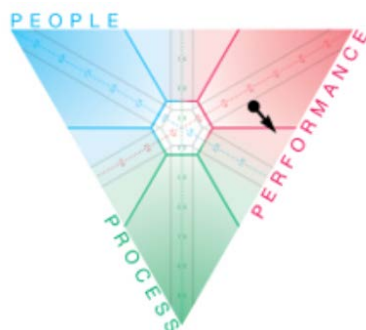


READ THIS FIRST!

You will be completing three (3) assessments:



1. The Strength Deployment Inventory (SDI)
2. The Strengths Portrait
3. The Overdone Strengths Portrait.

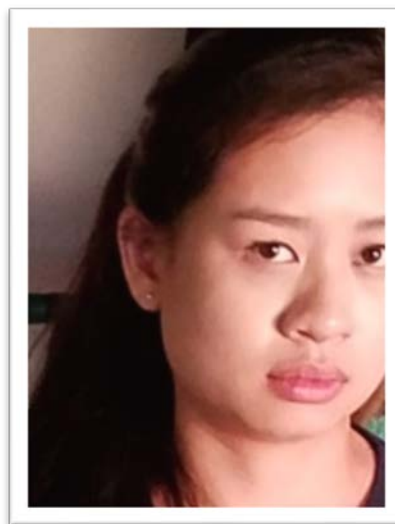
They are NOT tests. They don't try to trick you. They are extremely practical tools with results you'll be able to apply in daily life.

Each assessment can take up to 20 minutes to complete. You can do them individually at different times of the day or complete them all at once. You'll receive a link to the online suite in an email. If you lose the link, email me and I'll help you retrieve it. dawn@dawngroves.com.

WHY SHOULD YOU DO THIS?

PRACTICAL. FASCINATING. ACCURATE. At the end of the session, you'll be able to:

- Understand and articulate your personal communication style and motivations.
- Identify and understand the communication styles of each team member
- Select from a repertoire of accommodating, assertive, and analytical communication approaches.
- Build and reinforce a team trust founded in mutual understanding.
- Diffuse conflict using a shared language, clearly understood concepts, and smart, respectful interventions.
- Reference the Team SDI Triangle (a wall chart) illustrating how the motivations of individual team players align, correspond, and conflict with each other.
- Unify team direction and connection.
- Collaborate easily on strategies and goals.
- Apply what you learn to relationships outside of the team including work associates and family members.
- Review all concepts, strategies, and applications via 1) the online learning resource, 2) the documentation provided at the session, and 3) the Team SDI Triangle wall chart.



THE ASSESSMENTS IN A NUTSHELL

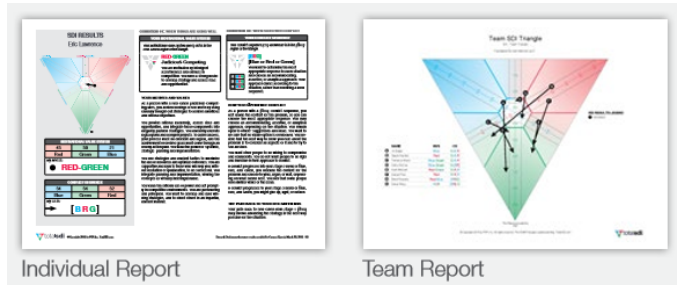
The SDI suite is based on powerful yet simple approaches to helping individuals and teams develop the awareness and skills they need to build more effective personal and professional relationships. It helps them sustain those relationships by understanding the underlying motivations of themselves and others under two conditions – when things are going well and when there is conflict.

The foundation and framework of the SDI consists of more than 40 years of rigorous academic research. Famed psychologist Dr. Elias Porter created the SDI and developed Relationship Awareness Theory, the psychological system upon which it is based.

THE SDI (STRENGTH DEPLOYMENT INVENTORY)

The Strength Deployment Inventory (SDI) clarifies why and how you and your team members express your priorities under two separate conditions: when things are going well and when there is conflict or opposition. It then helps you use this information to:

- Understand yourself and others better
- Improve communication with most anyone but especially with teammates
- Diffuse conflict or prevent it altogether

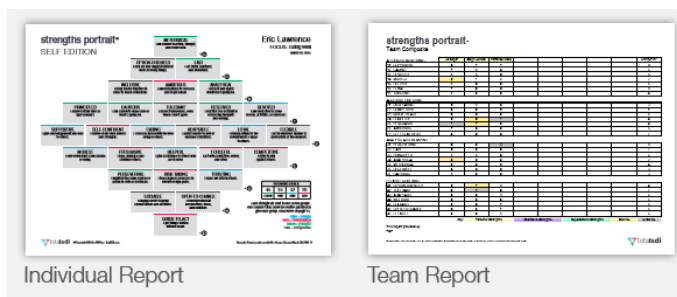


THE STRENGTHS PORTRAIT

The Strengths Portrait helps clearly identify personality characteristics (behavioral strategies) you're most likely to use to reach your goals. You'll be ranking a series of strengths as most like you (your "go-to" strengths) down to least like you (strengths you don't use often or at all). The middle ground identifies strengths you might want to develop or "borrow" as a technique for improving communication.

Example:

Being PERSUASIVE is one of my primary, go-to strengths. I identify with it (more like me). I'm much less likely to employ the strength of SOCIABILITY (less like me). Being sociable requires more effort on my part so I don't employ it as often.



THE OVERDONE STRENGTHS PORTRAIT

The Overdone Strengths Portrait helps identify strengths you may inadvertently amplify, causing disruption or conflict in whatever you're doing. Overdone strengths are basically too much of a good thing.

For example, if one of my strengths is fairness and impartiality, I might try so hard to be impartial that I end up seeming cold or uncaring. If one of my strengths is honesty, I might take it to the extreme and appear cruel.

By identifying your overdone strengths, you can understand how doing what comes naturally can easily shift from a positive into a negative.

Examples:

Overdone persuasiveness can present itself as pushiness. Overdone excellence can turn into nitpickiness or toxic perfectionism. Parents who are skilled family managers might turn into annoying micro-managers.

The SDI is a product of TotalSDI.com.

