

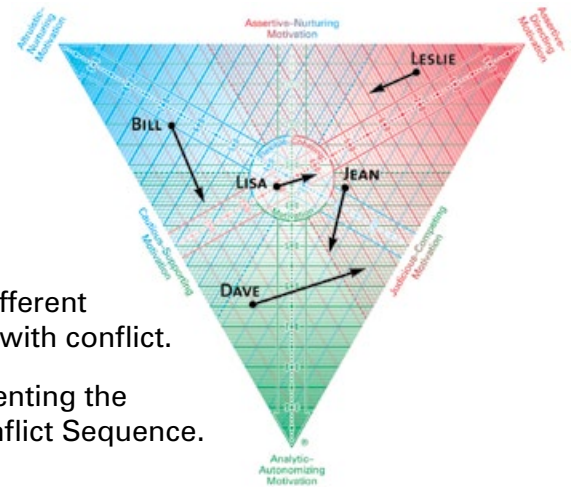


An Overview of the Strength Deployment Inventory

The **SDI**® (Strength Deployment Inventory®) is a valid and reliable tool for managing conflict and improving relationships. It is based on the theory of Relationship Awareness®— a learning model for identifying and understanding the motivation behind behavior.

The SDI is really 2 assessments in 1. Participants answer two sets of items to calculate the relative frequency of different motivations when things are going well and when faced with conflict.

Results appear on a charting triangle as an arrow representing the participant's unique Motivational Value System AND Conflict Sequence.



Benefits of the SDI:

- Easy to remember
- Enhances ability to communicate more effectively
- Enhances ability to handle conflict more productively
- Improves all types of relationships (home, work, school, social, or otherwise)
- Easy to integrate into training applications where productive relationships are important
- Over 40 years of applied use

Motivational Value Systems	
	Altruistic-Nurturing (BLUE) Concern for the protection, growth and welfare of others
	Assertive-Directing (RED) Concern for task accomplishment and organization of resources to achieve results
	Analytic-Automizing (GREEN) Concern for well-thought out approaches, order, individualism, and self-reliance
	Flexible-Cohering (HUB) Concern for flexibility, group welfare, and team members
	Assertive-Nurturing (RED-BLUE) Concern for the protection, growth and welfare of others through task accomplishment and leadership
	Judicious-Competing (RED-GREEN) Concern for intelligent assertiveness, justice, leadership, order, and fairness in competition
	Cautious-Supporting (BLUE-GREEN) Concern for affirming and developing self-sufficiency in self and others, concern for thoughtful helpfulness with regard to justice

Stages of Conflict: People approach conflict through predictable stages of motivational changes.

Conflict Stage	Focus is on:	BLUE	RED	GREEN
Stage 1	Self Problem Other	Simply being accommodating to the needs of others.	Simply rising to the challenge being offered.	Simply being prudently cautious.
Stage 2	Self Problem Other	Giving in and letting the opposition have its way.	Having to fight off the opposition.	Trying to escape from the opposition.
Stage 3	Self Problem Other	Having been completely defeated.	Having to fight for one's life.	Having to retreat completely.