STRENGTH DEPLOYMENT INVENTORY

Designed to help you assess the strengths you use in relating to others when:

1. All is going well
2. You are faced with conflict
SDI – Assumptions & Uses

- Not a test – no right or wrongs
- Deals with motivation, not behaviour
- Based on theory of Motivational Value Systems
- Will help you understand yourself AND what motivates and drives others
STRENGTH DEPLOYMENT INVENTORY
BASIC PATTERNS

**BLUE**

**Friendly Helpers**
helpful, seeking harmony, trusting, optimistic, caring, selfless

**RED**

**Tough Battlers**
directing & influencing others, action and goal oriented, winning, competing, assertive, achieving

**GREEN**

**Analytical Thinkers**
logical, analytical, independent, rational, structured, orderly, autonomous
COMPLETING & SCORING THE SDI
6. Remove the lines, leave mark #1!

7. Repeat for the second set of numbers, giving mark #2

8. Draw an arrow starting at mark #1, ending at mark #2

SDI - plotting the arrow

22  34  44
15  48  37
sample score
1. Measure 1st Green score towards Green corner
2. Draw horizontal line at that point
3. Repeat with Blue score
4. Repeat with Red score
5. Mark clearly where the 3 lines cross

SDI - plotting the arrow

22  34  44
15  48  37

sample score
"Friendly Helpers"

**LIKES**
- Being friendly and open
- Looking for ways to help
- Making life easier for others
- Not being a burden to others

**DISLIKES**
- Telling others what to do
- Arguing
- Making people do what they don't want to do
- Ignoring people's feelings
- Working alone

**CHARACTERISTIC STRENGTHS**
- trusting
- modest
- optimistic
- loyal
- idealistic
- helpful
- caring
- supportive
- polite
- undemanding

**RISK BEING SEEN AS**
- impractical
- passive
- self-sacrificing
- submissive
- easily fooled
- smothering
"Calm down, Edna... It's some giant, hideous insect... but it could be some giant, hideous insect in need of help."

(C) 2002 Twentieth Century Fox.
"Tough Battlers"

**LIKES**
- Competing and winning
- Challenging others
- Being persuasive
- Seeing opportunities
- Claiming their due rewards

**DISLIKES**
- Being the helper or assistant
- Planning with no chance to follow through
- Having to keep people happy
- Doing a lot of detailed paperwork

**CHARACTERISTIC STRENGTHS**
self-confident, competitive, enterprising, proud, ambitious, bold, forceful, risk-taking, organising, persuasive

**RISK BEING SEEN AS**
arrogant, combative, conceited, ruthless, pressing, bullying, dictating, controlling
LIKES
- Objectivity and being fair
- Being cautious and methodical
- Checking facts
- Thinking things through

DISLIKES
- Depending on others
- Dealing with emotions
- Reacting spontaneously
- Making quick decisions
- Leaving a job half-done

CHARACTERISTIC STRENGTHS
cautious, analytical, practical, principled, economical, orderly, reserved, structured, fair, methodical, thorough

RISK BEING SEEN AS
cold, rigid, suspicious, unimaginative, mean, unbending, stubborn, unfeeling, obsessive, 'analysis-paralysis'

"Analytical Thinkers"
The Neighborhood
by Jerry Van Amerongen

THERE! PERFECTLY ORGANIZED FOR MY SPONTANEITY SESSION.
**LIKES**
- Being open minded and flexible
- Experimenting, being adaptable
- Being a member
- Knowing and being known by many people

**DISLIKES**
- Nothing! - other than being prevented from behaving flexibly

**CHARACTERISTIC STRENGTHS**
flexible, open to change, tolerant, mediating, experimenting, open to compromise, curious, adaptable, sensitive, team players

**RISK BEING SEEN AS**
inconsistent, unfocused, aimless, dependent on others, unprincipled, unable to work alone

**HUBS**
"Team Players"
SDI Exercise
Sdi – No Conflict

• Who do you predict will be most concerned about how people are feeling?
• Who is likely to be the last to express concern about how others are feeling?
• Who do you predict will be the first to say what we all should do – the first to “run the show?”
• Who is likely to resist the Red’s proposal on the grounds that decisions need to be thought through more completely?
• Who is the one most likely to depend on the Red to make decisions about what to do?
• Who will be most likely to ask many factual questions and to reserve judgement?
• Who is most likely to be impatient with any efforts towards order and orderliness?
• Who is most likely to perceive the Green as cold and unfeeling?
Sdi – No Conflict

• Who is most likely to identify with everyone on the triangle and propose ways to compromise and to pull everyone together?
• Who is most likely to shift from what they are doing to something else with the most ease?
• Who is likely to perceive Hubs as wishy-washy, unprincipled and /or inconsistent?
PATTERN BLENDS

BLUE-RED
"Help Strikes Again!"
Missionary zeal

BLUE-GREEN
Cautious helper;
maintains distance

GREEN-RED
Tactics; influence;
manipulation; 'the
power behind the
throne'
SDI – Conflict Sequence
In Conflict, Our Motivations Change

We meet continuing conflict by shifting from our normal orientation to another, then to another, and finally to still another.
1. If your initial response to conflict is -

- BLUE: simply giving other people what they want
- RED: simply meeting the challenge which is offered
- GREEN: simply being careful and cautious

- you tend to experience your behaviour as -
2. If your second response to conflict is -

- you tend to experience your behaviour as -

BLUE: giving up, and letting them have what they want

RED: having a tough battle to fight

GREEN: trying to escape and re-think your strategy
3. If your final response to conflict is -

BLUE
having being completely defeated

RED
having to fight for your life

GREEN
having to retreat completely

- you tend to experience your behaviour as -
Sdi – Conflict Exists

• Who is most likely to be in conflict with Jack when he is perceived to be ignoring the importance of consensus?
• How would Jack notice this person being in conflict with him?
• How would Jack respond? - What would be his purpose? What would be his behaviour?
• How could Jack’s behaviour be perceived by the person in conflict?
• Who would feel to be opposed by the others when there is perceived disloyalty, perceived low commitment to task accomplishment and perceived unresponsiveness?
• Who would identify with this person’s conflict style and feel their personal values have at last been confirmed?
• Who, when accused of inadequate contribution, readily does whatever it takes to ensure the team succeeds?
Sdi – Conflict Exists

- Who could be accused of being apathetic about conflict resolution, appear reluctant to respond to challenges and generally appear unaffected by interpersonal conflict in the team?

- On what sort of issues would this person actually feel in conflict with others?

- When in conflict people move from a style intended to maintain self worth to one intended to defend self worth. Of all the people in the team who would signal they were in conflict in the most noticeable way?

- And in the least noticeable way?

- In an unresolved conflict situation, who has the potential to take the heat out of the situations and contribute solution in a calm, thoughtful way?
Team SDI

• Look at your team profile...

• What might the implications of your results be? Discuss in trios....