



Strength Deployment Inventory (SDI) Workshop

Every person has strengths in relating to others. Often they find it easier to work with those who have similar strengths, believing that those who are different are difficult to relate to. The SDI is an instrument that helps us understand how motives and values drive behaviours.

You will learn that your strengths, when used effectively, can improve relationships while the same strengths misused will create resentment. Understanding yourself and others will help you change difficult relationships into productive relationships. In an organizational context, it provides leaders and team members with the tools and understanding to build more meaningful and effective relationships even in conflict situations. The outcome is greater productivity through better trust and collaboration.

This workshop can be scaled in length from a half-day introduction to a full 1 day workshop depending on your needs.

Key Topics Areas:

- Reviewing your experience between successful and challenged projects.
- An introduction to the Relationship Awareness theory.
- Using the Strength Deployment Inventory to identify personal motivations and strengths when relating to others.
- Understanding the differences in how people relate with one another.
- Exploring the underlying motivations behind our behaviours.
- Learning to become intentional and choosing how best to respond to relationship situations.
- Understanding how we respond to perceived conflict situations.
- Building a team culture that can use the strengths and fill in the blind spots.
- Personal learning and action planning to improve relationships.

Learning Outcomes:

- Recognize the Motivational Values behind the behavior of yourself and others.
- Determine if a behavior is achieving your intended result.
- Use awareness of Motivational Values to communicate and behave in a manner most likely to achieve desired results for yourself and for others.
- Identify when you are in conflict.
- Identify behaviours in others that suggest they are in conflict.
- Choose behaviours or change perceptions to prevent or resolve conflict.
- Communicate and behave during conflict in a manner that will achieve results satisfactory to both parties.
- Recognize when you or others are overdoing (or at risk of being perceived as overdoing) a strength.
- Turn your overdone strengths back into strengths or borrow strengths to replace your overdone strength.
- Describe how Motivational Values act as filters that cause different people to perceive situations differently.