



Accredited  
Education  
and Training  
Provider  
3966



**Kavana** Consulting  
Practical Interventions that deliver results

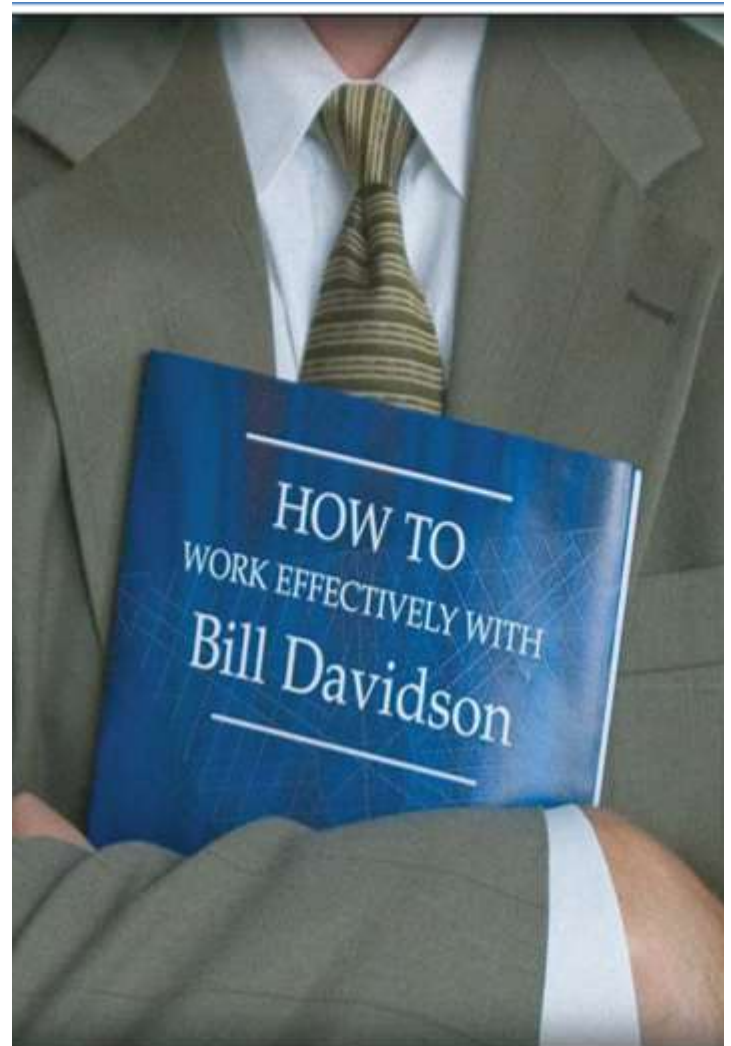
## “The Strengths Deployment Inventory”

An Instrument to Build Productive Individual and Team Relationships

Your Photocopier has one;  
So does your Cell Phone;  
Don't you wish your colleague's  
came with an Instruction Manual?

When company equipment isn't working  
properly, it's quickly repaired.

Shouldn't the same be true for your  
organisation's most valuable resource —  
its people?



*The ability of companies to survive and thrive amidst all this turmoil is directly linked to the degree to which staff can communicate effectively with one another*  
– Theusen Kruger

## What is the Strengths Deployment Inventory (SDI)?

The SDI was developed by world-renowned psychologist, Dr Elias Porter to help build productive relationships and manage conflict by providing a window into the motivation that drives behaviour.

**S**trength..... it helps people identify their motivations in relating to others, under two conditions:

- 1: When everything is going well
- 2: When things are not going well and there is conflict

**D**eployment.... means to move strategically or to take position for effective action;  
to identify ways to use your personal strengths to improve relationships with others

**I**nventory ...the SDI is not a test with right or wrong answers... it is an inventory for understanding how we feel and act in different situations.. it is a self-discovery tool.

## Why the SDI?

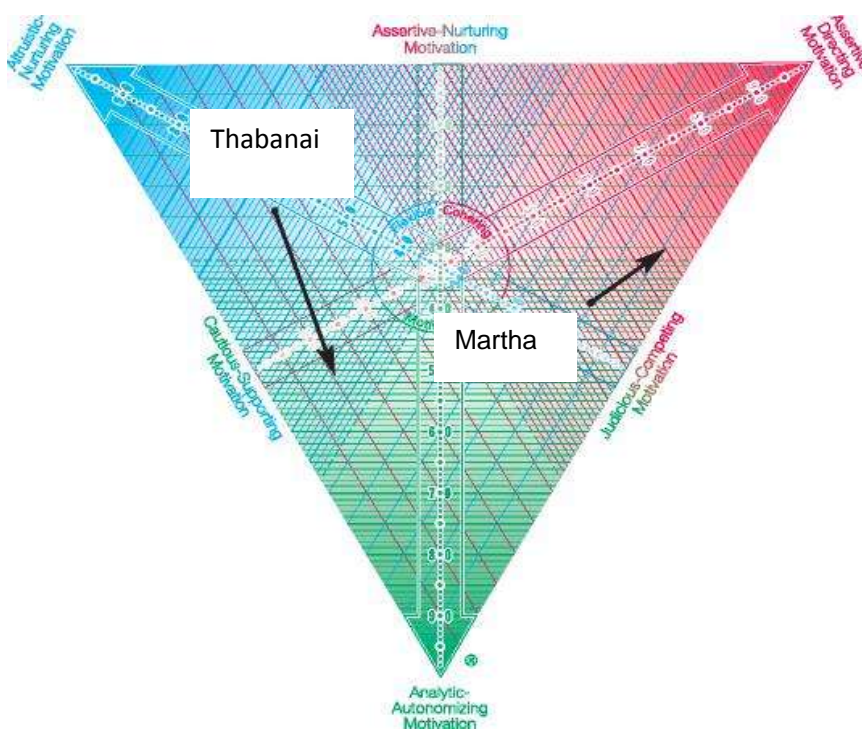
The SDI was developed with the understanding that the quality of an organization is impacted by the effectiveness of its relationships. People can work together more effectively when they better understand themselves and co-workers and feel more in control of their own behavior choices—both when things are going well and during conflict.

## The SDI:

- ◆ Makes you more aware of why you and others behave the way they do
- ◆ Increases your awareness of the impact you have on others feelings and in so doing, empowers you to manage the outcomes of your relationships
- ◆ Helps you understand what's important to people so that you can more accurately interpret other's actions and words
- ◆ Improves personal and team effectiveness by helping you choose better behaviours and approaches in your communication
- ◆ Gives insight into each other's personal and management and leadership styles and how this impacts organisational culture, and ultimately performance.
- ◆ Empowers you to communicate in a way that achieves the results you desire

## Who would benefit from the SDI?

- ◆ The SDI has been used to help **individuals and organisations** for over 30 years. Countless companies from the entire spectrum of industries have found value in Relationship Awareness training and the SDI.
- ◆ The SDI is also the only tool that displays results as **a group**. The exclusive graphical scoring method allows participants to see their own results and the dynamics of their **entire team** in a common scoring triangle. In vivid color, individuals learn how differences in relating styles represent the individual strengths and diversity of themselves as individuals and as a team. It also highlights how these differences might lead to conflict and misunderstanding. Plus, by measuring motivation and conflict, the SDI is actually two assessments in one.
- ◆ **Managers and Leaders** can gain tremendous insight into how their personal style affects how they manage and lead and what they focus on. This in turn has a significant impact on organisational and team culture, work relationships and overall productivity.
- ◆ The SDI can be used as a valuable tool for a wide variety of interventions, including: **Team building** and **relationship building**, **training programmes**, **stand-alone interventions**, **conflict situations**, **leadership and management sessions** and personal and organisational **styles/culture assessments**.



“As my awareness increases, my control over my own being increases”  
- Will Shultz