



Strength Deployment Inventory.



HEALTHY RELATIONSHIPS DRIVE RESULTS

Workplace relationships are crucial to people's well-being and performance at work. The Strength Deployment Inventory® (SDI)® is a personality assessment that provides insights about you and how you relate to others.

It measures your motives, how you experience conflict, your strengths, and how your strengths can limit effectiveness when overdone. With these four views, it delivers personalised insights to help you and those you work with build trust and form productive relationships.



WHAT IS THE SDI WORKSHOP?

The Strength Deployment Inventory® Workshop is built on the SDI, a workplace personality assessment that helps people better understand themselves and others for healthier relationships and more productive interactions. During the workshop, learners explore their Motivational Value System (MVS), Conflict Sequence, Strengths, and Overdone Strengths to build Relationship Intelligence — the ability to notice what's happening in interactions to build more effective relationships.

The virtual workshop is an engaging, insight-rich experience designed for learners at all levels and is especially impactful for people who work closely together. Through exercises, videos, personal reflection, and breakout discussions, learners gain greater self-awareness and practical tools to strengthen everyday working relationships. Delivered in a 3.5-hour virtual session, the workshop combines the convenience of virtual learning with the benefits of live facilitation to meet the needs of today's workplace.

Workshop Details

The virtual experience of the SDI workshop increases self-awareness and understanding of others through exercises, videos, prompts for personal reflection, and group discussions that challenge perspective to reveal how our difference, when understood, can create more effective outcomes.

WORKSHOP MATERIALS

SDI assessment

Access to the SDI Platform

Post-workshop SDI
Conversation Planner

What's the next step?

If you're interested in becoming an SDI certified facilitator, contact us to learn more. Visit us at CrucialDimensions.com.au

30 mins **LESSON 1: RELATIONSHIP INTELLIGENCE THROUGH THE SDI**

- Learn how the four views of the SDI build relationship intelligence.
- Explore the everyday differences that cause friction and confusion in the workplace.

45 mins **LESSON 2: MOTIVES** What Drives You When You're at Your Best

- Gain insight into the motives that drive you and shape how you interpret situations.
- Recognise the motives of others and how to extend positive regard when motives differ.

55 mins **LESSON 3: CONFLICT** When it Feels Like Your Values are Under Attack

- Recognise the difference between disagreements and true conflict—when what you value feels threatened.
- See the impact of worsening conflict as our focus narrows and we become more self-protective.
- Understand the different approaches people take in conflict — and how those patterns affect outcomes.

40 mins **LESSON 4: STRENGTHS** Behaviours That Lead to Effective Outcomes

- Identify the behaviours used most often to get results in the workplace and connect them to your motives.
- Develop appreciation for how others use different strengths to achieve results.

40 mins **LESSON 5: OVERDONE STRENGTHS** Well-Intended Behaviours Used in Excess

- Notice when strengths are overused and begin to undermine effectiveness in relationships.
- See the positive intentions in overdone strengths by connecting to the productive version of the strength.

END OF WORKSHOP

