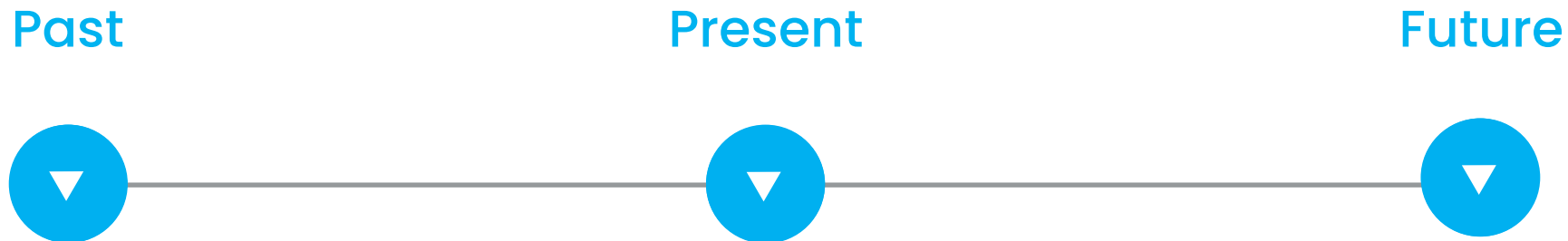


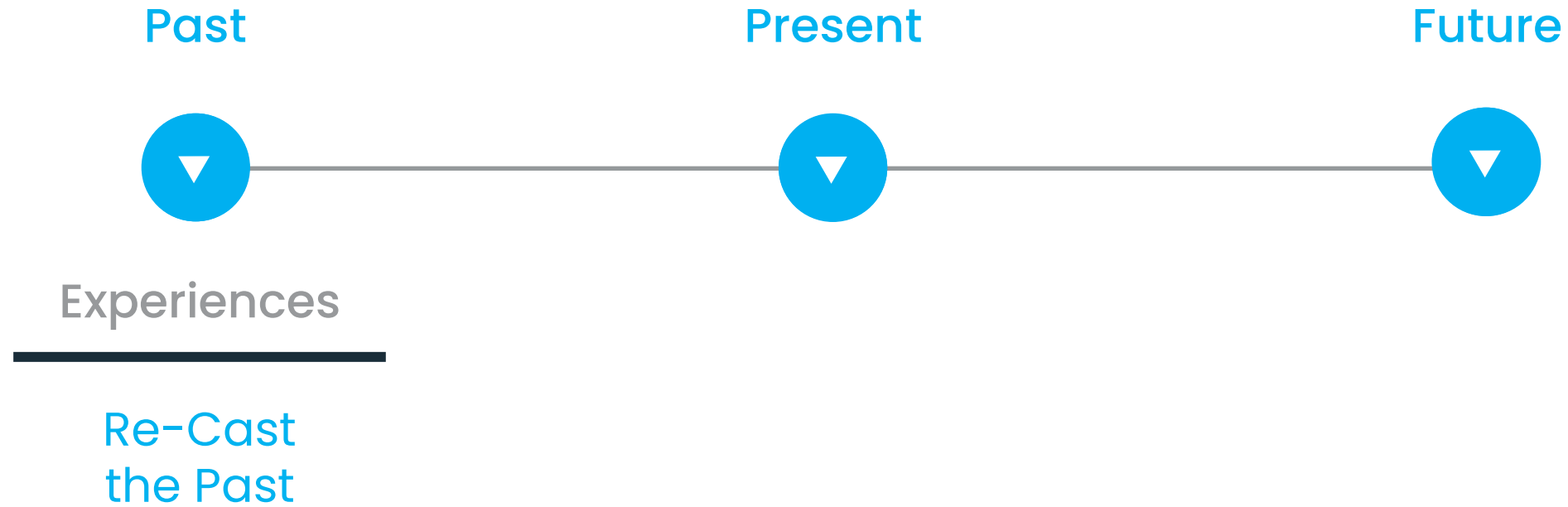
# Results through Relationships

## Relationships

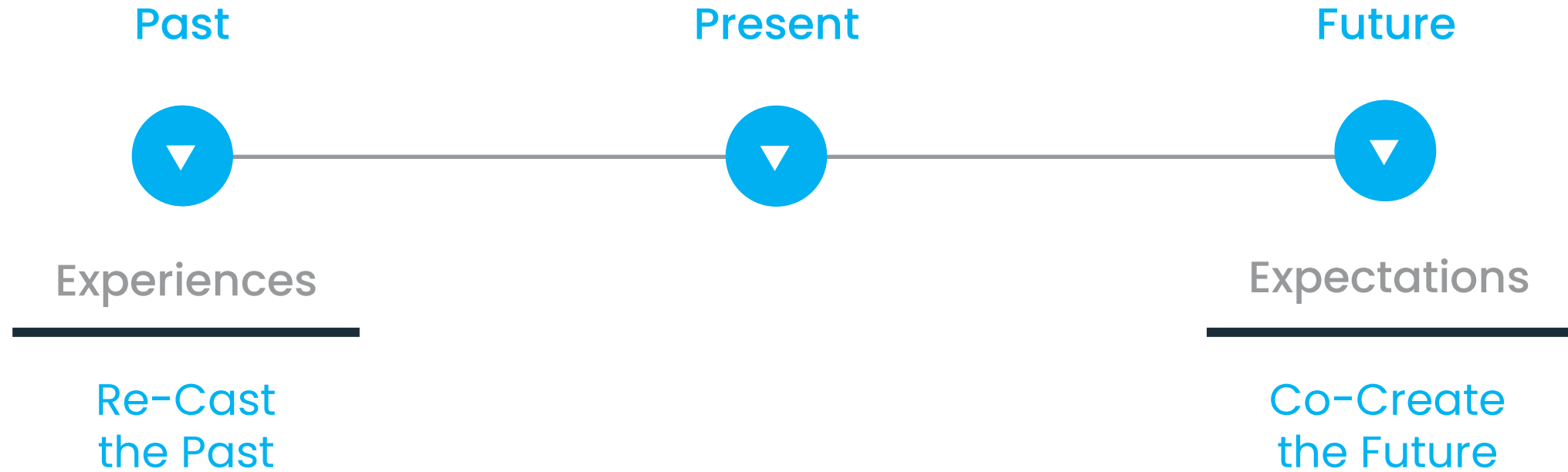
A connection between people built on a foundation of shared experiences, interactions, and expectations



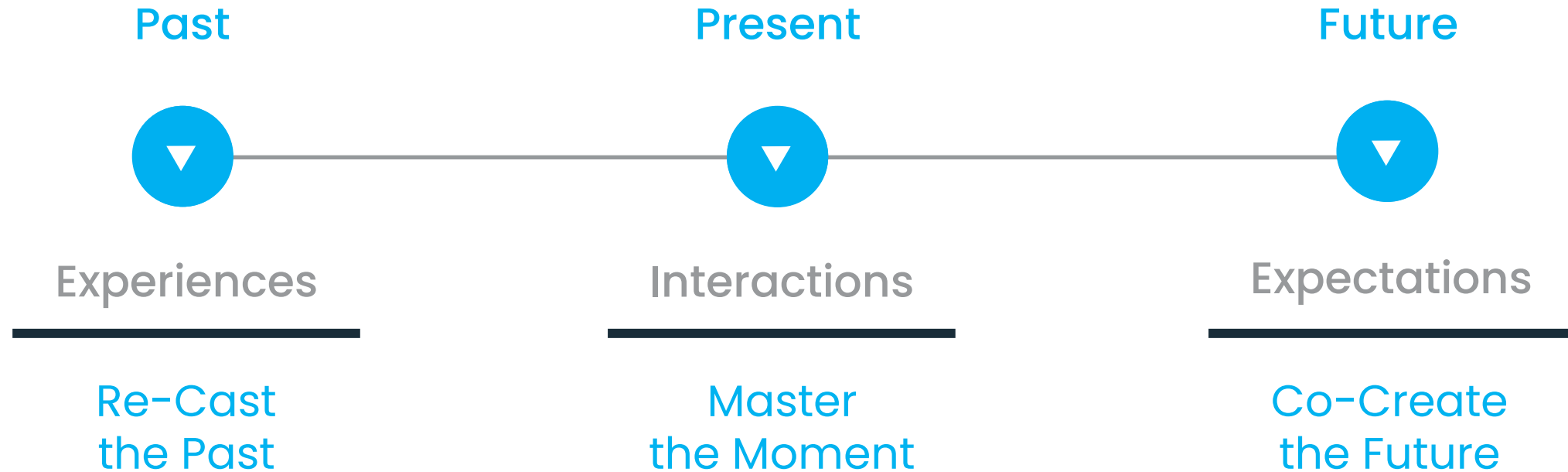
# Results through Relationships



# 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

B L U E

R E D

G R E E N

**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

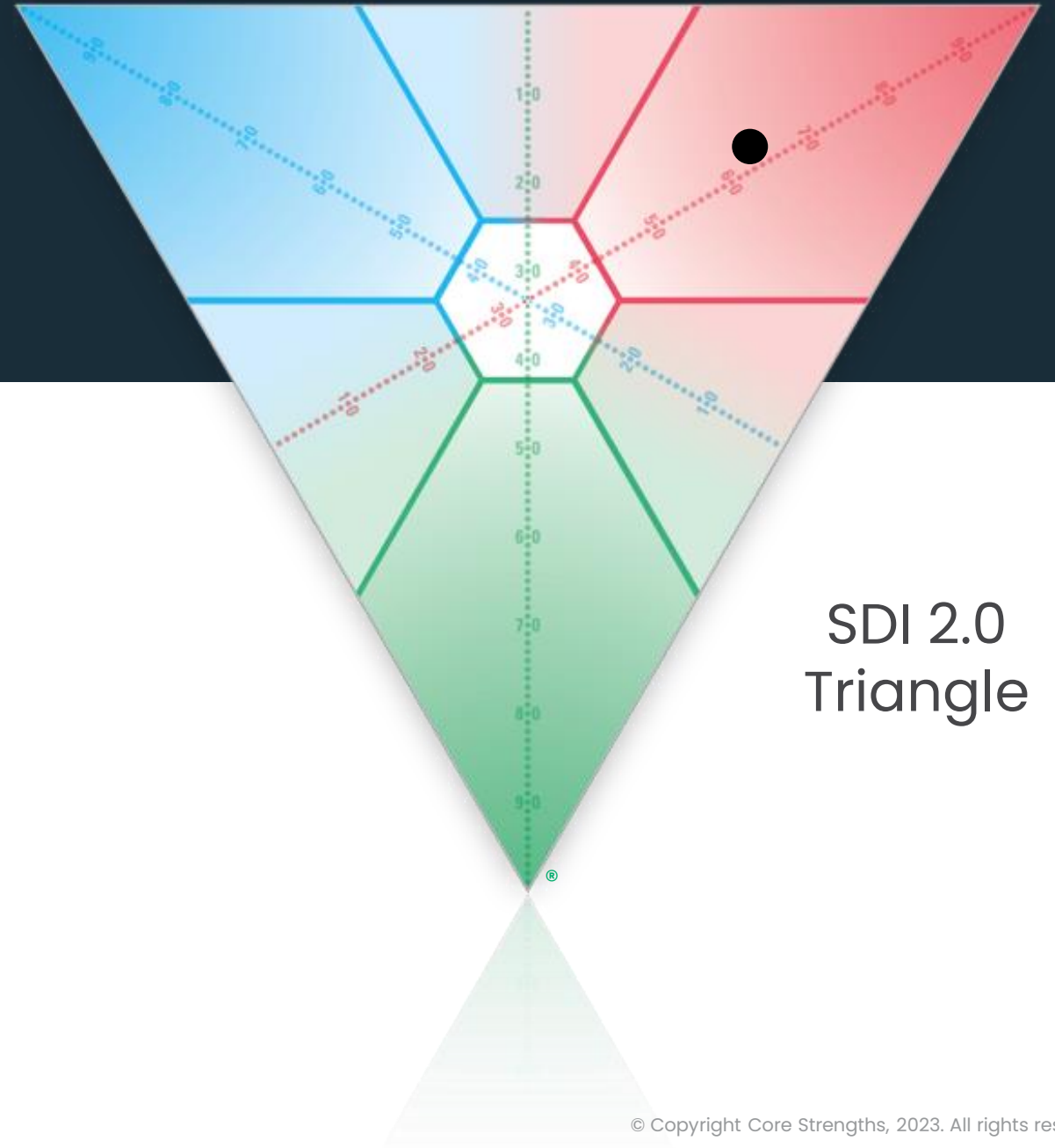
A drive to **achieve results**

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**.



# 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**.



PEOPLE

PERFORMANCE

PROCESS

# 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

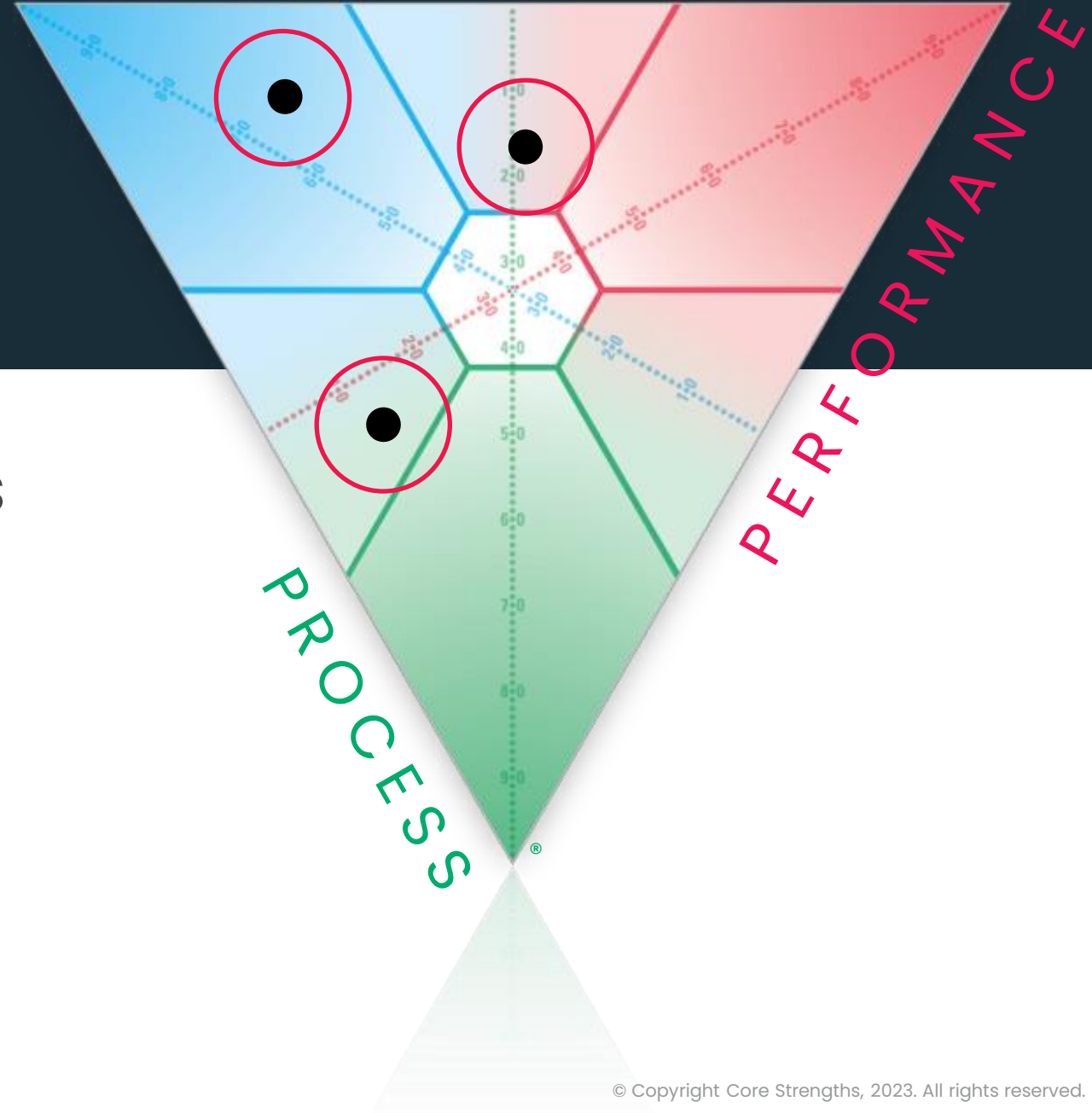
PERFORMANCE

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

ACCOMMODATE

ASSERT

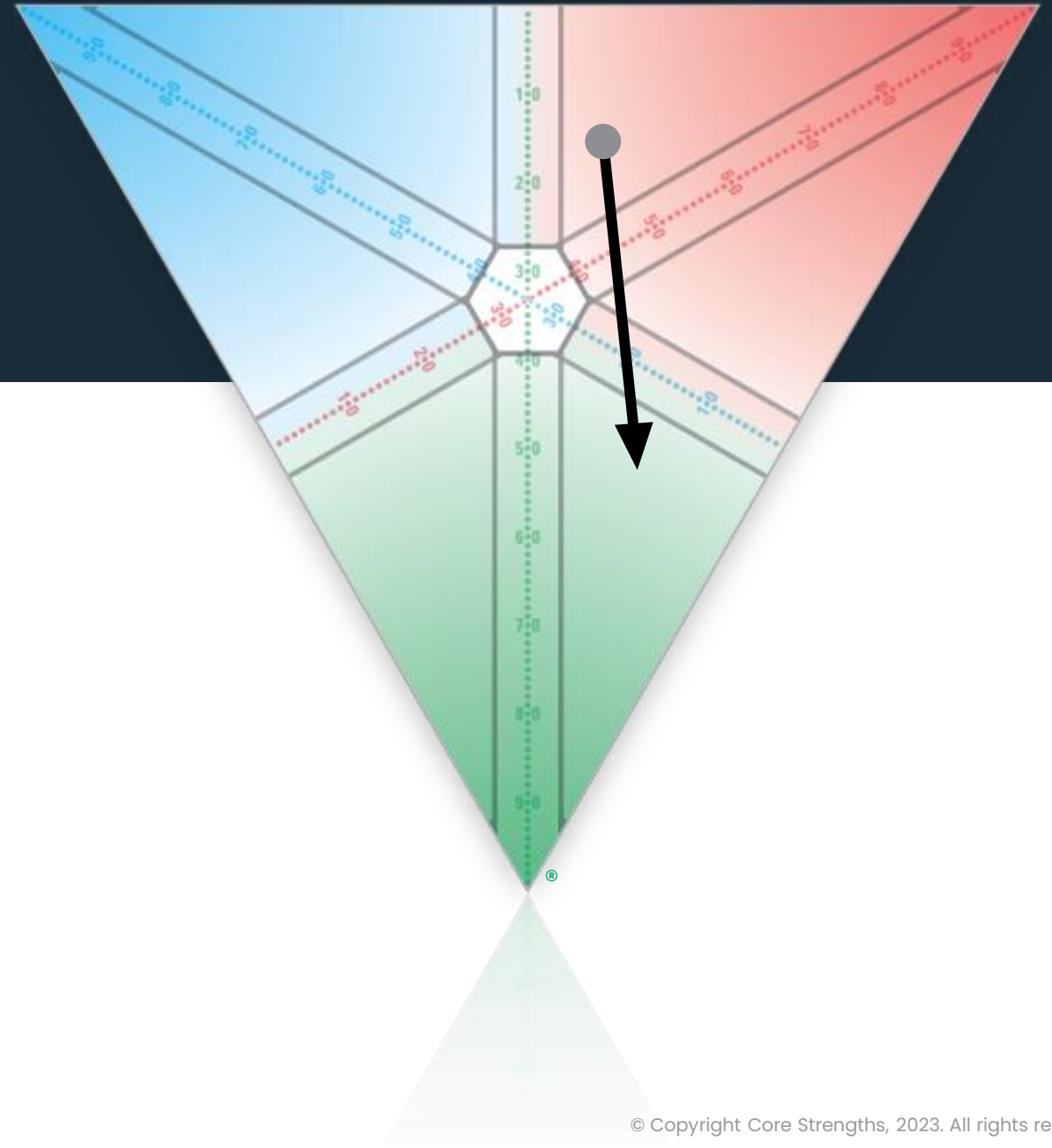
ANALYSE

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, <del>&amp; Others</del>
3	Self, <del>Problem,</del> <del>&amp; Others</del>

# A Conflict Sequence Has Three Stages

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

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

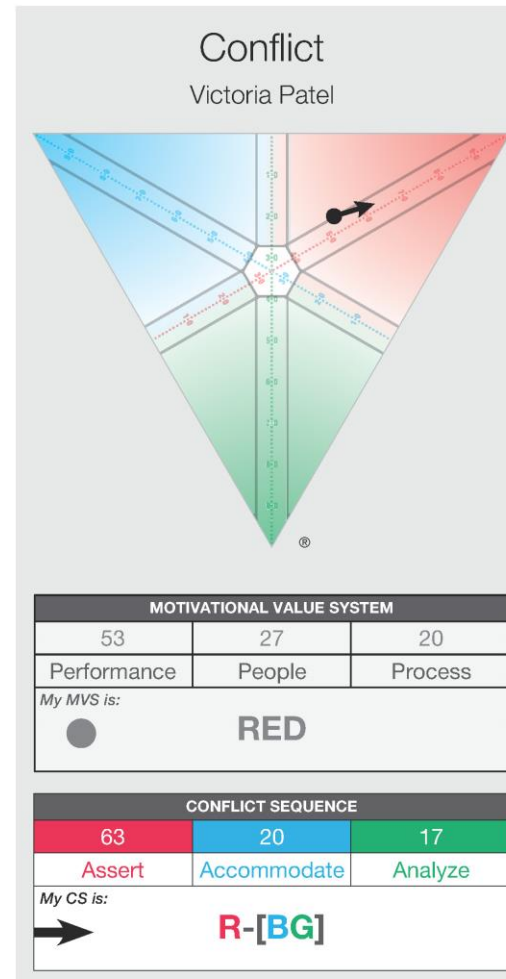
## Conflict Sequence

Conflict Stage	Focus On
1	Self, Problem, & Others
2	Self, Problem, <del>&amp; Others</del>
3	Self, <del>Problem,</del> <del>&amp; Others</del>

# SDI 2.0 Results: Conflict Sequence



ACTIVE



## 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.

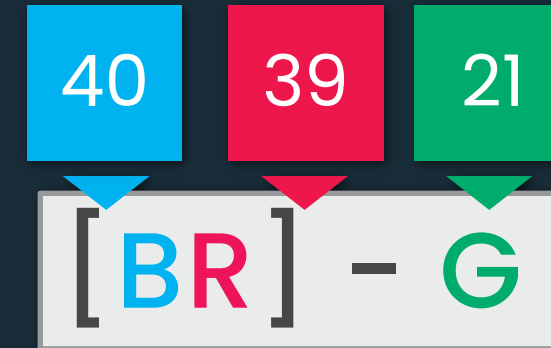
If your arrowhead is close to a border



# 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 they 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

# Validate

## Mark all that apply to your Stage 1 Conflict

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.

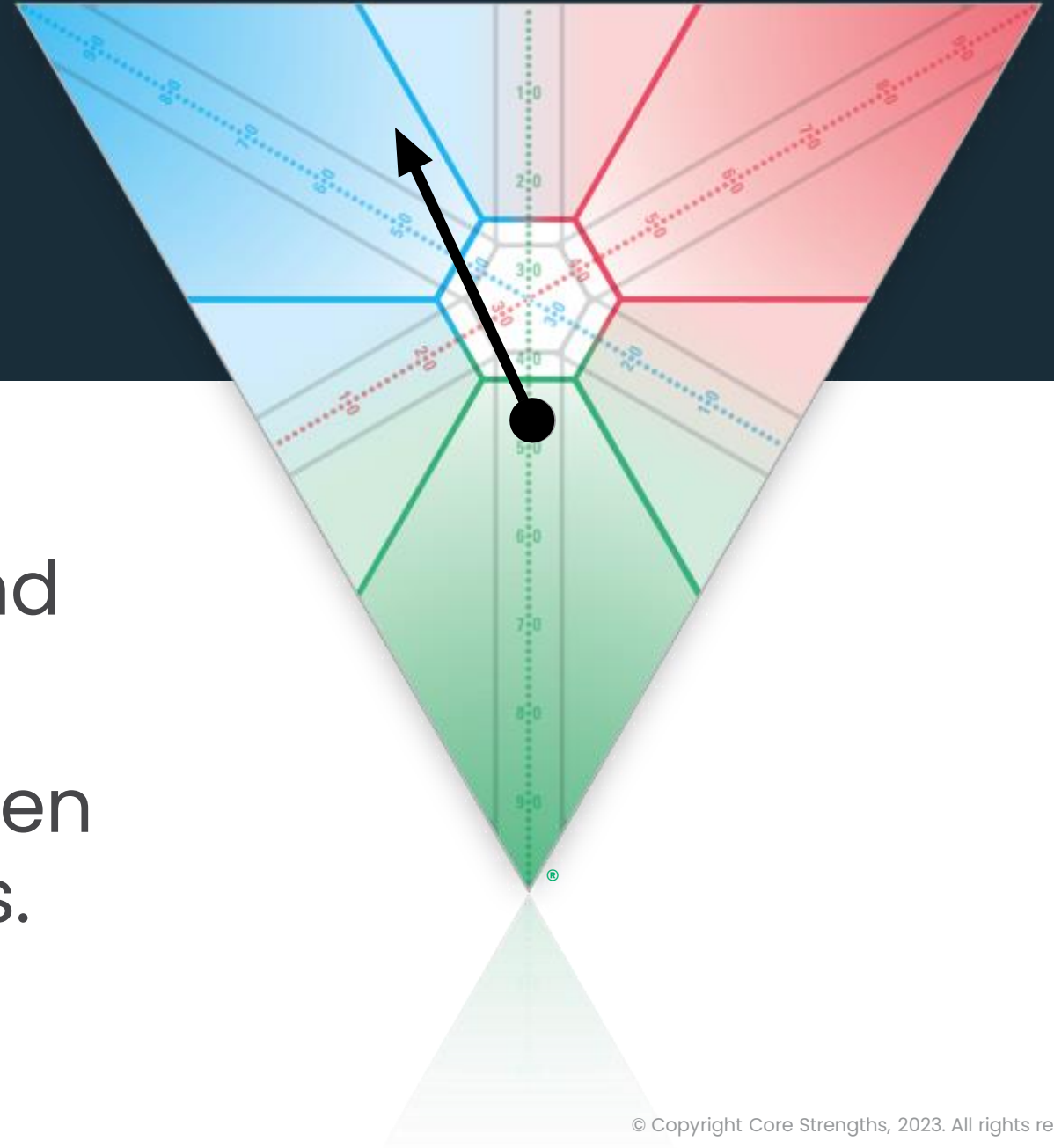


Mark the statements that are true for you when you are experiencing each stage of conflict:

STAGE 1: Self, Problem, Others	STAGE 2: Self, Problem, Others	STAGE 3: Self, Problem, Others
<p><b>R-[BG]</b> <i>Wanting to assert oneself.</i></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> I want to rise to the challenge being offered.</li> <li><input type="checkbox"/> I feel energized and want to get things started right away.</li> <li><input type="checkbox"/> I am certain about what needs to be done.</li> <li><input type="checkbox"/> I want other people to see how urgent the situation is.</li> <li><input type="checkbox"/> I want to solve the problem as quickly as possible.</li> <li><input type="checkbox"/> I am focused on the need for action and results.</li> <li><input type="checkbox"/> If others delay or don't respond, it could send me into my second stage of conflict.</li> </ul>	<p><b>R-[BG]</b> <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"> <li><input type="checkbox"/> I am frustrated by a lack of action or results.</li> <li><input type="checkbox"/> I want to wait and let things settle down.</li> <li><input type="checkbox"/> I become reflective and analyze my role in the conflict.</li> <li><input type="checkbox"/> I may alternate accommodating or analytical approaches until something works.</li> <li><input type="checkbox"/> I feel the need to balance or prioritize between harmony and logic.</li> <li><input type="checkbox"/> I believe that backing down or yielding on minor issues will create progress or stop things from getting worse.</li> </ul>	<p><b>R-[BG]</b> <i>Feeling driven to give up or to retreat.</i></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> I feel a need to distance myself from the situation or others.</li> <li><input type="checkbox"/> I wait until I can see a clear path forward.</li> <li><input type="checkbox"/> I want to end the conflict with the least damage possible.</li> <li><input type="checkbox"/> It seems that I have no choice but to make concessions.</li> <li><input type="checkbox"/> I don't want to be forced to into a decision.</li> </ul>

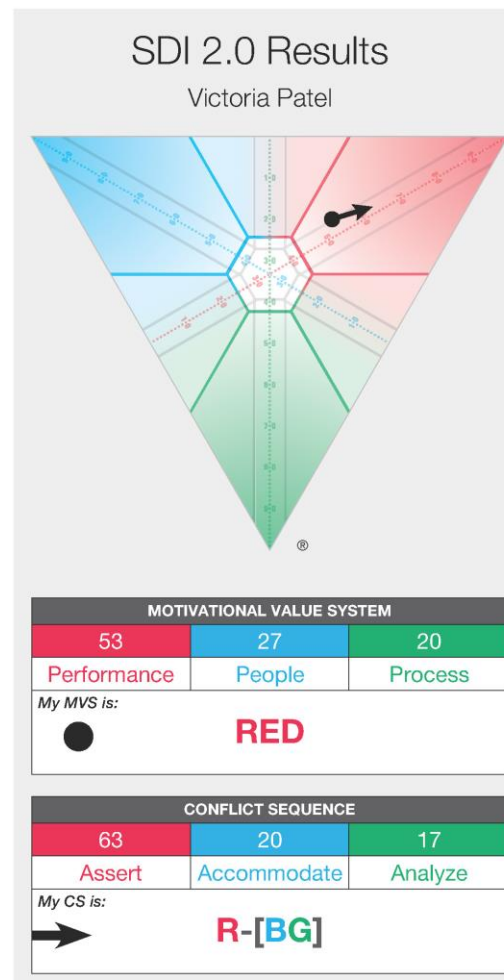
# The Path Back to MVS

- 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.

### 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.

## CONDITION #2: WHEN FACTS DO NOT AGREE

**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	<b>R</b>
2	<b>[BG]</b>
3	<b>[BG]</b>

### 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.

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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

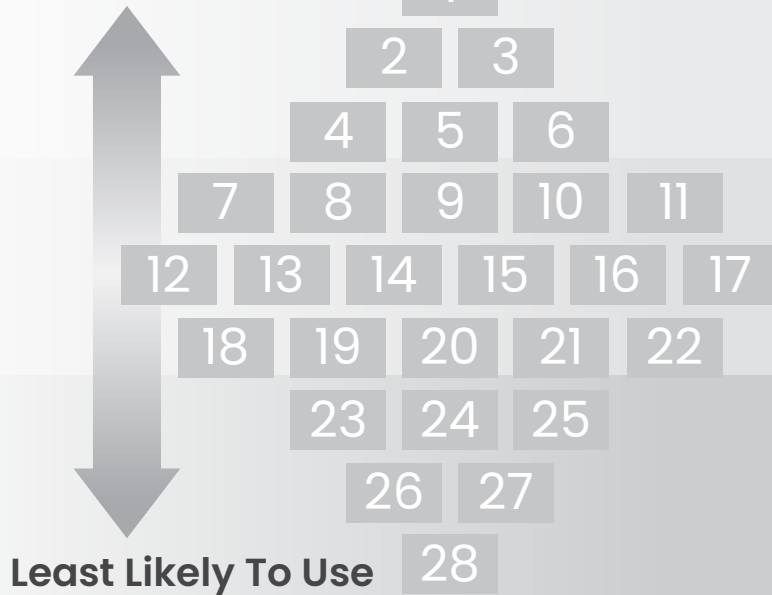
Like a buoy, strengths **shift** based on the environment.

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





Most Likely To Use



# Strengths Portrait

## Top Strengths

- Most significant
- How you get results

## Middle Strengths

- Readily available
- Situational strengths

## Bottom Strengths

- Uncomfortable to use
- Often avoided

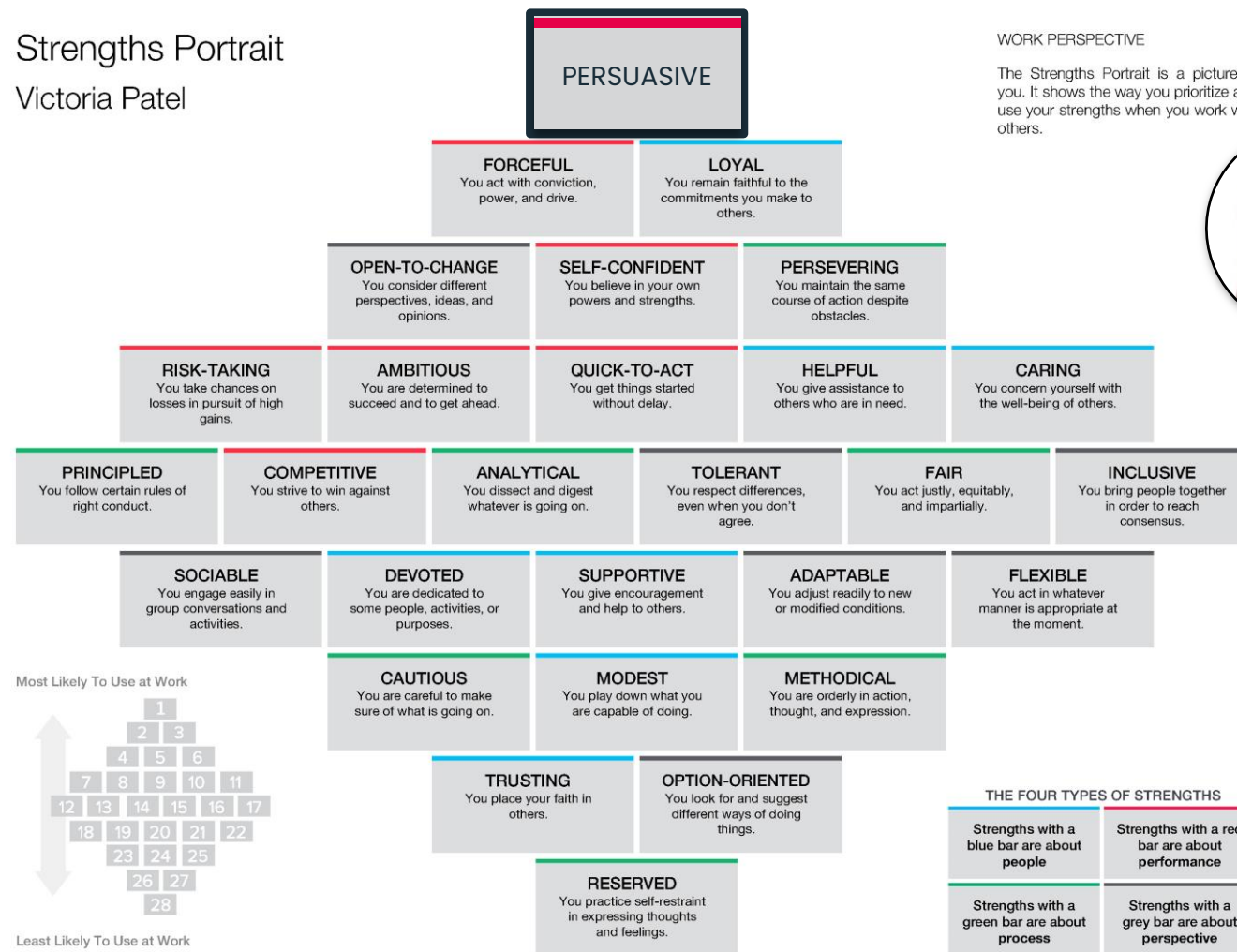


**What** do  
you see?

# Activity: How I See It

## Strengths Portrait

Victoria Patel



### 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.

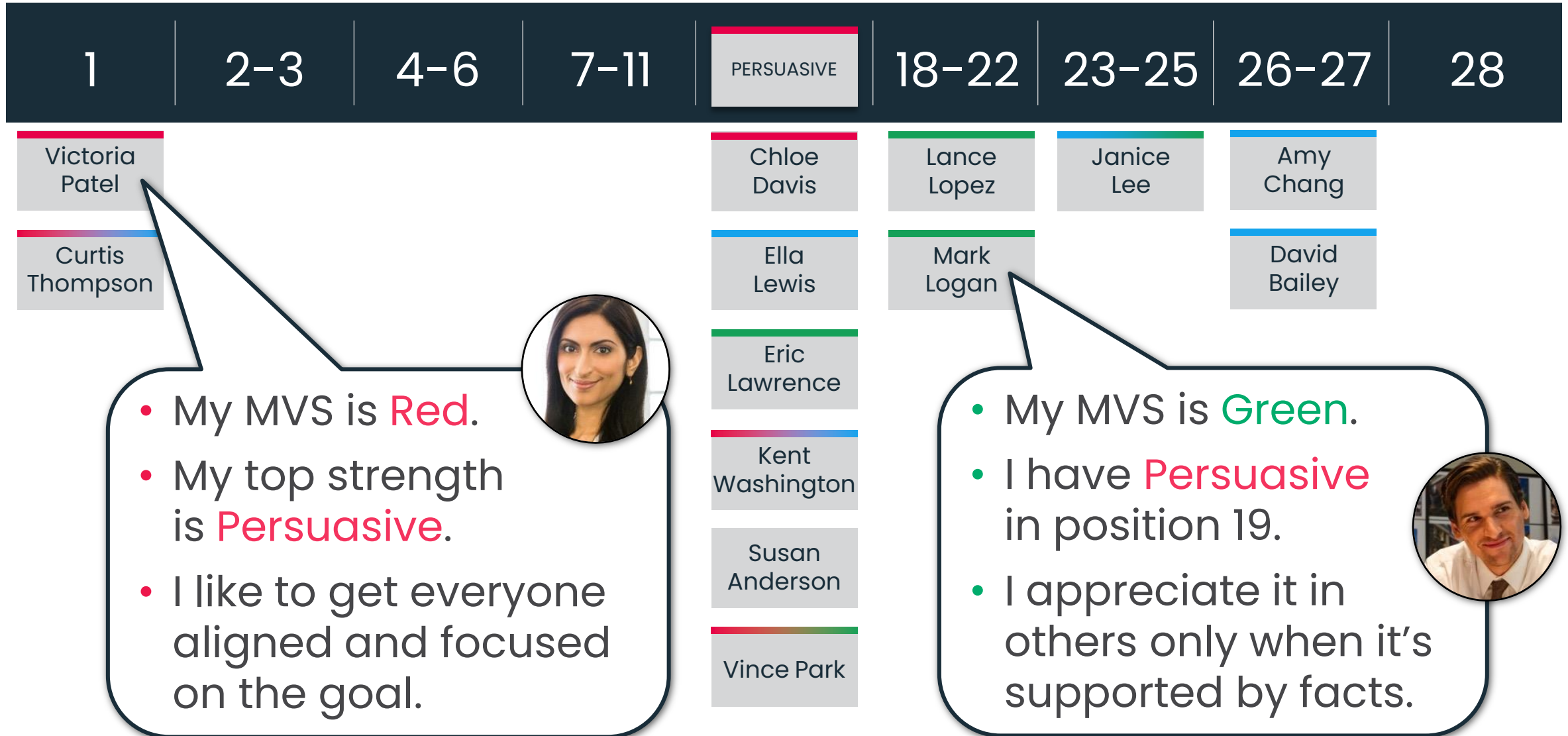


### THE FOUR TYPES OF STRENGTHS

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



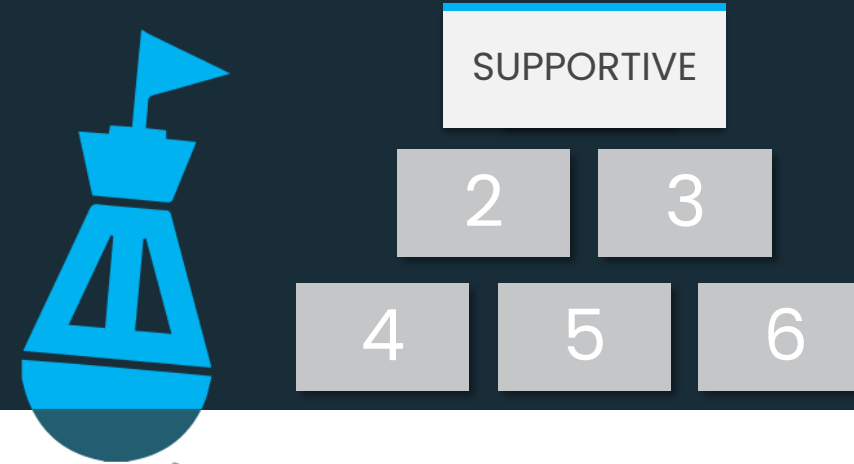
# Discussion: How I See It

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 ...

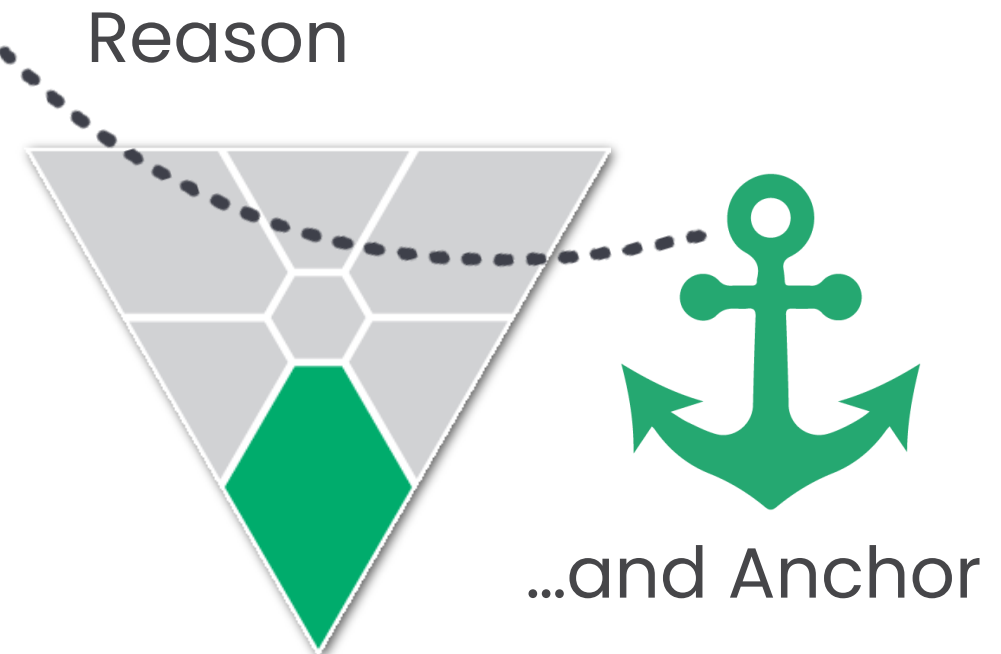
- My MVS is \_\_\_\_\_
- When I work with others who are very \_\_\_\_\_, I...

# The Buoy...



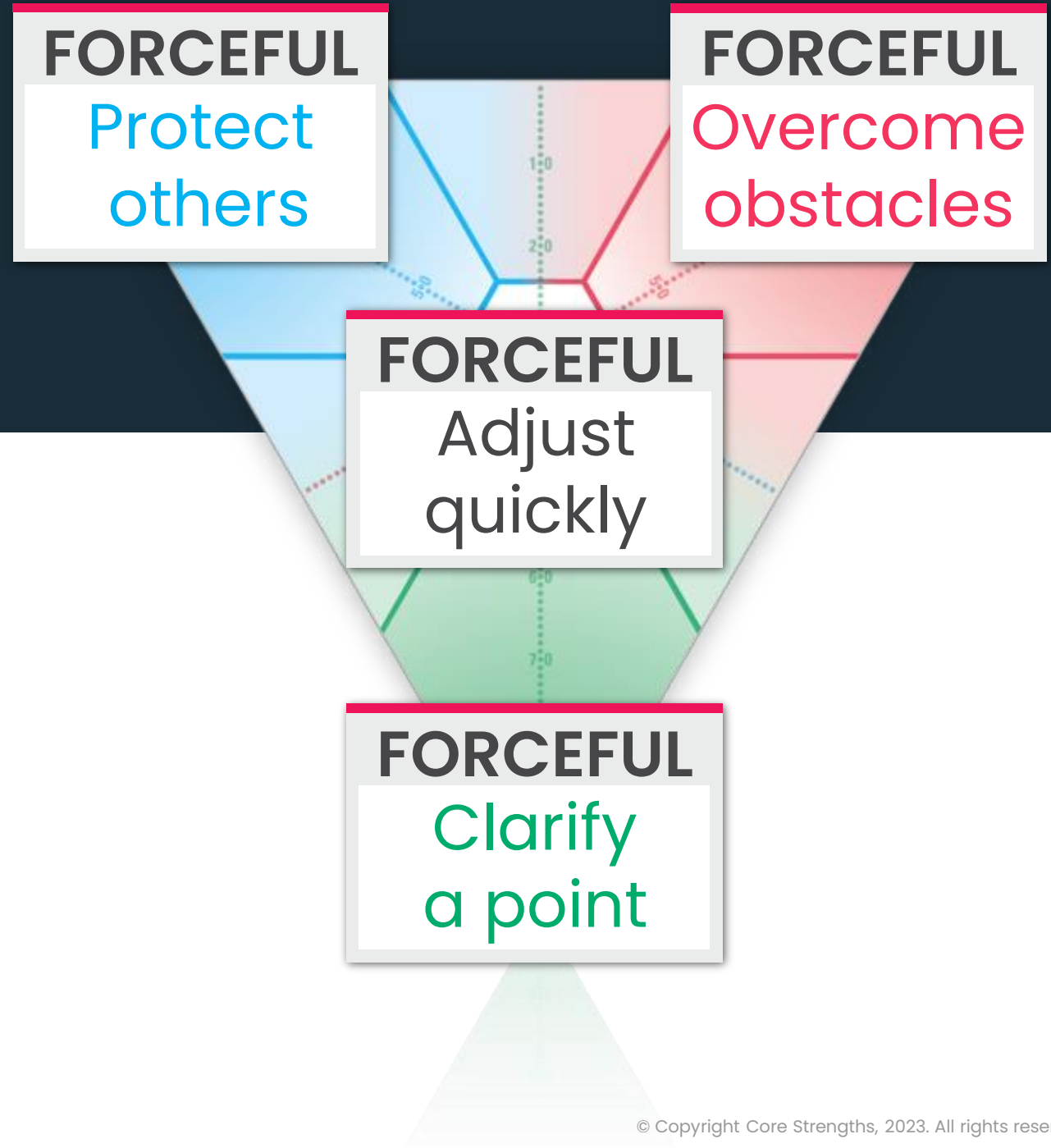
## 28 Strengths Available:

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



# Strengths and Reasons

Why are people  
forceful?

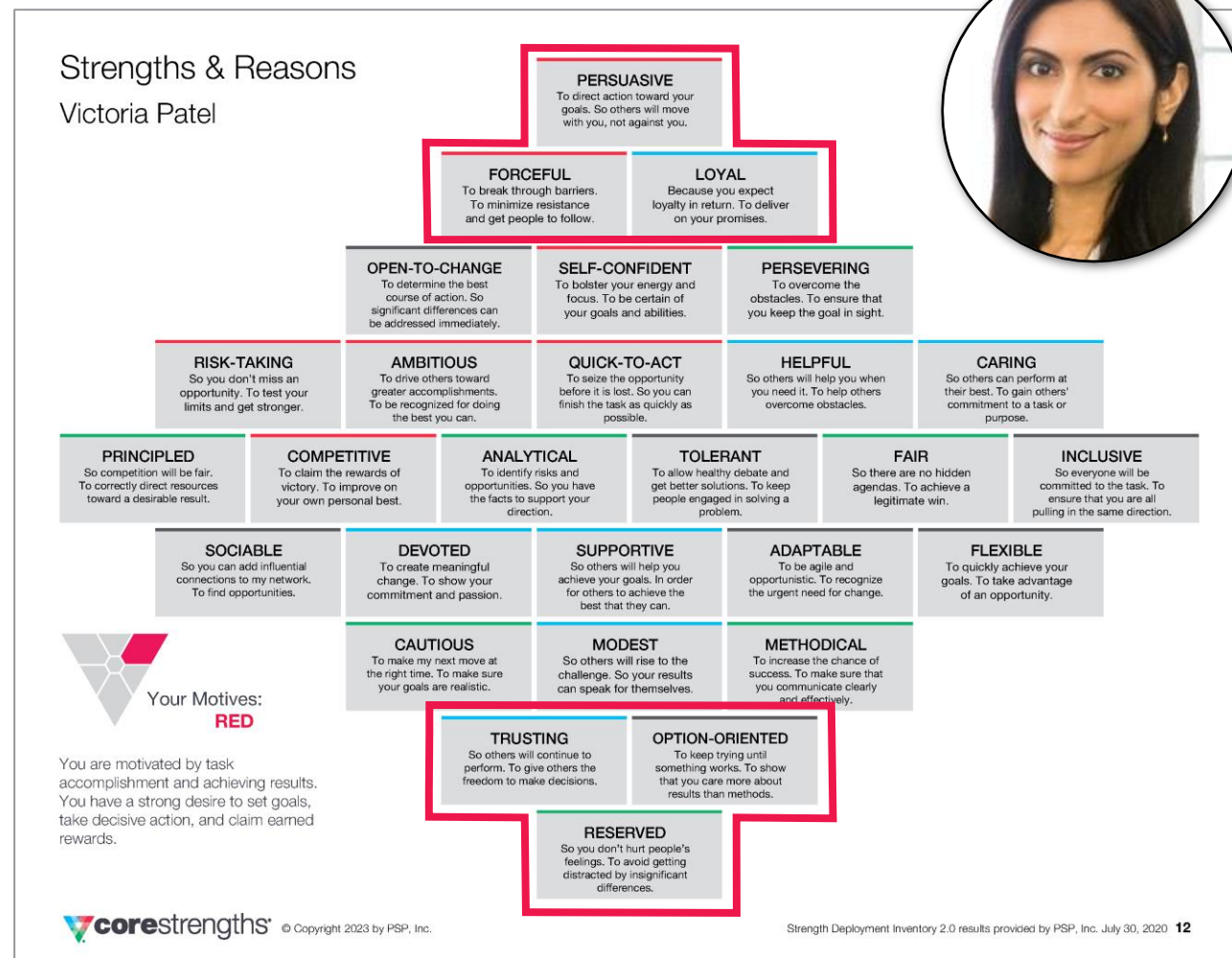


# Your Strengths & Reasons

Read the reasons that connect your:

1. Top three strengths to your MVS

2. Bottom three strengths to your MVS



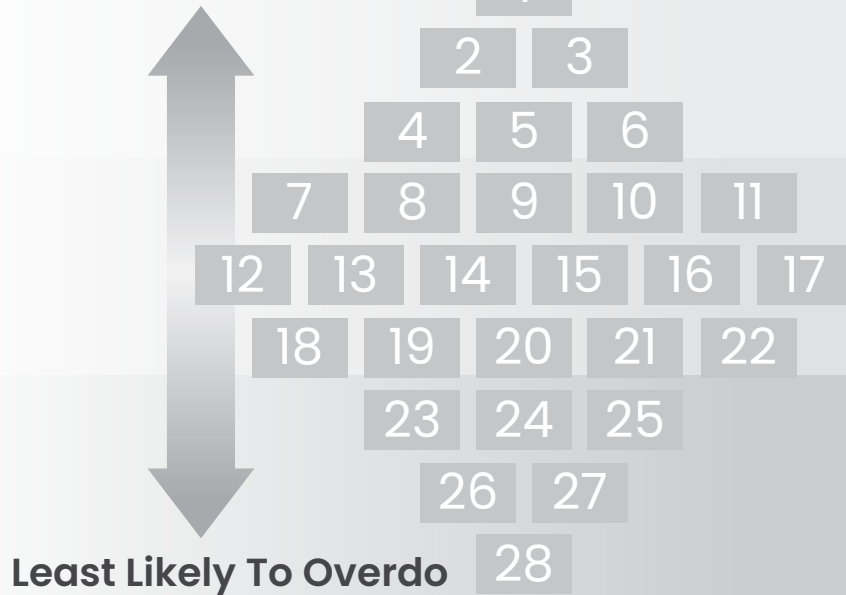
# Strengths Can Be Overdone



# Strengths Can Be Overdone



Most 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)



1  
2 3

CONFLICT  
TRIGGERS 2

## Least Overdone

26. **METHODICAL**  
(Rigid)

28. **RESERVED**  
(Distant)

26 27  
28



# Conflict Triggers

Most Overdone

1. **FORCEFUL**  
(Domineering)



1  
2 3

CONFLICT  
TRIGGERS 1

Least Overdone

27. **FORCEFUL**  
(Domineering)

26 27  
28

