

"We are being judged by a new yardstick: not just how smart we are, or by our training and expertise, but also by how well we handle ourselves and each other." -Daniel Goleman, Working with Emotional Intelligence, 1998

The Strength Deployment Inventory[®] (SDI[®]) by Personal Strengths Publishing



The Strength Deployment Inventory (SDI) is the cornerstone tool of Relationship Awareness Theory. The SDI is a self-scoring motivational assessment tool. It measures an individual's Motivational Value System both when things are going well and when the person faces conflict or opposition. Whereas many other tools measure behavior, the SDI goes beyond behavior into the motivations and values that underlie those behaviors.

The applications of the SDI are many, including building awareness of self and others, leadership development, team building, conflict management, and dispute resolution and mediation, to name a few.

The Strength Deployment Inventory[®] helps people identify the characteristic strengths in their behavior and suggests ways in which those strengths can be used to achieve mutually productive outcomes with other people in a variety of situations.

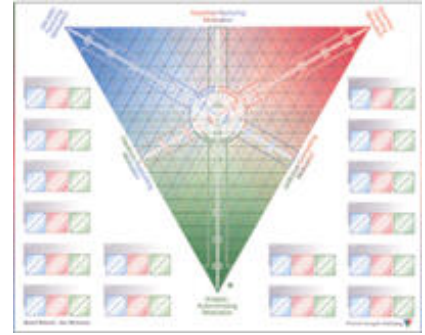
The SDI[®] suggests ways that one's personal strengths may be used to improve relationships with others while confirming self-worth.

SDI[®] is not a test where judgments and "right" or "wrong" answers are graded. It is an inventory for taking stock of motivational values (the basis for how you feel and act in different situations).

"By shifting our focus from only looking at behavior to looking at the motive behind the behavior, we gain a clearer understanding of ourselves and others." -Elias Porter, Relationship Awareness Theory

Team Building - The SDI[®] when used with intact or newly formed teams gives the teams a picture of how everyone on the team is motivated - both when things are going well and during conflict. Teams use this information to allocate tasks, identify and resolve conflict, improve communication, and work more productively together. Teams often report a greater sense of understanding, acceptance, and appreciation of each other. Teams also begin to see conflict as a potentially positive thing. They recognize that conflict can actually spur a needed change, mobilize energy, strengthen bonds within the team, or even be the catalyst to end a non-productive relationship.

Leadership Development - Leaders inspire and lead other people. To do this, they must build and maintain effective relationships. When leaders understand what motivates them and what motivates the people they lead, they can use this knowledge to construct more effective strategies and align individuals to the organization's mission, vision, and values at a more personal level. Leaders are often most visible during times of conflict - and the SDI® helps leaders to make sense of the conflict and help people within the organization resolve it so they can return to accomplishing the mission.



Conflict Management - Conflict results when people perceive a threat to their self-worth. Behavior in conflict can best be understood and managed when the purpose behind it is clear. The SDI® provides insight to the motives behind behavior in conflict. Building the SDI® into conflict management training helps people to recognize conflict sooner and resolve it with more acceptable outcomes - while preserving the self-worth of the people involved.

The 4 Premises of the Relationship Awareness Theory

1. We all do what we do because we want to feel good about ourselves.
2. We tend to take two different approaches to life. (When we feel that things are going well - And when we feel that we are faced with opposition or conflict.)
3. A "personal weakness" is no more or less than the overdoing or misapplying of a personal strength.
4. We naturally tend to perceive the behaviors of others through our own Motivational Value System.