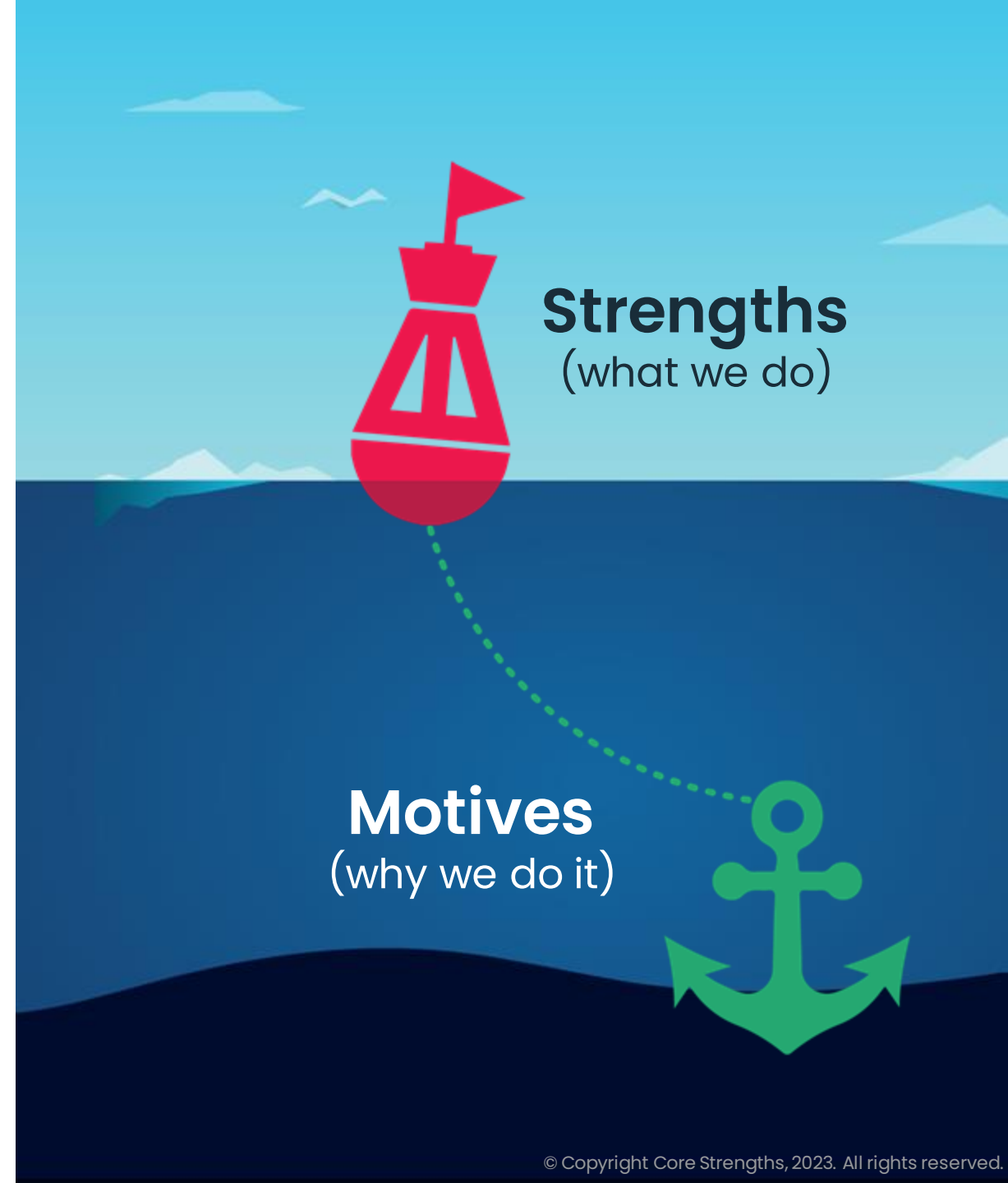
The path from your Stage 1 Red back to your Red MVS may involve meeting the challenge and refocusing on the results.

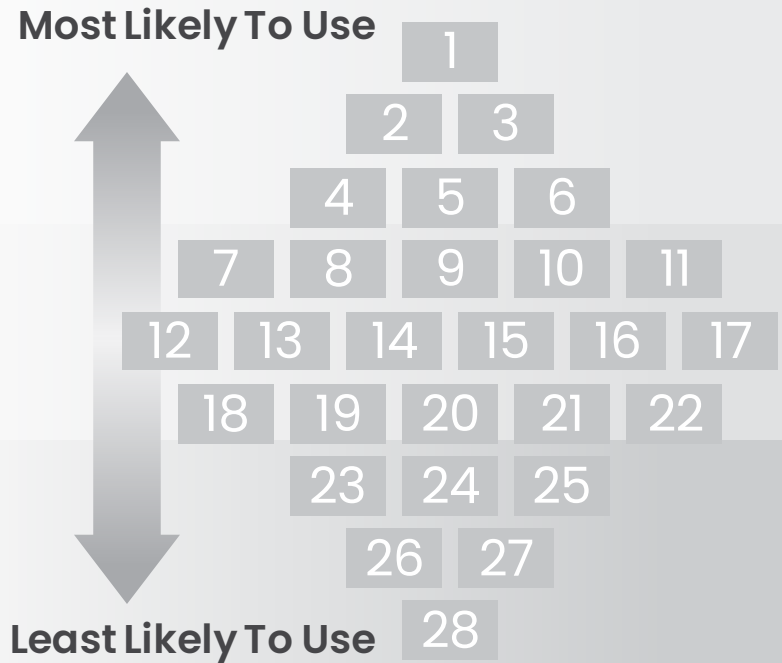


Strengths & Motives

Like a buoy, strengths **shift** based on the environment.

Your motives anchor your strengths. They are the core **reasons why** you do what you do.





Strengths Portrait

Top Strengths

- Most significant
- How you get results

Middle Strengths

- Readily available
- Situational strengths

Bottom Strengths

- Uncomfortable to use
- Often avoided



What do
you see?

Activity: How I See It

Strengths Portrait

Victoria Patel

PERSUASIVE

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.



FORCEFUL
You act with conviction, power, and drive.

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

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

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

PERSEVERING
You maintain the same course of action despite obstacles.

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

AMBITIOUS
You are determined to succeed and to get ahead.

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

HELPFUL
You give assistance to others who are in need.

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

PRINCIPLED
You follow certain rules of right conduct.

COMPETITIVE
You strive to win against others.

ANALYTICAL
You dissect and digest whatever is going on.

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

FAIR
You act justly, equitably, and impartially.

INCLUSIVE
You bring people together in order to reach consensus.

SOCIABLE
You engage easily in group conversations and activities.

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

SUPPORTIVE
You give encouragement and help to others.

ADAPTABLE
You adjust readily to new or modified conditions.

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

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

MODEST
You play down what you are capable of doing.

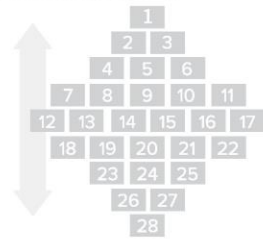
METHODICAL
You are orderly in action, thought, and expression.

TRUSTING
You place your faith in others.

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

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

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 |

Example: How I See It

| | | | | | | | | |
|---|-----|-----|------|------------|-------|-------|-------|----|
| 1 | 2-3 | 4-6 | 7-11 | PERSUASIVE | 18-22 | 23-25 | 26-27 | 28 |
|---|-----|-----|------|------------|-------|-------|-------|----|

Victoria Patel

Curtis Thompson



- My MVS is Red.
- My top strength is Persuasive.
- I like to get everyone aligned and focused on the goal.

Chloe Davis

Ella Lewis

Eric Lawrence

Kent Washington

Susan Anderson

Vince Park

Lance Lopez

Mark Logan

Janice Lee

Amy Chang

David Bailey



- My MVS is Green.
- I have Persuasive in position 19.
- I appreciate it in others only when it's supported by facts.

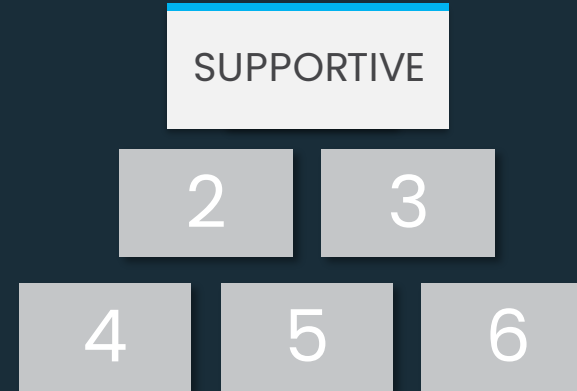
Discussion: How I See It

1 | 2-3 | 4-6 | 7-11 | 12-17 | 18-22 | 23-25 | 26-27 | 28

- My MVS is _____
- My top strength is _____
- I get these results when I use it effectively: _____, _____, _____
- When others are not _____ enough, I ...

- My MVS is _____
- When I work with others who are very _____, I...

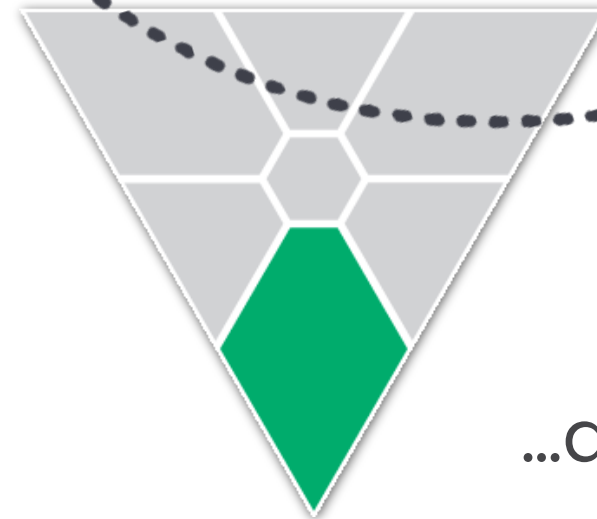
The Buoy...



28 Strengths Available:

- Define desired results
- Bring the right strength
- Find a reason that resonates

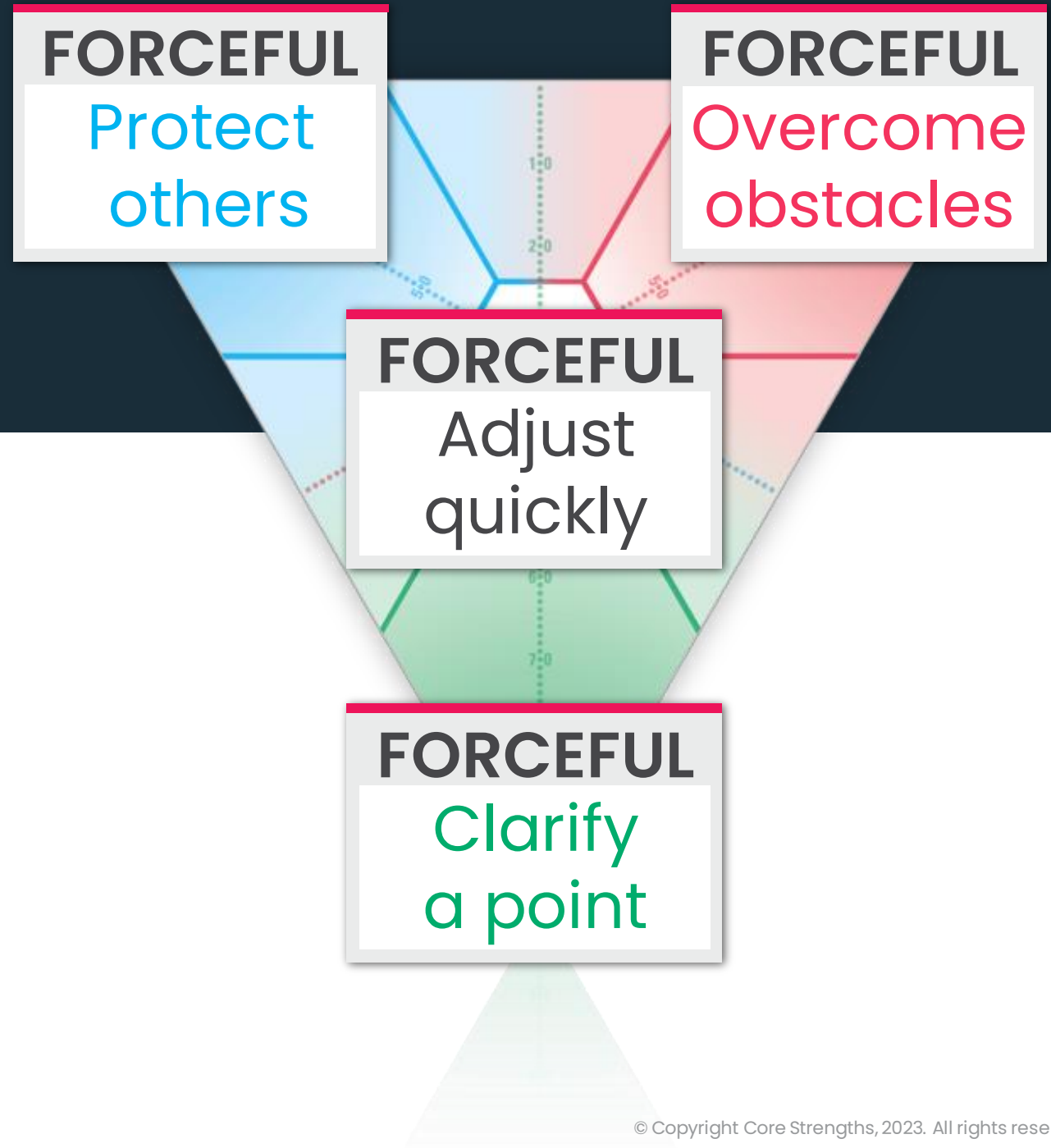
Reason



...and Anchor

Strengths and Reasons

Why are people
forceful?



Your Strengths & Reasons

Read the reasons that connect your:

1. Top three strengths to your MVS
2. Bottom three strengths to your MVS



Strengths & Reasons
Victoria Patel

| | | | | | |
|---|--|---|---|--|--|
| PERSUASIVE To direct action toward your goals. So others will move with you, not against you. | | | | | |
| FORCEFUL To break through barriers. To minimize resistance and get people to follow. | | LOYAL Because you expect loyalty in return. To deliver on your promises. | | | |
| OPEN-TO-CHANGE To determine the best course of action. So significant differences can be addressed immediately. | | SELF-CONFIDENT To bolster your energy and focus. To be certain of your goals and abilities. | | PERSEVERING To overcome the obstacles. To ensure that you keep the goal in sight. | |
| RISK-TAKING So you don't miss an opportunity. To test your limits and get stronger. | AMBITIOUS To drive others toward greater accomplishments. To be recognized for doing the best you can. | QUICK-TO-ACT To seize the opportunity before it is lost. So you can finish the task as quickly as possible. | HELPFUL So others will help you when you need it. To help others overcome obstacles. | CARING So others can perform at their best. To gain others' commitment to a task or purpose. | |
| PRINCIPLED So competition will be fair. To correctly direct resources toward a desirable result. | COMPETITIVE To claim the rewards of victory. To improve on your own personal best. | ANALYTICAL To identify risks and opportunities. So you have the facts to support your direction. | TOLERANT To allow healthy debate and get better solutions. To keep people engaged in solving a problem. | FAIR So there are no hidden agendas. To achieve a legitimate win. | INCLUSIVE So everyone will be committed to the task. To ensure that you are all pulling in the same direction. |
| SOCIABLE So you can add influential connections to my network. To find opportunities. | DEVOTED To create meaningful change. To show your commitment and passion. | SUPPORTIVE So others will help you achieve your goals. In order for others to achieve the best that they can. | ADAPTABLE To be agile and opportunistic. To recognize the urgent need for change. | FLEXIBLE To quickly achieve your goals. To take advantage of an opportunity. | |
| CAUTIOUS To make my next move at the right time. To make sure your goals are realistic. | MODEST So others will rise to the challenge. So your results can speak for themselves. | METHODICAL To increase the chance of success. To make sure that you communicate clearly and effectively. | | | |
| TRUSTING So others will continue to perform. To give others the freedom to make decisions. | | OPTION-ORIENTED To keep trying until something works. To show that you care more about results than methods. | | | |
| RESERVED So you don't hurt people's feelings. To avoid getting distracted by insignificant differences. | | | | | |

Your Motives: RED

You are motivated by task accomplishment and achieving results. You have a strong desire to set goals, take decisive action, and claim earned rewards.

corestrengths © Copyright 2023 by PSP, Inc.

Strength Deployment Inventory 2.0 results provided by PSP, Inc. July 30, 2020 12

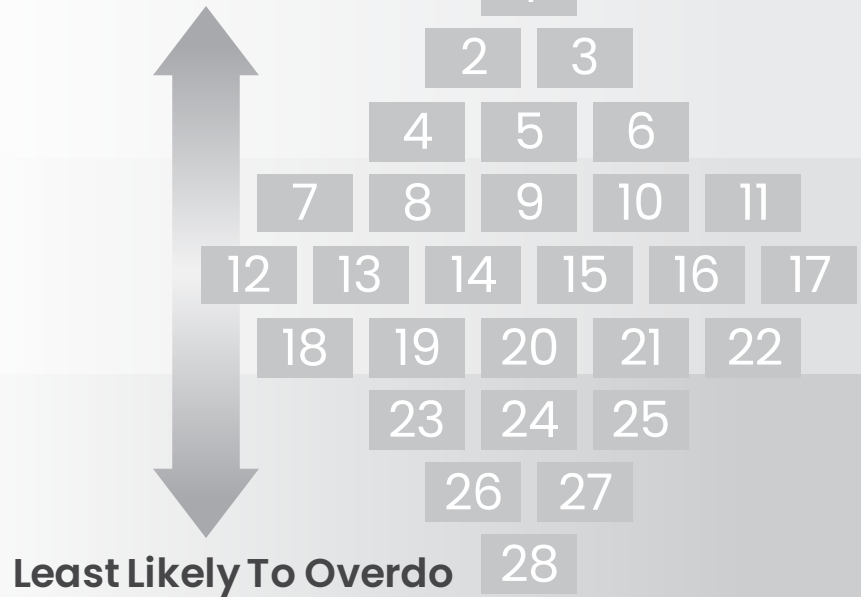
Strengths Can Be Overdone



Strengths Can Be Overdone



Most Likely To Overdo



Least Likely To Overdo

Top Overdone Strengths

- Well-intended
- Can be ineffective

Middle Overdone Strengths

- Occasionally relevant
- Situational strengths

Bottom Overdone Strengths

- You avoid doing
- Triggers conflict when others overdo

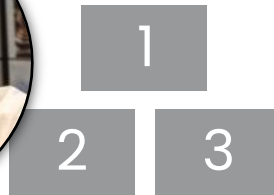
Overdone Strengths Portrait

Conflict Triggers

Most Overdone

2. **METHODICAL**
(Rigid)

3. **RESERVED**
(Distant)

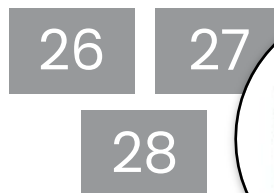


CONFLICT TRIGGERS 2

Least Overdone

26. **METHODICAL**
(Rigid)

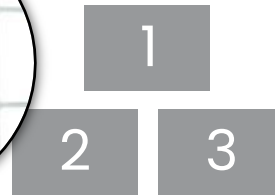
28. **RESERVED**
(Distant)



Conflict Triggers

Most Overdone

1. **FORCEFUL**
(Domineering)



CONFLICT TRIGGERS 1

Least Overdone

27. **FORCEFUL**
(Domineering)

