

Lynn Wallenstein

November 29, 2016
GitHub
Internal Tools
Facilitated by Niki Lustig

**strength
deployment
inventory[®]**

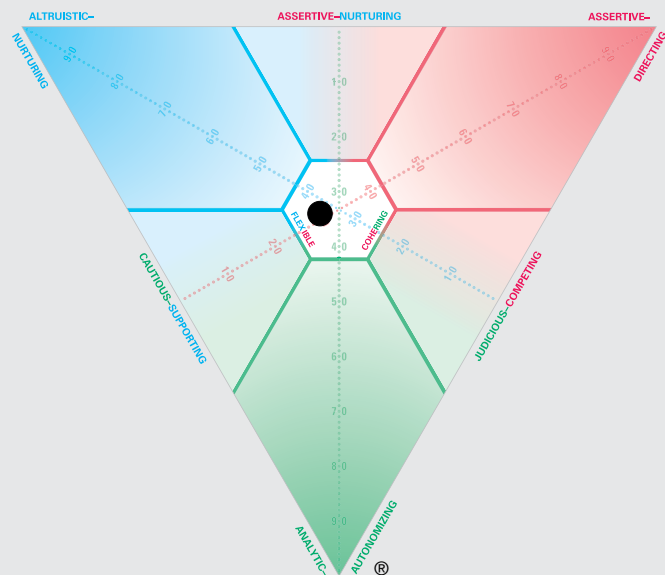
Internal Tools

This report provided by
GitHub
nikilustig@github.com



MVS RESULTS

Lynn Wallenstein



MOTIVATIONAL VALUE SYSTEM

36

Blue

34

Green

30

Red

My MVS is:



HUB

CONFLICT SEQUENCE



CONDITION #1: WHEN THINGS ARE GOING WELL

YOUR MOTIVATIONAL VALUE SYSTEM

Your Motivational Value System (MVS) dot is in the **HUB** region of the triangle.



HUB Flexible-Cohering

You are motivated by flexibility and adapting to others or situations. You have a strong desire to collaborate with others and to remain open to different options and viewpoints.

YOUR MOTIVES AND VALUES

As a person with a Hub (Flexible-Cohering) MVS, you achieve feelings of self-worth by finding and meeting the needs of groups, while staying open to all sides of situations.

You are flexible in your approach and responsive and adaptable in relating to others. You find common ground so you can meet the group's needs. You see all sides of a situation, demonstrating empathy with a variety of different types of people, situations, and challenges. You are tolerant, social, creative, and versatile. You value the power of building consensus.

You read situations and respond to them in situationally appropriate ways. You meet the needs of the moment while maintaining flexibility for the future. You promote cohesiveness by getting others together to share ideas. You want to unite people in a common cause, and you are willing to play whatever role is necessary to do so.

You coordinate your efforts with others in activities that involve closeness, clear lines of authority, and independent efforts. You are friendly, democratic, and playful. You value consensus and consider multiple points of view.

UNDERSTANDING YOUR RESULTS

The SDI helps you assess your motives and the strengths you use 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 Triangle represents your motives that drive your use of strengths when things are going well (Condition #1). Each person's MVS is a combination of three primary motives working together in a unique way to show the frequency with which people are motivated by concerns for People (Blue), Performance (Red), and Process (Green).

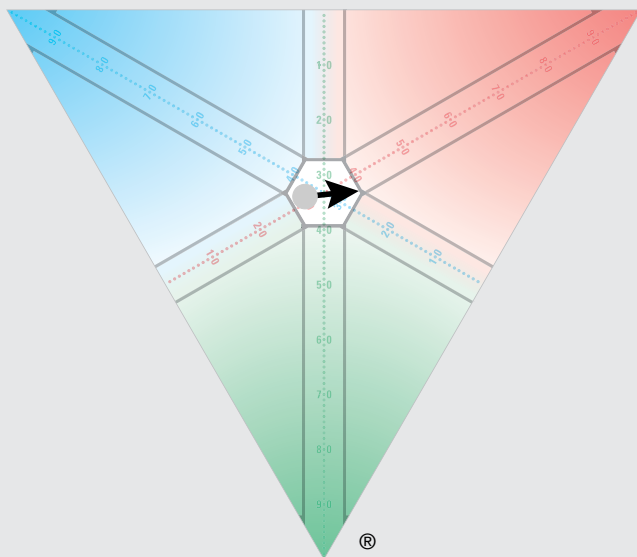
There are seven regions on the SDI Triangle—seven MVS groups. Each region is defined by the way the three motives blend in different proportions when things are going well.

THE IMPACT OF NEIGHBORING MVS REGIONS

Your Motivational Value System (MVS) dot is close to the **Blue-Green** region of the triangle. You may find that some parts of this MVS description also apply to you.

CONFLICT SEQUENCE RESULTS

Lynn Wallenstein



MOTIVATIONAL VALUE SYSTEM		
My MVS is:		
●	HUB	

CONFLICT SEQUENCE		
39	33	28
Red	Green	Blue
My CS is:		
➔	[BRG]	

CONDITION #2: WHEN FACED WITH CONFLICT

YOUR CONFLICT SEQUENCE

Your Conflict Sequence (CS) arrowhead is in the **[BRG]** region of the triangle.



[BRG] [Blue or Red or Green]

You want to determine the most appropriate response to each situation and choose an accommodating, assertive, or analytical approach. Your approach differs according to the situation, rather than following a fixed sequence.

3 STAGES
OF CONFLICT

1	[BRG]
2	[BRG]
3	[BRG]

HOW YOU EXPERIENCE CONFLICT

As a person with a [BRG] Conflict Sequence, you first define the context for the problem, so you can choose the most appropriate response. You may choose an accommodating, assertive, or analytical approach, depending on the situation. You remain open to others' suggestions and ideas. You want to be sure that no viable option is overlooked. You believe that the best way to show you care about the problem is to consider all aspects of it and to try to see all sides.

You want other people to be willing to compromise and collaborate. You do not want people to be rigid and inflexible in their approach to conflict.

If conflict progresses into your Stage 2 blend of Blue, Red, and Green, you redefine the context for the problem and choose to yield, argue, or wait, depending on what seems best. You feel that some people have limited views of the issue.

If conflict progresses to your Stage 3 blend of Blue, Red, and Green, you might give up, fight, or detach.

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 your change in behavior is less noticeable to other people.

UNDERSTANDING YOUR RESULTS

The SDI helps you assess your motives and the strengths you use 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 Triangle represents the sequence of motives you experience when faced with conflict (Condition #2). 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 thirteen possible Conflict Sequences. Each region is defined by the order in which motives are experienced during conflict.

WHAT DO THE BRACKETS MEAN?

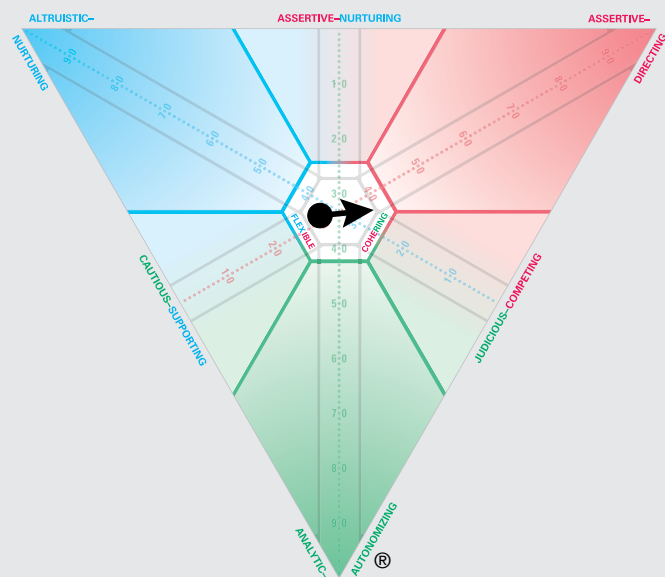
As a [BRG], your Conflict Sequence is one of seven sequences that have brackets. This means that the colors of motives within the brackets are equal or interchangeable. When you are in a stage of conflict that has a bracket, you typically choose one of the bracketed colors (or a combination of colors), based on how you see the situation.

THE IMPACT OF NEIGHBORING CS REGIONS

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

SDI RESULTS

Lynn Wallenstein



MOTIVATIONAL VALUE SYSTEM

36

Blue

34

Green

30

Red

My MVS is:



HUB

CONFLICT SEQUENCE

39

Red

33

Green

28

Blue

My CS is:



[BRG]

CONDITION #1: WHEN THINGS ARE GOING WELL

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CONDITION #2: WHEN FACED WITH CONFLICT

YOUR CONFLICT SEQUENCE

Your Conflict Sequence (CS) arrowhead is in the **[BRG]** region of the triangle.



[BRG]

[Blue or Red or Green]

You want to determine the most appropriate response to each situation and choose an accommodating, assertive, or analytical approach. Your approach differs according to the situation, rather than following a fixed sequence.

1	[BRG]
2	[BRG]
3	[BRG]

HOW YOU EXPERIENCE CONFLICT

As a person with a [BRG] Conflict Sequence, you first define the context for the problem, so you can choose the most appropriate response. You may choose an accommodating, assertive, or analytical approach, depending on the situation. You remain open to others' suggestions and ideas. You want to be sure that no viable option is overlooked. You believe that the best way to show you care about the problem is to consider all aspects of it and to try to see all sides.

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THE PATH BACK TO YOUR HUB MVS

Your path back to Hub from Stage 1 [BRG] may involve experimenting with different approaches that do not restrict future options.

Deploying Your Strengths Under Two Conditions

CONDITION #1: When Things Are Going Well (MVS)

Even if you don't know the MVSs of the people you interact with, you can still apply your understanding in all of your relationships.

FOCUS ON MOTIVES

In everyday conversations, ask questions that get people talking about their motives and reasons for doing things. Here are some sample questions:

- What do you want from this interaction or situation?
- What is important to you about this issue, situation, or approach?
- What triggers conflict for you in a situation or relationship?
- What do you intend to accomplish by doing this?

ADJUST YOUR FILTERS

When listening to others, be aware of language that shows their motives – and aware of the way your filter may cause you to see things.

- Listen for values, purposes, and reasons; which MVS type do they sound most like?
- Observe how others approach a new or unexpected situation.
- Observe what causes them concern or discomfort.
- Listen for priorities, intended outcomes, and interests.

DEPLOY YOUR STRENGTHS

Act and communicate in ways that help others know what you are trying to do, and how everyone will benefit.

- State your motivation, purpose, or intent when working with others.
- Choose strengths mindfully, especially when working with people whose MVSs are different from yours.
- Adjust the frequency, duration, or intensity of your strengths in different contexts to prevent them from being seen as overdone.
- Focus on outcomes and how everyone involved may value the outcomes differently.

CONDITION #2: When There is Conflict (CS)

When there is conflict, conversations can get more complicated (especially in Stage 2 or 3). The key to navigating conflict is to use conflict questions.

DISCOVER VALUES (focus on self)

These sample questions help you focus on what matters most to the person who is in conflict (and potentially move from Stage 3 to Stage 2).

- What's really important to you?
- How are you feeling now?
- What are your priorities?
- What do you think is wrong here?

DEFINE THE PROBLEM (focus on self and problem)

These sample questions help you learn how the person who is in conflict sees the situation (and potentially move from Stage 2 to Stage 1).

- What do you need to get this problem solved for you?
- What are some ways this could be resolved?
- Ideally, what would be the outcome of this?
- What would a minimally acceptable solution look like?

EXPAND THE FOCUS (focus on self, problem, and others)

These sample questions help you to include your needs and views in the conflict conversation (and potentially help others see the path back from Stage 1 to their MVS).

- May I share how I feel about this?
- May I express my priorities?
- Would you like to hear my ideal outcome?
- What would you like to know from my perspective?