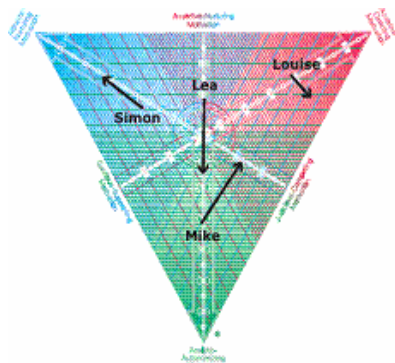


Find out what Floats your boat



'Minds are like parachutes – they only function when open' – Thomas Dewar

- ✚ Have you ever wondered what motivates you and others?
- ✚ Have you ever wondered why you behave in one way when things are going well, and another way when in conflict with others?
- ✚ Would you like to find out more through a personal coaching session or personal development programme ? – Then read on !



This programme offers a well-researched, clear and simple model that enables a better understanding of an individual's approach to conflict and its blind spots. It will show you a clear model of navigating through the conflict, improving both quality of life and personal effectiveness.

What is SDI ?

The SDI (Strength Deployment Inventory®) is a researched and validated self-discovery resource that is a great way to communicate about relationship issues in a non-threatening way.

Rather than just looking at behaviours, the SDI can help you to gain insights into why people do what they do so that you are able to relate more effectively, with improved understanding of the way others may respond to and perhaps misunderstand your behaviour.

Accepting & Non-threatening.

Knowing about the SDI helps you not just to change you as a person but to give you a better understanding of the range of behaviours you could choose and of the likely impact of these on others, so you become more productive with more people in more situations.

Our clients report that one of the main strengths of the SDI is its ability to create a non-threatening environment where people can discuss differences in personality and approaches. By doing this, people find ways to work more productively with each other, dramatically improving team effectiveness and communication.

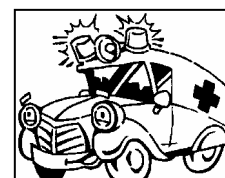
Easy to use, practical and highly accurate! The SDI is self-administered and self-scoring and includes thorough descriptions of the resulting scores. This encourages continuous learning as participants are able to refer to their SDI to gain insights into events in their personal or working relationships.

How the SDI works.

When completing an SDI the person responds to statements that look at the following 2 situations

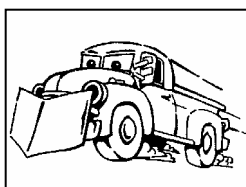
- When things are going well (in life, not just at work)
- When things are not going well (in life, not just at work)

There are no right/wrong answers or ideal scores. Each person's scores will position them in two areas on a unique coloured triangle which is then explained in terms of their Motivational Values (those core values that the person uses as a perceptual filter to judge themselves and others by and to build their self worth).



Why is motivation important?

Well, your behaviour will often be variable, depending on the circumstances and what you are seeking to achieve. It's this variability that gives us the opportunity to learn and develop more effective choices of behaviour for the future and the opportunity to change unproductive behaviour. However your underlying motivation remains constant and is therefore a more reliable reference to work with when seeking to understand intentions.



The Motivational Value Systems (MVS) are colour coded for ease of use and are memorable well after the actual SDI has been administered. The visual nature of the SDI scores when charted on the coloured triangle included in the SDI and the ability to chart multiple scores make this the ideal tool for use in one to one coaching or in a wider group setting.

For more information on **Strength Deployment Inventory** and to book your place on this course call us on: 01543-416242

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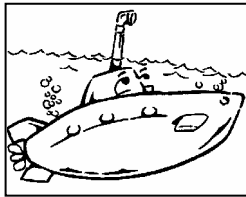
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You'll find listed below the typical concerns of each Motivational Value System (MVS).

What makes the SDI so easy to complete, remember and apply is that it uses 3 colours, Blue, Red & Green and their blends to represent the following 7 Motivational Value Systems (MVS):

- Altruistic-Nurturing (Blue)** The protection, growth and welfare of others. Looking for opportunities to support those who may need help.
- Assertive-Directing (Red)** Task accomplishment, organisation of people, time and money plus any other resources... to win out against opposition and be seen as an achiever. To get results
- Analytical-Autonomising (Green)** The assurance that things have been properly thought out, self dependence, taking time to get things "right", looking for ways to improve quality.
- Flexible-Cohering (Hub)** Flexibility, adaptability. Seeing the bigger picture, being part of the wider community Keeping options open, consensus and harmony within groups.
- Assertive-Nurturing (Red-Blue)** The protection, growth and welfare of others through task accomplishment and leadership. Enthusiasm for the development of others.
- Judicious-Competing (Red-Green)** Intelligent assertiveness, justice, order and fairness in competition. Strategic thinking where resources are used to achieve goals and outcomes.
- Supporting (Blue-Green)** Affirming and developing self-sufficiency in self and others. Concern for thoughtful helpfulness with regard for justice and fair and reasonable use of processes.



No MVS is better than any other, what motivates us does not limit our behaviour. In the service of our MVS we are able to draw behaviours from all colours of the triangle in order to achieve more productive outcomes. Describing each Motivational Value System by a colour provides a common language that bridges all cultural barriers. Regardless of what level or role you have in the organization, the SDI helps to facilitate conversations about interpersonal issues.

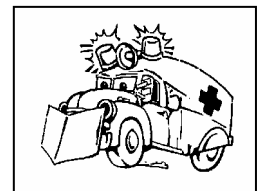
How to manage conflict effectively.

Frustrated customers, difficult suppliers, angry colleagues, inevitably as we relate with others, there will be potential for disagreement. When you use the SDI, it becomes much easier to resolve conflict before it becomes overwhelming or causes irretrievable damage to personal or organisational relationships.

As you use your SDI learning you will see how people change their priorities and their focus during conflict and how we each use behaviours that can be totally misread and make the situation worse. As people gain more SDI awareness this often results in a decrease in the conflict experienced in the workplace. That's why it's a great resource to build and maintain individual and team performance.

In summary, The SDI :

- Identifies what motivates every member of your team
- Shows the triggers that will get people into conflict and starts conversations about how to avoid this happening,
- Identifies the most productive response to maintain the team focus.
- Offers a non threatening way to communicate with each other.



This is what the SDI will provide for you and your teams, simple, memorable, practical and fun.

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