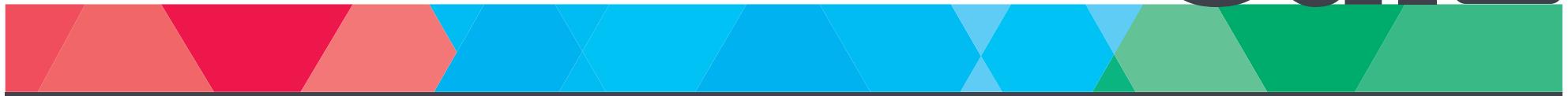


# **strength deployment inventory 2.0®**

Elias Porter, PhD

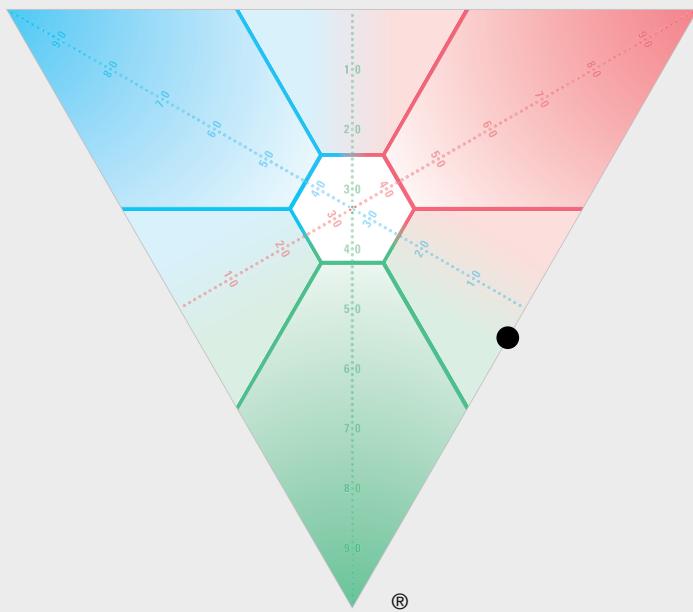
Tim Scudder, PhD

**Personalized Report:**  
**Yu Xuan Deng**



# Motives

Yu Xuan Deng



| MOTIVATIONAL VALUE SYSTEM  |             |        |
|--|-------------|--------|
| 55   | 45          | 0      |
| Process  | Performance | People |
| <i>My MVS is:</i>  |             |        |
|  <b>RED-GREEN</b> |             |        |

## CONDITION #1: WHEN THINGS ARE GOING WELL

### MOTIVES

Your Motivational Value System (MVS) dot is based on your scores. It shows the relative priority of your People, Performance, and Process motives – and how they blend when things are going well.



#### RED-GREEN Performance-Process

You are motivated by intelligent assertiveness and fairness in competition. You have a strong desire to develop strategy and assess risks and opportunities.

### YOUR MOTIVES AND VALUES

As a person with a **Red-Green MVS**, you achieve feelings of self-worth by using carefully thought-out strategies to achieve ambitious and rational objectives.

You provide rational leadership, assess risks and opportunities, and integrate those components into elegantly planned strategies. You efficiently execute logical plans and complex projects. To claim success, your process must be efficient and logical, and the achievement of desired goals must come through an orderly action plan. You value the power of systemic, strategic planning and implementation, viewing the concepts as virtually indistinguishable.

You use strategies and efficient tactics to maximize the use of resources and optimize outcomes. You are supportive and loyal to those who will help you, without hesitation or qualification, become successful. You integrate planning and implementation,

You value the rational use of power and act promptly in competitive environments. You are persevering and principled. You want to develop and lead winning strategies, and you want to direct others in an impartial, efficient manner.

### 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 dot on the SDI 2.0 Triangle represents the motives that drive your use of strengths when things are going well. Each person's MVS is a combination of three primary motives working together. The MVS shows the frequency with which people are motivated by concerns for People (Blue), Performance (Red), and Process (Green).

There are seven MVS regions on the SDI 2.0 Triangle. Each region is defined by the way the three motives blend in different proportions when things are going well.



# RED-GREEN: Performance-Process

**Judicious-Competing:** You are motivated by intelligent assertiveness and fairness in competition. You have a strong desire to develop strategy and assess risks and opportunities.

*Judicious: having, showing, or being done with good judgment or sense.*

*Competing: striving to gain or win by doing something better than others.*

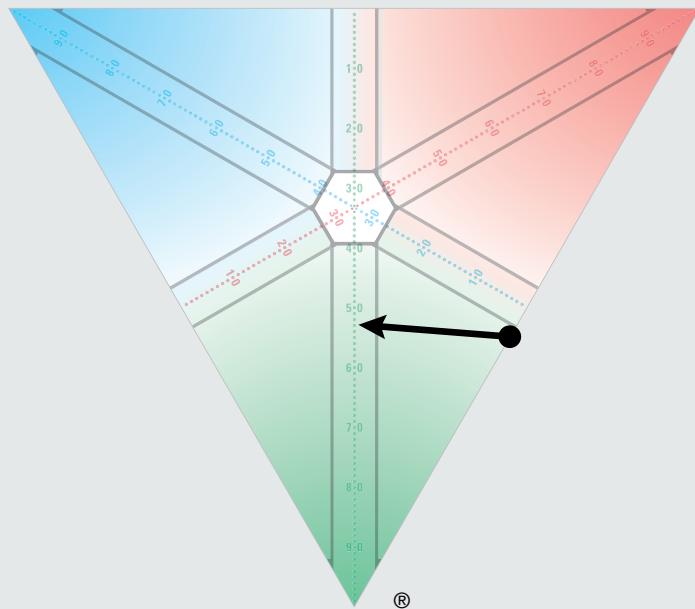
## Mark the statements that are true for you:

| WHAT YOU DO  | FEELINGS AND IDEALS  | CONFLICT TRIGGERS   |
|--|--|---|
| <input type="checkbox"/> I take the most efficient course of action.<br><input type="checkbox"/> I defend logical positions with energy and forcefulness.<br><input type="checkbox"/> I am decisive and proactive when the facts are in.<br><input type="checkbox"/> I challenge opposition through thoughtful process and strategy.<br><input type="checkbox"/> I demonstrate understanding of the situation and get to the point deliberately.<br><input type="checkbox"/> I prefer to have facts available to support a winning strategy.<br><input type="checkbox"/> I confidently communicate relevant facts that lead to justifiable action.<br><input type="checkbox"/> I compete against others and against my own past performance.<br><input type="checkbox"/> I tend to be challenging, realistic, and open to well-thought-out responses.<br><input type="checkbox"/> I prefer to think strategically and logically. | <input type="checkbox"/> I feel best about what I am doing when I am in a position to compete using my judgment and to direct others in an impartial and efficient manner.<br><input type="checkbox"/> I identify with and feel most at ease with people who clearly understand the rational use of power and the need to act promptly and judiciously in matters that affect my competitive edge.<br><input type="checkbox"/> Ideally, I would like to be more trusting and helpful with others and more open about my goals.<br><input type="checkbox"/> Ideally, I would like to avoid ever being an impulsive or emotional person, or one without order and purpose in my life.<br><input type="checkbox"/> I feel most rewarded by others when they treat me as a strong and principled person, deserving of recognition and respect, and recognize that I want the opportunity to provide competitive and rational leadership. | <input type="checkbox"/> I am required to slow down for what I determine to be an invalid reason.<br><input type="checkbox"/> I am required to operate within the constraints of rules that are illogical or counterproductive.<br><input type="checkbox"/> An important decision is being made without adequate thought and analysis, possibly resulting in a rash or unexpected result.<br><input type="checkbox"/> There is too much emphasis on the interpersonal aspects of a task.<br><input type="checkbox"/> Others are behaving in an impulsive or emotional way.<br><input type="checkbox"/> Logic is overlooked in the planning process.<br><input type="checkbox"/> I am treated with passivity or ignorance.<br><input type="checkbox"/> Others perceive my choices as mindless or aggressive.<br><input type="checkbox"/> I am operating in an environment where achievement is difficult to quantify.<br><input type="checkbox"/> I must comply with a system that requires unnecessary steps. |

| MOTIVATIONAL VALUE SYSTEM (MVS)  | DESCRIPTION  | CHARACTERISTICS  | ENGAGING ENVIRONMENT   |
|--|--|--|--|
|  <b>BLUE</b>  | People who are motivated by the protection, growth, and welfare of others. They have a strong desire to help others who can genuinely benefit.   | Seeking ways to bring help to others... Trying to make life easier for others... Being open and responsive to the needs of others... Trying to avoid being a burden to others... Defending the rights of others. | Open, friendly, helpful, supportive, trusting, socially sensitive, loyal, compassionate, respectful, receptive, humanitarian... Being needed... Being accepted and appreciated... Opportunities to support others. |
|  <b>RED</b>   | People who are motivated by task accomplishment and achieving results. They have a strong desire to set goals, take decisive action, and claim earned rewards.                             | Being alert to opportunity... Striving for immediate action... Accepting challenges... Competing for authority and responsibility... Exercising persuasion... Accepting risk-taking as necessary and desirable.  | Progressive, innovative, challenging, fast-moving, stimulating, competitive, creative... New opportunities... Potential for advancement and winning... Material rewards available.                                 |
|  <b>GREEN</b> | People who are motivated by meaningful order and thinking things through. They have a strong desire to pursue independent interests, to be practical, and to be fair.                      | Seeking clarity, accuracy and correctness... Being cautious and thorough... Keeping emotions under control... Planning ahead and following the plan... Conserving resources.                                     | Clarity, logic, precision, utility, durability, efficiency, reliability, organized... Effective use of resources... Clear, supportable, criteria for decision-making... Time to develop ideas.                     |
|  <b>RED-BLUE</b>      | People who are motivated by the maximum growth and development of others. They have a strong desire to direct, persuade, or lead others for the benefit of others.                         | Actively seeking opportunities to help others... Creating welfare and security for others... Generating enthusiasm and support in tackling obstacles to success... Challenging others to be or do their best.    | Enthusiastic, open, friendly, sincere, trusting, compassionate... Respect for others... Positive initiatives for the growth and development of others... Opportunities to coach or mentor others.                  |
|  <b>RED-GREEN</b>     | People who are motivated by intelligent assertiveness and fairness in competition. They have a strong desire to develop strategy and assess risks and opportunities.                       | Taking the most efficient course of action... Assessing risks and opportunities... Being decisive and proactive when the facts are known... Challenging opposition through thoughtful process and strategy.      | Strategic, determined, planned... Complex, challenging tasks requiring expertise... Recognition for achievement... Availability of technical resources... Opportunities to develop winning strategies.             |
|  <b>BLUE-GREEN</b>    | People who are motivated by developing self-sufficiency in self and others. They have a strong desire to analyze the needs of others and to help others help themselves.                   | Offering assistance for greater self-sufficiency and independence... Building effective processes and resources to protect or enhance others' welfare... Fighting for principles that are fair.                  | Conscientious, patient, congenial... Respect for individuals, fairness, and resources... Opportunities to encourage others' independence... Tasks that require thoughtful analysis to aid those in need.           |
|  <b>HUB</b>           | People who are motivated by flexibility and adapting to others or situations. They have a strong desire to collaborate with others and to remain open to different options and viewpoints. | Considering multiple perspectives and ideas... Being open-minded and willing to adapt... Bringing people together and making connections... Maintaining appropriate balance... Keeping options open.             | Cooperative, interactive, sociable, democratic, playful, spontaneous, novelty, flexibility... Being heard and listening... Consensus building... Tolerant of different opinions and perspectives .                 |

# Conflict

Yu Xuan Deng



## MOTIVATIONAL VALUE SYSTEM

|         |             |        |
|---------|-------------|--------|
| 55      | 45          | 0      |
| Process | Performance | People |

My MVS is:



**RED-GREEN**

## CONFlict SEQUENCE

|         |        |             |
|---------|--------|-------------|
| 53      | 24     | 23          |
| Analyze | Assert | Accommodate |

My CS is:

**G-[BR]**

## 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.



**G-[BR] Green-Blue or Red]**

You want to maintain order and principles. If that does not work, you want to make a choice, depending on what's more reasonable in the situation: to give in with conditions or to forcefully engage.

| 3 STAGES OF CONFLICT |      |
|----------------------|------|
| 1                    | G    |
| 2                    | [BR] |
| 3                    | [BR] |

## HOW YOU EXPERIENCE CONFLICT

You first seek information or rational explanations. You analyze the situation and focus on facts. You are cautious and hesitant to prevent making a mistake. You want to be sure things make sense. You believe that the best way to show you care about the problem is to give it the time and attention it needs so it can be solved correctly.

You want people to remain objective and give you some time to think. You do not want people to be confrontational, overly emotional, or make hasty decisions.

If conflict progresses to your Stage 2 blend of Blue and Red, you may accommodate with conditions or assert your rights. You feel that others are not being reasonable, and you need to decide whether the facts justify yielding or becoming more forceful.

If conflict progresses to your Stage 3 blend of Blue and Red, you feel an urgent need to end it and will either fight or give up.

## 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 **Long Line**, which means the change from your **Red-Green MVS** to your **Stage 1 Green** is usually obvious.

## 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).

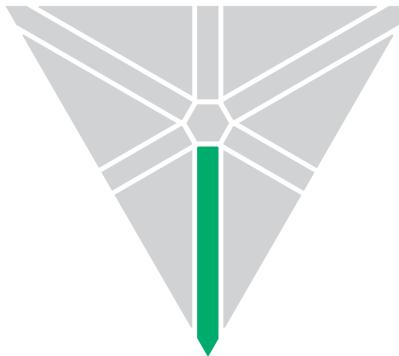
Different combinations of Blue, Red, and Green produce 13 possible Conflict Sequences. Each region is defined by the order that motives are experienced during conflict.

## WHAT DO THE BRACKETS MEAN?

Your **G-[BR]** 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.

## THE IMPACT OF NEIGHBORING REGIONS

Your Conflict Sequence (CS) arrowhead is close to the **G-R-B** and **G-B-R** regions of the triangle. You may find that some parts of these CS descriptions also apply to you.

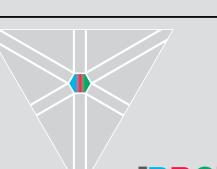


## G-[BR]: Stage 1 Conflict

When faced with conflict, I want to maintain order and principles. If that does not work, I want to make a choice, depending on what's more reasonable in the situation: to give in with conditions or to forcefully engage.

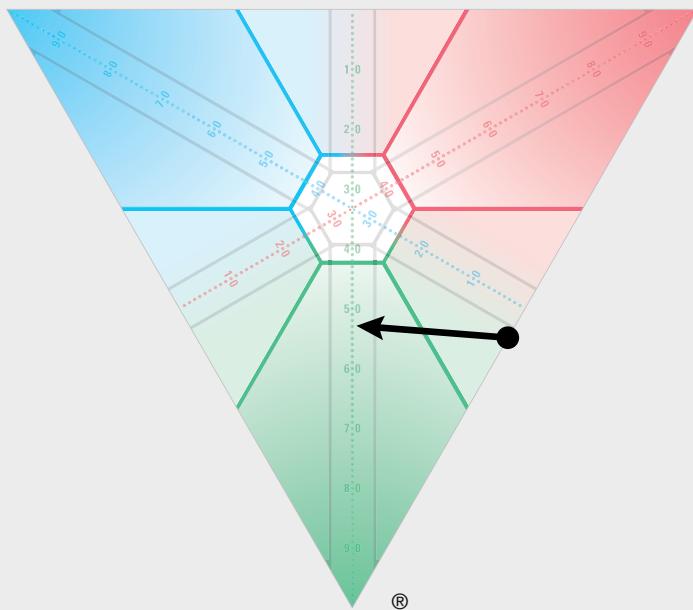
**Mark the statements that are true for you when you are experiencing each stage of conflict:**

| STAGE 1: Self, Problem, Others   | STAGE 2: Self, Problem, Others   | STAGE 3: Self, Problem, Others  |
|--|--|---|
| <p><b>G-[BR]</b> Wanting to analyze the situation.</p> <p><input type="checkbox"/> I want to collect information so I can make a logical decision.</p> <p><input type="checkbox"/> I want to focus on facts, not feelings.</p> <p><input type="checkbox"/> I am quietly engaged and thinking about the issues.</p> <p><input type="checkbox"/> I want some space and time to analyze the situation.</p> <p><input type="checkbox"/> I want to create a fair and rational solution.</p> <p><input type="checkbox"/> I believe that increased clarity will lead to resolution.</p> <p><input type="checkbox"/> If others are irrational or impulsive, it could send me into my second stage of conflict.</p> | <p><b>G-[BR]</b> Wanting to conditionally give in or defer to others, or to prevail against the issue or others.</p> <p><input type="checkbox"/> I am frustrated that other people do not see the value of my analysis.</p> <p><input type="checkbox"/> I decide whether it is best to yield or challenge others.</p> <p><input type="checkbox"/> I become insistent that other people participate.</p> <p><input type="checkbox"/> I may alternate accommodating or assertive approaches until something works.</p> <p><input type="checkbox"/> I feel the need to balance or prioritize between restoring harmony and taking action.</p> <p><input type="checkbox"/> I believe that whoever fails to cooperate will end up losing.</p> | <p><b>G-[BR]</b> Feeling driven to give up or to fight.</p> <p><input type="checkbox"/> I feel an urgent need to end the conflict.</p> <p><input type="checkbox"/> I am willing to give up almost everything, so long as I accomplish my main objective.</p> <p><input type="checkbox"/> I want to escape if possible, but will fight if needed.</p> <p><input type="checkbox"/> It seems that other people have been unfair.</p> <p><input type="checkbox"/> I don't want to give up without doing everything I can first.</p> |

| CONFLICT SEQUENCE   | DESCRIPTION  | CONFLICT SEQUENCE   | DESCRIPTION   |
|---|--|---|---|
|    | When faced with conflict, I want to maintain order and principles. If that does not work, I want to make a choice, depending on what's more reasonable in the situation: to give in with conditions or to forcefully engage.                         |    | 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.                 |
|    | 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.   |    | People who want to assert their 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.                       |
|    | 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.             |    | 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.   |
|    | 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 assert themselves, possibly in a confrontational manner.                       |    | 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.                                    |
|   | 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 assert themselves, possibly in a confrontational manner. |   | 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.  |
|  | 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.                                       |  | 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 assert themselves, possibly in a confrontational manner.                         |
|  | 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.                            |  | 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. |

# SDI 2.0 Results

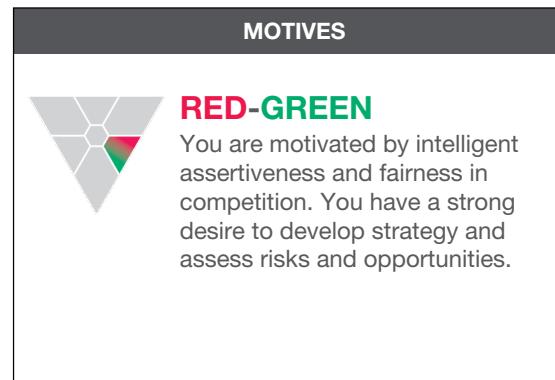
Yu Xuan Deng



| MOTIVATIONAL VALUE SYSTEM |             |        |
|---------------------------|-------------|--------|
| 55                        | 45          | 0      |
| Process                   | Performance | People |
| <i>My MVS is:</i>         |             |        |
| <b>RED-GREEN</b>          |             |        |

| CONFLICT SEQUENCE |        |             |
|-------------------|--------|-------------|
| 53                | 24     | 23          |
| Analyze           | Assert | Accommodate |
| <i>My CS is:</i>  |        |             |
| <b>G-[BR]</b>     |        |             |

## CONDITION #1: WHEN THINGS ARE GOING WELL



## YOUR MOTIVES AND VALUES

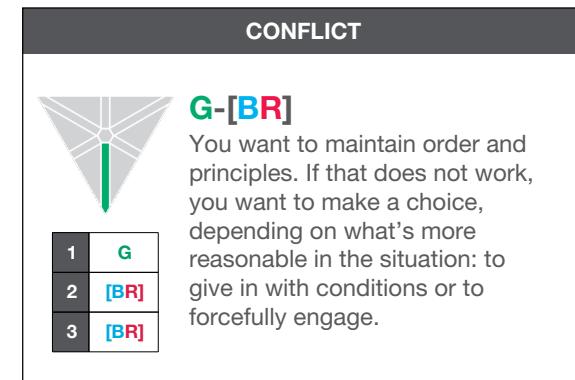
As a person with a **Red-Green MVS**, you achieve feelings of self-worth by using carefully thought-out strategies to achieve ambitious and rational objectives.

You provide rational leadership, assess risks and opportunities, and integrate those components into elegantly planned strategies. You efficiently execute logical plans and complex projects. To claim success, your process must be efficient and logical, and the achievement of desired goals must come through an orderly action plan. You value the power of systemic, strategic planning and implementation, viewing the concepts as virtually indistinguishable.

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You value the rational use of power and act promptly in competitive environments. You are persevering and principled. You want to develop and lead winning strategies, and you want to direct others in an impartial, efficient manner.

## CONDITION #2: WHEN FACED WITH CONFLICT



## HOW YOU EXPERIENCE CONFLICT

You first seek information or rational explanations. You analyze the situation and focus on facts. You are cautious and hesitant to prevent making a mistake. You want to be sure things make sense. You believe that the best way to show you care about the problem is to give it the time and attention it needs so it can be solved correctly.

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## THE PATH BACK TO YOUR RED-GREEN MVS

The path from your **Stage 1 Green** back to your **Red-Green MVS** may involve strengthening the strategy with additional facts and resources.

# Top 3 Strengths

Yu Xuan Deng

## WORK PERSPECTIVE

Your top three strengths are an important part of the way others see you. These strengths are frequently evident when you work with others. You are probably very effective with these strengths and appreciate when you are recognized for using them well.

### CAUTIOUS

Slow down. Be careful. Be sure. These are your mantras. You're a cautious decision maker, patiently thinking through matters and waiting for scenarios to play out before taking action. You want to minimize risks and steer clear of mistakes.

You spot potential problems, challenges, or traps before others do – not because you are a naysayer, but because you want to be sure that you don't create unnecessary problems. Of course, your cautionary approach can seep into suspicion. You run the risk of amping up your skepticism before you really should. But you are seen as a person who helps yourself and others avoid costly mistakes.

While you may take more time to "check the wheels," you assure that they eventually turn smoothly. People appreciate that about you.

### ANALYTICAL

More than most, you have a capacity to make sense of information when others are still taking it in. You synthesize information in a rational way and make logical connections for others that create "aha moments."

You want everything in your life to make logical sense. You discover patterns and underlying causes that others have not found. Of course, this means you also find flaws in other people's logic, and when you do, you'll need to take care to not embarrass them. You may also need to nurture your ability to keep the big picture in mind because you can get mired down in details that may not matter too much.

Solving life's puzzles is a reward in itself. Your biggest reward is found when solving something that creates understandable and rational solutions for others.

### METHODICAL

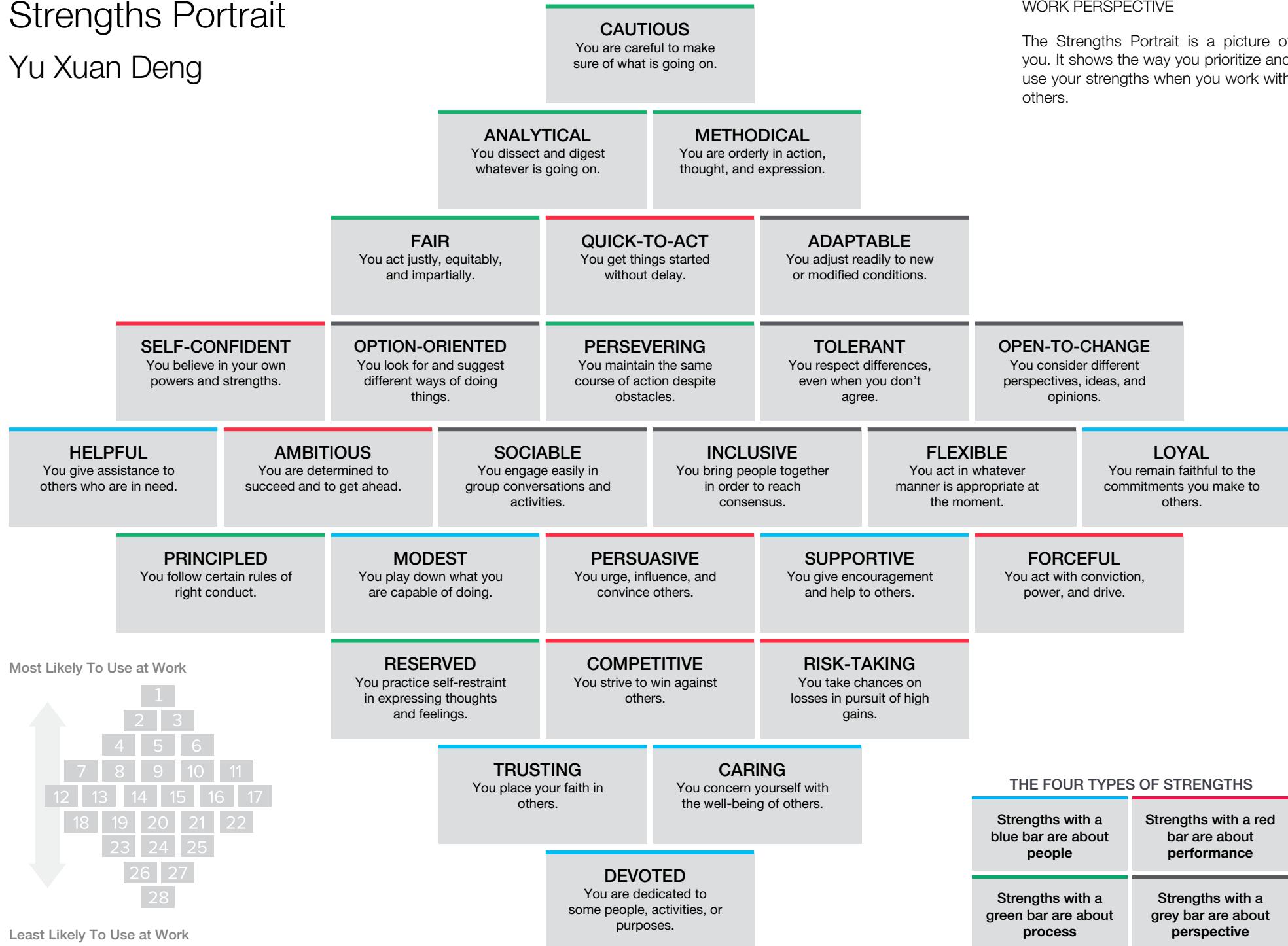
In your perfect world, everything would have a place and everything would be in its proper place. You're most comfortable when things are in order. While others might think you work at this, it actually comes quite naturally. And while others are aspiring to be organized, you're doing it.

You don't dare shoot from the hip. You have systems. You make plans. You follow schedules. You have routines. And once it's working for you, you stay with it. So much so that, on occasion, you might be seen as rigid or stuck in your ways.

You might be encouraged to "get out of a rut" to find a new groove. In spite of this caution, your strength is so desirable that others will seek you out, asking you to help them set up similar systems, procedures, and methods for them.

# Strengths Portrait

Yu Xuan Deng



# Top 3 Overdone Strengths

Yu Xuan Deng

## WORK PERSPECTIVE

Your top three overdone strengths may contribute to some difficulty in your relationships. Even though they are well-intended, they can generate negative perceptions in others. You can turn perceived weakness into strengths by using them at the right time, or by scaling back their frequency, duration, or intensity.

### **ANALYTICAL (Obsessed)**

You have an almost insatiable curiosity and need to understand how things work and why people do what they do. When things don't make logical sense to you, it can freeze you in your tracks. You don't want to take the next step until you understand exactly where you are and what's going on.

Whether the current puzzle is a project or a person, you can get obsessed with finding a cause or an explanation. Once you've found it, you may replay or relive your discovery for the people who are involved, which they can find tedious.

Asking yourself some questions can help keep your analytical powers productive, and stop you from going down the proverbial rabbit hole. What if there is no answer? What is the simplest way to communicate my understanding to others? Is this worth my time?

### **CAUTIOUS (Suspicious)**

When you believe there is more to the story than meets the eye, you look beneath the surface to expose hidden agendas. You know that people can be manipulative; you just can't be too careful when they are not being open and honest.

Better safe than sorry. You may avoid people or situations when you believe there is potential risk or danger. You warn other people about what could go wrong. While your intent is positive, people may find that these warnings take the joy from otherwise pleasant experiences. They could see you as afraid, overprotective, or suspicious.

To help others more accurately hear your prudent voice of caution, you can present your warnings as simple what-if questions. And if your caution is stopping you from enjoying life, ask yourself what that's costing you.

### **PERSEVERING (Stubborn)**

You have strong ideas about how things are supposed to be and how they are supposed to work. You can be so sure of yourself or the process you're following that you are not willing to consider changes or alternative methods.

While staying committed to a course of action can be productive, it can work against you if you are so deeply invested in your way that you stubbornly refuse to admit when something isn't working. "My way or the highway" is not a real choice. If people believe you won't consider their ideas, they'll stop sharing them with you.

To keep your perseverance in check and stop it from making you look stubborn, look at new ideas and ask: What if we did that? Try new things on an experimental basis; you can make a change after there is evidence to support it.

# Overdone Strengths Portrait

Yu Xuan Deng

Being so **ANALYTICAL** that you get lost in concepts or details that don't matter.

**Obsessed**

Being so **CAUTIOUS** that you start off with doubt, mistrust, and skepticism.

**Suspicious**

Being so **PERSEVERING** that you justify your course of action despite others' views or preferences.

**Stubborn**

Being so **METHODICAL** that you are constrained and do not change your ways.

**Rigid**

Being so **FAIR** and impartial that you don't consider the effect on others.

**Cold**

Being so **HELPFUL** to others that you do things for them that they do not want or need.

**Smothering**

Being so **MODEST** that you don't take credit for your efforts or promote your ability.

**Self-Effacing**

Being so **PERSUASIVE** that you disregard others' views and dispute their concerns.

**Abrasive**

Being so **FORCEFUL** that you assert your will over others.

**Domineering**

Being so **AMBITIOUS** with your goals that you don't have compassion for others.

**Ruthless**

Being so **QUICK-TO-ACT** that you overlook information that could be useful.

**Rash**

Being **SELF-CONFIDENT** to the point of being convinced you know best.

**Arrogant**

Being so **ADAPTABLE** that you let the situation dictate what you do.

**Compliant**

Being so **OPTION-ORIENTED** that you do not have a clear aim or direction.

**Indecisive**

Being so **SOCIABLE** that you disrupt or distract others.

**Intrusive**

Being so **LOYAL** that you overlook or ignore problems with plans or people.

**Blind**

Being so **INCLUSIVE** that it decreases the value of each person's participation.

**Indiscriminate**

Being so **FLEXIBLE** that other people cannot be sure about what you will do.

**Unpredictable**

Being so **RESERVED** in expressing yourself that you do not engage with people or issues.

**Distant**

Being so **OPEN-TO-CHANGE** that your priorities and principles are not clear.

**Inconsistent**

Being so **TOLERANT** that you come across as having no opinion or preference.

**Indifferent**

Being so **PRINCIPLED** that you don't yield, even on minor issues.

**Unbending**

Being so **SUPPORTIVE** that you give up your own interests and wishes for others.

**Self-Sacrificing**

Being so **DEVOTED** that you do what others want without question or resistance.

**Subservient**

Being so **TRUSTING** that you readily believe in people or things that you should not.

**Gullible**

Being so **CARING** for others' well-being that you give or do anything they ask.

**Submissive**

Being so **COMPETITIVE** that you confront people in a combative or argumentative way.

**Aggressive**

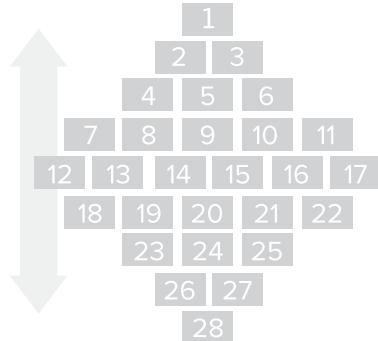
Being **RISK-TAKING** to the point of ignoring the potential consequences.

**Reckless**

## WORK PERSPECTIVE

The Overdone Strengths Portrait shows how others might perceive you when you overdo your strengths.

### Most Likely To Overdo at Work



### Least Likely To Overdo at Work

# Strengths & Reasons

Yu Xuan Deng

|  |  |   |  |   |  |   |
|--|--|---|--|---|--|---|
|  |  |   |  |   |  | WORK PERSPECTIVE  |
|  |  |   |  |   |  | This view of your Strengths Portrait connects each of your strengths to your Motivational Value System (MVS). Each strength has two examples why you would want to deploy it. |
| <b>CAUTIOUS</b><br>To save time or effort in the long run. To make sure there is a viable way forward.                     | <b>ANALYTICAL</b><br>To solve a complex problem. To be correct the first time and prevent rework.                    | <b>METHODICAL</b><br>To clarify your position regarding an issue. To lead people toward a logical course of action. | <b>FAIR</b><br>To achieve justice in process and outcomes. To establish a level playing field.                                 | <b>QUICK-TO-ACT</b><br>To avoid last-minute mistakes. So there is time later to revise the plan, if needed. | <b>ADAPTABLE</b><br>To preserve your ability to compete. To discard outdated or ineffective ideas.             |   |
| <b>SELF-CONFIDENT</b><br>To drive action from analysis. To begin a difficult endeavor and expect to win.                   | <b>OPTION-ORIENTED</b><br>To find a way around a constraint or limit. To increase efficiency and effectiveness.      | <b>PERSISTENT</b><br>To achieve a predetermined outcome. To change the situation to better suit your objectives.    | <b>TOLERANT</b><br>To test ideas against each other. To remain open until a clear solution is found.                           | <b>OPEN-TO-CHANGE</b><br>To adjust and improve your strategy. To be prepared for any potential opposition.  |  |   |
| <b>HELPFUL</b><br>So others' competence will increase. To speed up a process.  | <b>AMBITIOUS</b><br>To exceed performance standards and win. To prove the feasibility of your strategy.              | <b>SOCIALE</b><br>To break down barriers to interaction. To build stronger relationships in case things gets tough. | <b>INCLUSIVE</b><br>To align people's actions toward an agreed goal. To make sure you do not have to revisit a decision later. | <b>FLEXIBLE</b><br>To make progress on your overall strategy. To secure a future advantage.                 |  | <b>LOYAL</b><br>Because others are essential to your strategy. To affirm the understanding between you.   |
| <b>PRINCIPLED</b><br>To make sure that your actions are guided by reason. To prevent compromises that weaken the strategy. | <b>MODEST</b><br>Because you want to exceed expectations. So you do not over-commit yourself.                        | <b>PERSUASIVE</b><br>To get buy-in and avoid using power over others. So others will accept your logic.             | <b>SUPPORTIVE</b><br>To energize others to reach their potential. So others will understand their role in the strategy.        | <b>FORCEFUL</b><br>To compellingly communicate your strategy. To relentlessly pursue a goal.                |  |   |
|  | <b>RESERVED</b><br>To take enough time to clarify your own ideas. To avoid committing to something you might regret. | <b>COMPETITIVE</b><br>To test and refine your own skills. To get the optimal results from an opportunity.           | <b>RISK-TAKING</b><br>To drive innovative and creative thinking. To remove the biggest obstacles first.                        | <b>TRUSTING</b><br>So others will become stronger. To show how much you value others' abilities.            | <b>CARING</b><br>So others see that they are important to success. To energize others and improve performance. |   |
| <b>DEVOTED</b><br>To concentrate on actions that produce results. To include people who have similar goals.                |  |   |  |   |  |   |

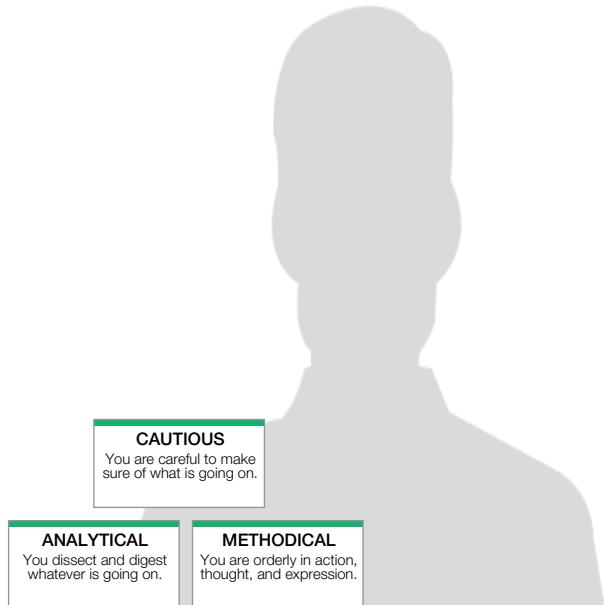


## Your Motives: **RED-GREEN**

You are motivated by intelligent assertiveness and fairness in competition. You have a strong desire to develop strategy and assess risks and opportunities.

# Yu Xuan Deng

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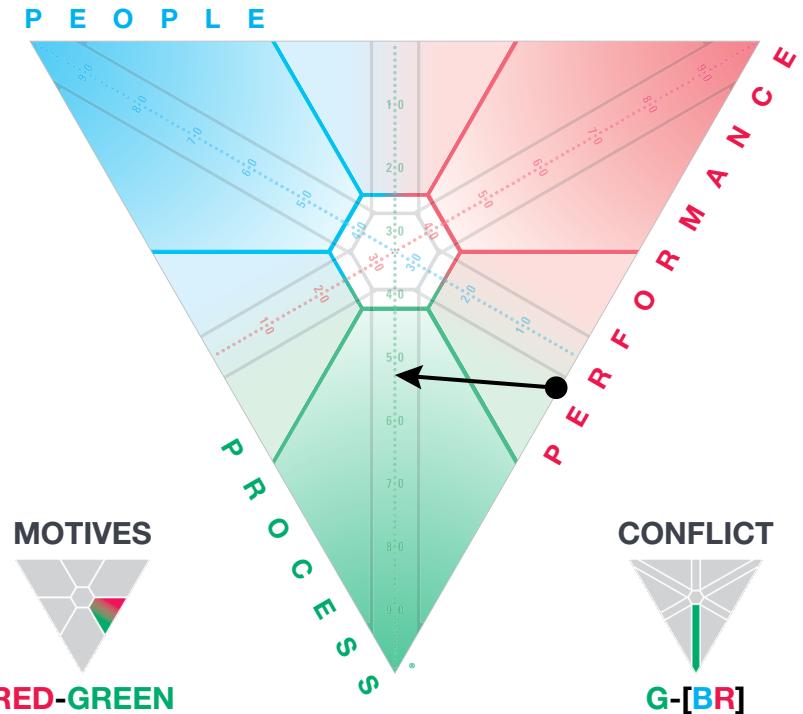


## Motivational Value System

You are motivated by intelligent assertiveness and fairness in competition. You have a strong desire to develop strategy and assess risks and opportunities.

### Communicating with me:

- Confidently communicate relevant facts that lead to justifiable action.
- Think strategically, logically, and impartially.
- Demonstrate understanding of the situation and get to the point quickly.



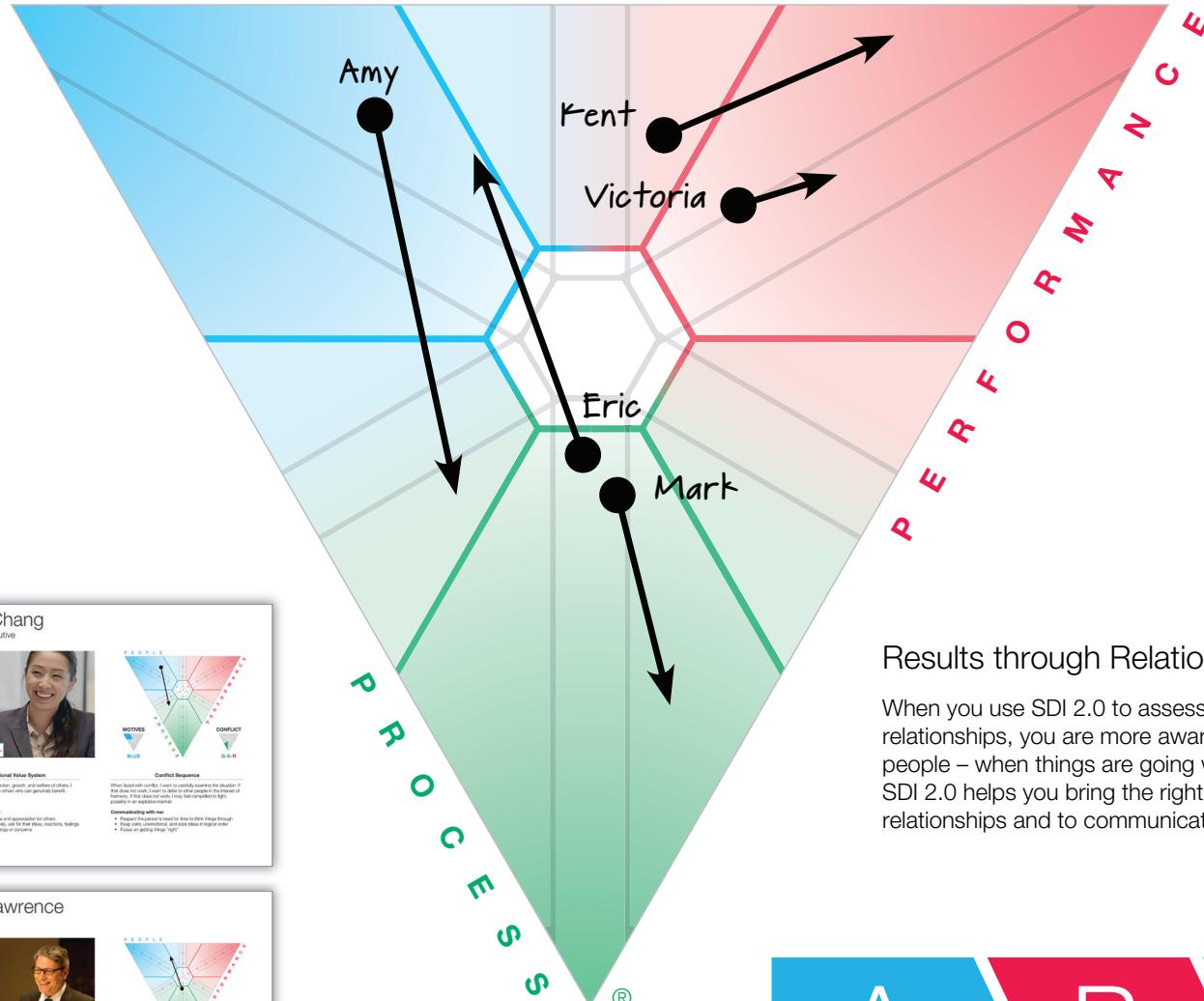
## Conflict Sequence

You want to maintain order and principles. If that does not work, you want to make a choice, depending on what's more reasonable in the situation: to give in with conditions or to forcefully engage.

### Communicating with me:

- Respect their need for time to think things through.
- Keep calm, unemotional, and state ideas in logical order.
- Focus on getting things "right."

P E O P L E



## Results through Relationships

When you use SDI 2.0 to assess motives in your relationships, you are more aware of what's driving people – when things are going well and during conflict. SDI 2.0 helps you bring the right strengths to your relationships and to communicate more effectively.



# Relationship Awareness Theory

Relationship Awareness Theory provides a simple, common language for people to understand the motives behind behavior, prevent and manage conflict effectively, and to engage in meaningful dialogue. When applied within teams and organizations, this language dramatically improves the quality of working relationships and workplace performance.

The SDI is based on a strong, valid theory of human motivation originally developed by psychologist and educator Dr. Elias Porter. The theory has four key concepts:

- ▼ Behavior is driven by motivation.
- ▼ Motivation changes in conflict.
- ▼ Strengths can be overdone.
- ▼ Filters influence perceptions

These foundational insights power individual and organizational learning.

## SDI Language

### MOTIVE

A purpose, drive, or underlying reason why something is done.

### MOTIVATIONAL VALUE SYSTEM

A system of motives that serves as a basis for choosing strengths, filtering information, and judging yourself and others. Every MVS is a blend of three primary motives: Blue (people), Red (performance), and Green (process).

### FILTER

A method of selective perception and evaluation of a situation.

### CONFLICT SEQUENCE

A series of changes in motives during conflict that typically results in a related series of changes in behavior. There are three stages in a Conflict Sequence. These stages are characterized by a concentration of energy and a diminishing focus as follows:

**Stage 1:** *focus on self, problem, and others*

**Stage 2:** *focus on self and problem*

**Stage 3:** *focus on self*

Conflict can be resolved or left unresolved in any stage.

### OPPOSITION

Disagreement, contrast, difference, resistance, or dissent. Opposition is not necessarily conflict, but it can grow into conflict when it gets personalized. Most conflicts have elements of opposition in them. Opposition can be productively engaged when things are going well.

### CONFLICT

A personal and emotional experience caused by a real or perceived threat to self-worth. The word conflict can also be used in everyday language to describe opposition; however, the SDI separates the two ideas and uses the terms as defined here.

### CONFLICT TRIGGER

An event, behavior, situation, or perception that threatens, or has the potential to threaten, a person's self-worth. People only experience conflict about things that are important to them; therefore, conflict triggers include the opportunity to learn about what matters to people. Conflict triggers also present an implied choice:

- to enter conflict based on the perceived triggers, or
- to reframe the situation so that threats are no longer perceived.

### STRENGTHS

Freely chosen behaviors that are intended to produce results. Strengths affirm the self-worth of people in relationships. Strengths do not affirm one person's self-worth at the expense of another. Strengths are productively motivated and effective.

### OVERDONE STRENGTHS

Behaviors that may be intended as strengths, but are perceived negatively by one or more persons. Strengths may be overdone (or perceived as overdone) in frequency, duration, or intensity. They may also be misapplied, or perceived as misapplied, depending on the context.

### CORE

Who you are. A system of motives that influence everything you see, feel, say, and do.

### RELATIONSHIPS

Working relationships are authentic connections.

### ACCOUNTABILITY

The skill of taking ownership and initiative in order to produce desired results.

### SYSTEMS

Processes that create and communicate expectations.

### OWNERSHIP

A choice to be committed to an outcome.

### INITIATIVE

To act and deliver on a commitment.



### ASSESS MOTIVES

- When Things are Going Well
- When There is Conflict

### BRING THE RIGHT STRENGTHS

- Know Your Reasons
- Prevent Overdoing

### COMMUNICATE IN THE RIGHT STYLE

- Effective Style
- Things to Avoid