

Relationship Intelligence

Core Strengths SDI 2.0



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

**LGHN
Conference**

January 27 – 29, 2025

Mesa Convention Center
MESA, ARIZONA

Agenda

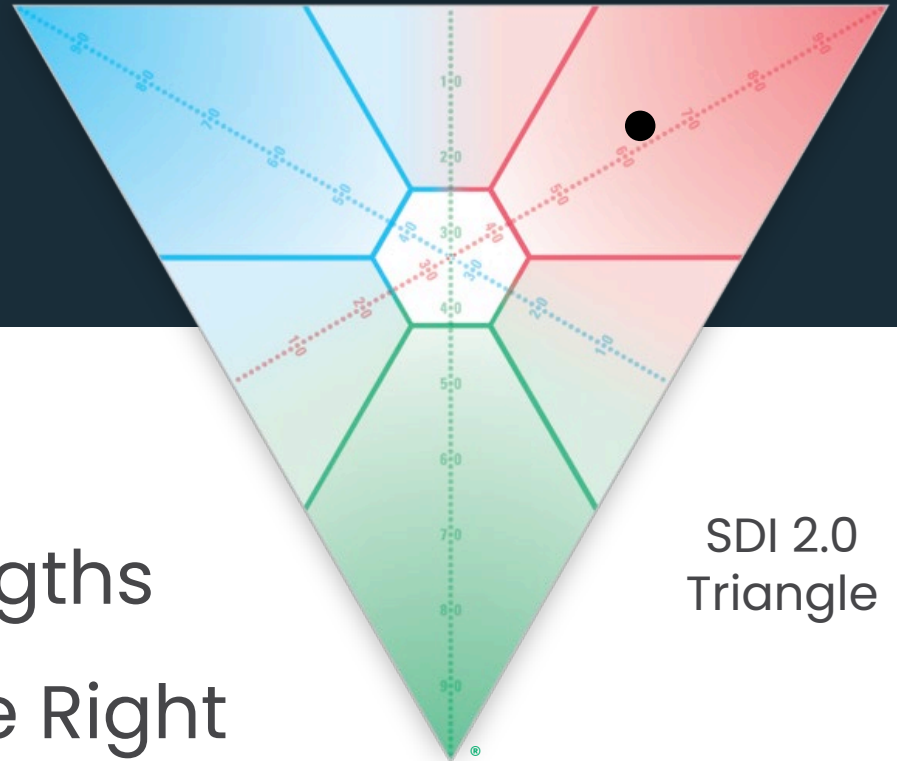
- Review individualized reports
- Motivational Value System
- Conflict Sequence
- Strengths Portrait
- Questions



Core Strengths SDI 2.0

Core Strengths SDI 2.0

- A – Assess Motives
- B – Bring the Right Strengths
- C – Communicate in the Right Style



SDI 2.0
Triangle

Team Activity: New Employee

A new employee, Diego, is hired into the department in your area. They've never worked in local government and are new to your jurisdiction. They bring a great deal of transferable experience and are excited for the new opportunity.

Your goal is to show this employee around and introduce them to your department, culture, and norms and values. Which two strengths should you use while assisting with the initial onboarding?

Strength 1, Strength 2



Team Activity: New Employee

A new employee joins the team. They are new to your jurisdiction and local government but have a solid amount of experience.

Your goal is to show this employee around and introduce them to your department, culture, and norms and values. Which two strengths should you use while assisting with the initial onboarding?

Strength 1, Strength 2

Rules

Everyone must participate.
You must agree on two strengths.

Strengths

PRINCIPLED

LOYAL

TOLERANT

PERSUASIVE

SUPPORTIVE

METHODICAL

SOCIABLE

SELF-
CONFIDENT

Team Activity: New Employee

The employee has been on a month and seems to be doing well interpersonally but is still working their way up a steep learning curve. They went directly to your supervisor with a suggestion on how you can improve your performance based on their early observations.

You're asked by your supervisor to meet with the employee and see what they have to say. What strengths would you use during the connection with this employee?

Strength 1, Strength 2

Rules

Everyone must participate.
You must agree on two strengths.

Strengths

PRINCIPLED

LOYAL

TOLERANT

PERSUASIVE

SUPPORTIVE

METHODICAL

SOCIABLE

SELF-
CONFIDENT

Team Activity: New Employee

We're now at the six-month mark and, as part of your development trajectory, you've been tasked with providing some peer coaching and mentorship to this employee to continue their growth and comfort.

You are hoping to demonstrate your leadership abilities and position yourself for advancement. What strengths would you use while assisting in the development of this employee?

Strength 1, Strength 2

Rules

Everyone must participate.
You must agree on two strengths.

Strengths

PRINCIPLED

LOYAL

TOLERANT

PERSUASIVE

SUPPORTIVE

METHODICAL

SOCIABLE

SELF-
CONFIDENT

Reflection

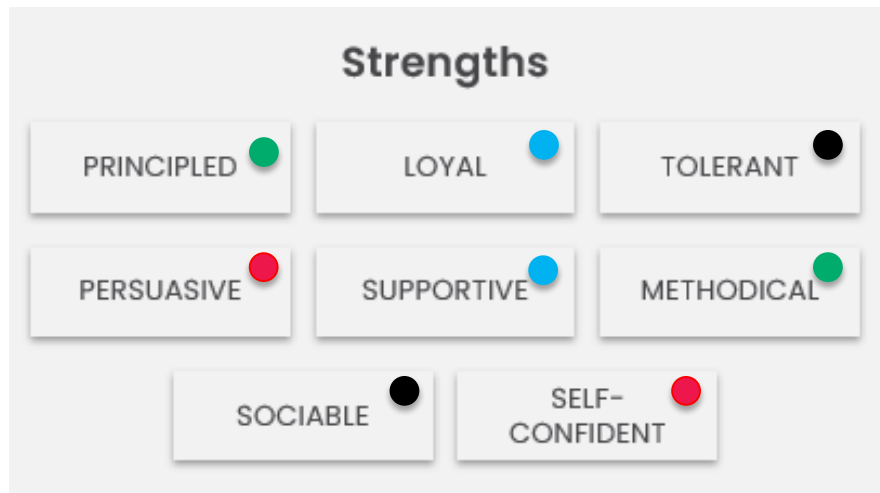
Strength 1, Strength 2

Strength 1, Strength 2

Strength 1, Strength 2

Discuss with your team:

1. Did you achieve the goal?
2. What changed between each attempt?
3. How did you decide on the two strengths?
4. Did any of the strengths carry through all three scenarios?



Results through Relationships

Relationships

A connection between people built on a foundation of shared experiences, interactions, and expectations

Past



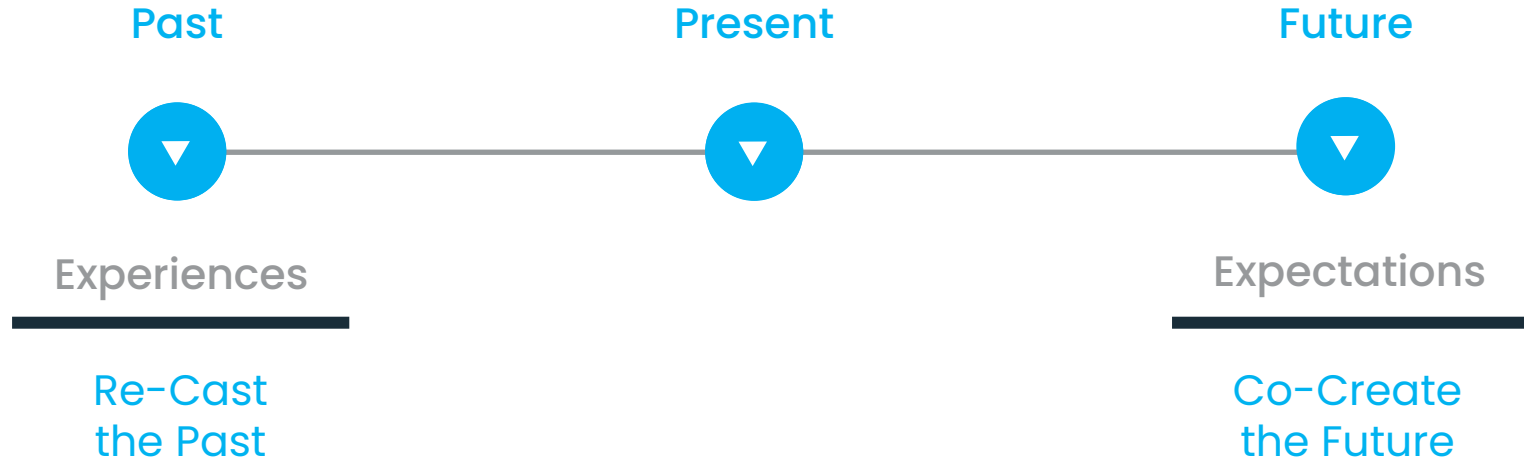
Present



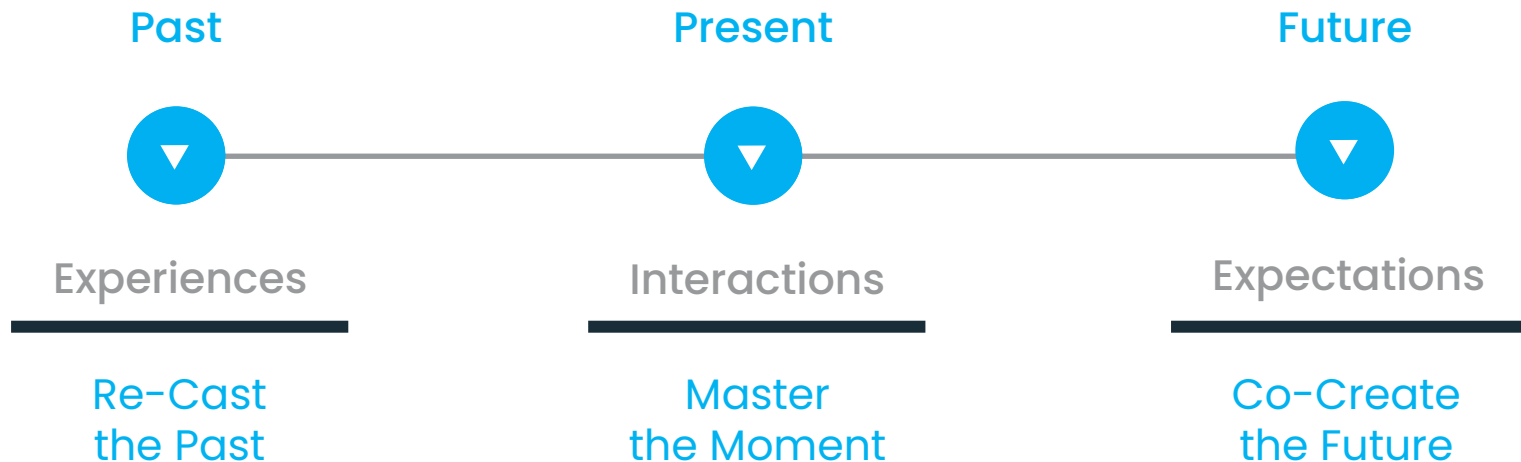
Future



Results through Relationships



Results through Relationships



Relationship Intelligence (RQ)

Insight for adjusting your approach to make interactions more effective.



SDI 2.0 Results Motivational Value System (MVS)

Strengths & Motives

To understand **strengths**...
...we need to know the
motives that anchor them.



SDI 2.0 and Three Core Motives

BLUE

RED

GREEN

Condition 1:
When Things
Are Going Well

Condition 2:
When Things
Are in Conflict

Condition 1: Going Well



Everyone has a **blend**
of three motives:

PEOPLE

A drive to **help others**

PERFORMANCE

A drive to **achieve results**

PROCESS

A drive to **establish order**

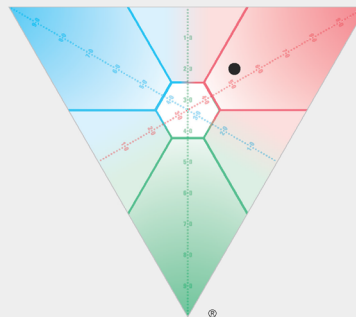
SDI 2.0 Results: Motives



ACTIVE

Motives

Victoria Patel



MOTIVATIONAL VALUE SYSTEM

53	27	20
Performance	People	Process
My MVS is:		
● RED		

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 Performance

You are motivated by task accomplishment and achieving results. You have a strong desire to set goals, take decisive action, and claim earned rewards.

YOUR MOTIVES AND VALUES

As a person with a **Red MVS**, you achieve feelings of self-worth by being a successful leader of others and by providing direction to achieve results.

You are an achiever in the face of competition. You understand that you must be clear about your goals and give direction to achieve those goals. You exercise power and control, set high performance standards, and take decisive action. You believe the bigger the game, the greater the need to rally support to achieve success. You value the power of productively directing others.

You succeed in a world where opportunities are constantly being discovered and where challenges are revealed so they can be overcome. For you, a missed opportunity equals failure. You want to rise to positions of ever-increasing authority, thereby creating platforms for ever-widening spheres of influence and responsibility.

You have a desire to accomplish things and direct others—but not at the expense of others. You believe that competition is the “name of the game” and that winning—both the goals that you seek and the loyalty of others—is the real measure of success.

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.

If your dot is close to a border
“The Impact of Neighboring Regions”

More About Your Motives

Review your Motives at a Glance.

Mark all that apply:

- What You Do
- Feelings and Ideals
- Conflict Triggers



Victoria Patel



RED: Performance

Assertive-Directing: You are motivated by task accomplishment and achieving results. You have a strong desire to set goals, take decisive action, and claim earned rewards.

Assertive: confidently self-assured and forceful.

Directing: giving authoritative instruction or guidance.

Mark the statements that are true for you:		
WHAT YOU DO	FEELINGS AND IDEALS	CONFLICT TRIGGERS
<ul style="list-style-type: none"><input type="checkbox"/> I compete for authority, responsibility, and positions of leadership.<input type="checkbox"/> I accept risk-taking as necessary and desirable.<input type="checkbox"/> I exert power and control to achieve results.<input type="checkbox"/> I challenge the opposition, actively engaging them to overcome resistance.<input type="checkbox"/> I exercise persuasion, using arguments to convince and direct.<input type="checkbox"/> I set goals and deadlines, allocate tasks, and monitor progress.<input type="checkbox"/> I seek out opportunities that others miss.<input type="checkbox"/> I take quick action, seeking immediate results.<input type="checkbox"/> I claim the right to earned rewards when the results are delivered.<input type="checkbox"/> I expect recognition if I have directed things to a successful conclusion.	<ul style="list-style-type: none"><input type="checkbox"/> I feel best about what I am doing when in the position of providing leadership and I am able to set the goals for and direct the actions of others.<input type="checkbox"/> I identify with and feel most at ease with people who clearly understand the productivity behind the exercise of power, control, and competition.<input type="checkbox"/> Ideally, I would like to be more considerate of other people's feelings and rights, more given to thinking things through before committing myself to a course of action.<input type="checkbox"/> Ideally, I would like to avoid ever being a glib person or a person who is indecisive and unable to act.<input type="checkbox"/> I feel most rewarded by others when they treat me as a strong and ambitious person, a winner, and one who deserves the opportunity to provide leadership and direction.	<ul style="list-style-type: none"><input type="checkbox"/> Others do not view me as strong, ambitious, and deserving of the opportunity to provide leadership and direction.<input type="checkbox"/> A goal is missed because of unnecessary, time-consuming collaboration or emotional considerations.<input type="checkbox"/> Others do not clearly understand the productivity behind the exercise of power and control.<input type="checkbox"/> Others view my love of competition as unhealthy rivalry.<input type="checkbox"/> People appear glib, indecisive, or incapable of action.<input type="checkbox"/> Others are unwilling to stand up for themselves.<input type="checkbox"/> Others keep a shell of reserve around themselves that I cannot penetrate.<input type="checkbox"/> Behaviors directed at making everyone winners are viewed as unfeeling and/or dictatorial.<input type="checkbox"/> Others view my desire for an immediate outcome as irrational and uncaring.<input type="checkbox"/> Relationships are clouded with emotions that confuse issues and make the right choice of action difficult.

Activity:

Assessing MVS

1. Share positive feedback you've received from others.
2. Describe when you are most engaged at work.
3. What triggers conflict for you?

MVS Color

1. Positive feedback...
2. Most engaged...
3. Conflict triggers...

Blue MVS

- Desire to **help others** can genuinely benefit.
- Motivated by the protection, welfare, and **growth of others.**



Red MVS

- Motivated by **task accomplishment** and achieving results.
- Desire to set goals, take **decisive actions**, and claim earned rewards.



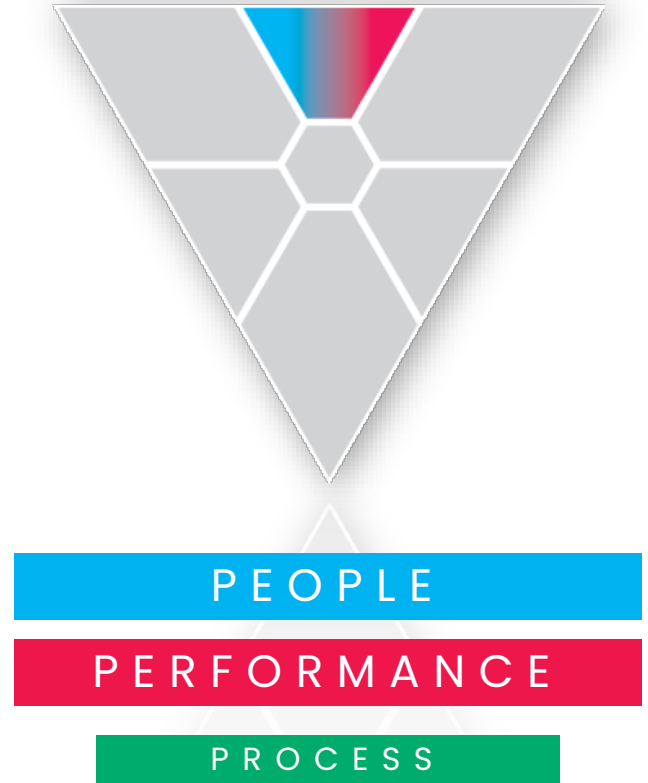
Green MVS

- Motivated by meaningful order and **thinking things through**.
- Desire to pursue independent interests, to be **practical and fair**.



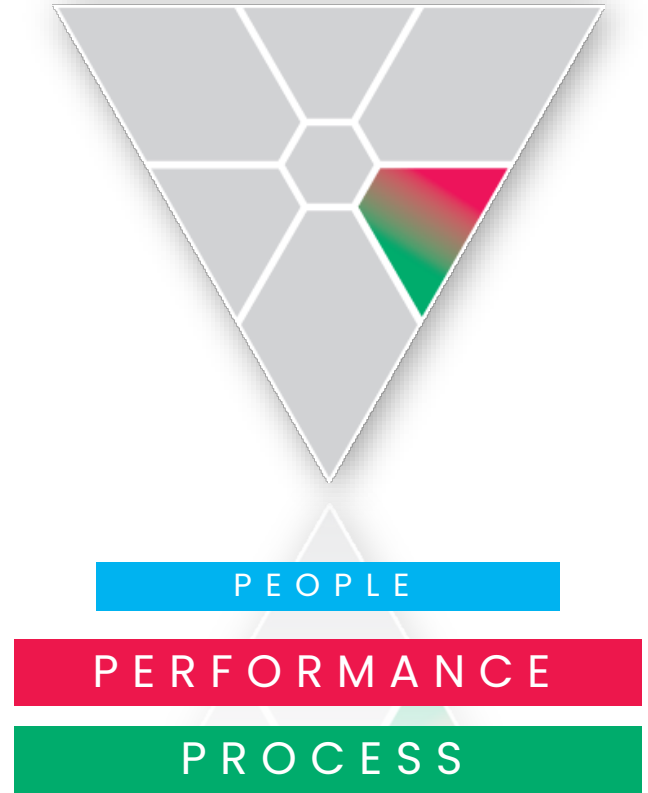
Red-Blue MVS

- Motivated by the **maximum growth** and **development of others**.
- Desire to direct, persuade, or **lead others** for **the benefit of others**.



Red-Green MVS

- Motivated by intelligent assertiveness and **fairness** in **competition**.
- Desire to develop strategy and **assess risks** and **opportunities**.



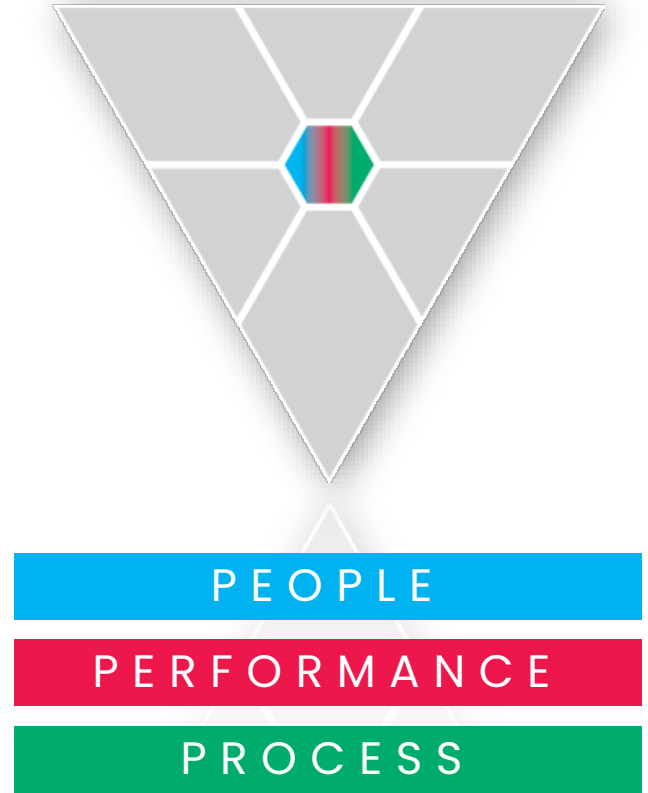
Blue-Green MVS

- Motivated by **developing self-sufficiency** in others and self.
- Desire to **analyse** the **needs of others** and to help them help themselves.



HUB MVS

- Motivated by flexibility and **adapting to others** or situations.
- Desire to collaborate with others and to remain **open to different viewpoints** and options.



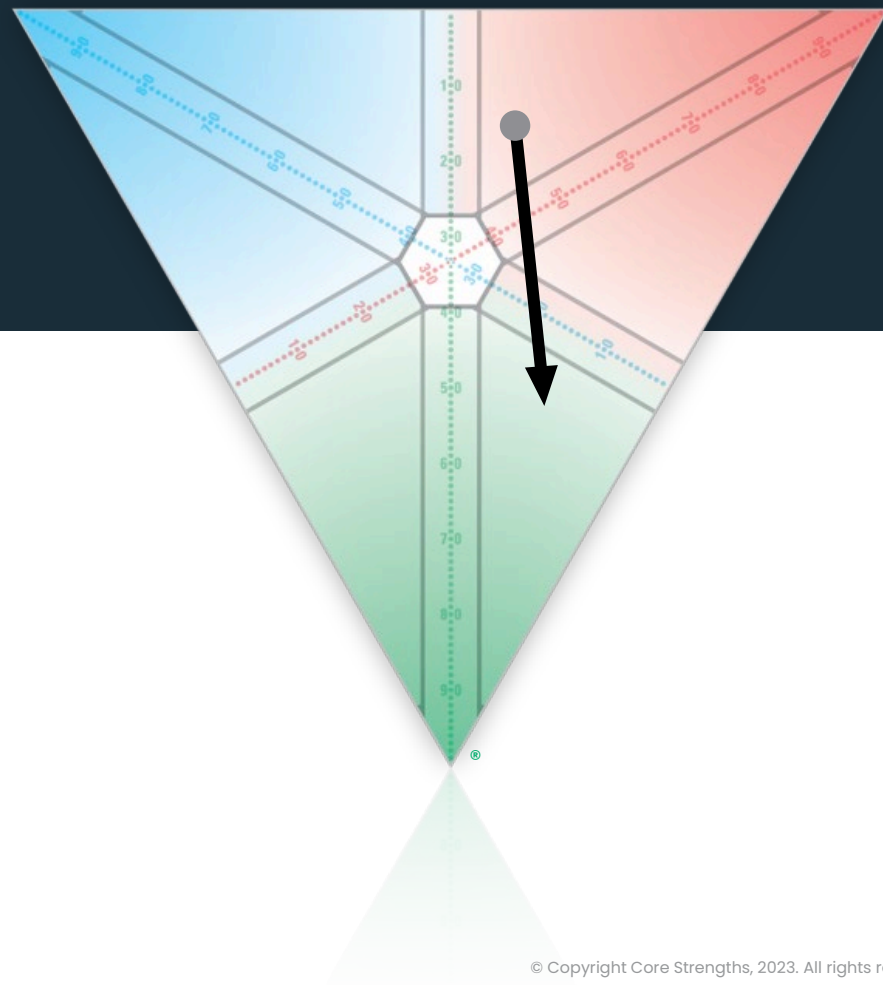


SDI 2.0 Results Conflict Sequence

SDI 2.0

Assess Motives in Conflict

The SDI 2.0 creates a picture of your changing motives in conflict.



Motives in Two Conditions

Condition 1:

When Things Are Going Well

PEOPLE

PERFORMANCE

PROCESS

All three motives blend

Condition 2:

When There Is Conflict

Motives work in sequence

A Conflict Sequence Has Three Stages

Conflict Sequence

Conflict Stage	Focus On
1	Self, Problem, & Others
2	Self, Problem, & Others
3	Self, Problem, & Others

A Conflict Sequence Has Three Stages

Conflict Sequence

Conflict Stage	Focus On
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A Conflict Sequence Has Three Stages

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A Conflict Sequence Has Three Stages

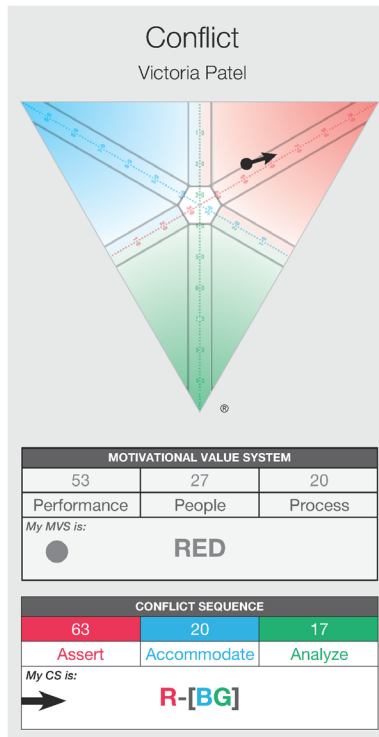
We get the best results
in Stage 1 Conflict...

...before the **Problem**
and **Others** drop out of
focus.

Conflict Sequence

Conflict Stage	Focus On
1	Self, Problem, & Others
2	Self, Problem, & Others
3	Self, Problem, & Others

SDI 2.0 Results: Conflict Sequence



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.

R-[BG] Red-[Blue or Green]

You want to assert your rights and win. If that does not work, you want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what you can.

3 STAGES OF CONFLICT	
1	R
2	[BG]
3	[BG]

HOW YOU EXPERIENCE CONFLICT

You engage the issue or other people as quickly as possible. You feel a sense of urgency, and want a quick resolution. You are direct and assert your rights. You want to be sure that some action is taken. You believe that the best way to show you care about the problem is to respond immediately, before the problem can get worse.

You want other people to be direct, listen to your view, and take action. You do not want people to withdraw, take too long to decide, or try to minimize the issue.

If conflict progresses to your Stage 2 blend of Blue and Green, you may accommodate with conditions or analyze the situation, depending on how important the results are to you. You feel that others don't share your priorities and that you need to decide what matters most to you.

If conflict progresses to your Stage 3 blend of Blue and Green, you distance yourself from the issue or others.

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 the change from your **Red MVS** to your **Stage 1 Red** can be difficult to notice.

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 **R-[BG]** 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.

If your arrowhead is close to a border

Validate

Mark all that apply to your Stage 1 Conflict

Victoria Patel



R-[BG]: Stage 1 Conflict

When faced with conflict, I want to assert my rights and win. If that does not work, I want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what I can.

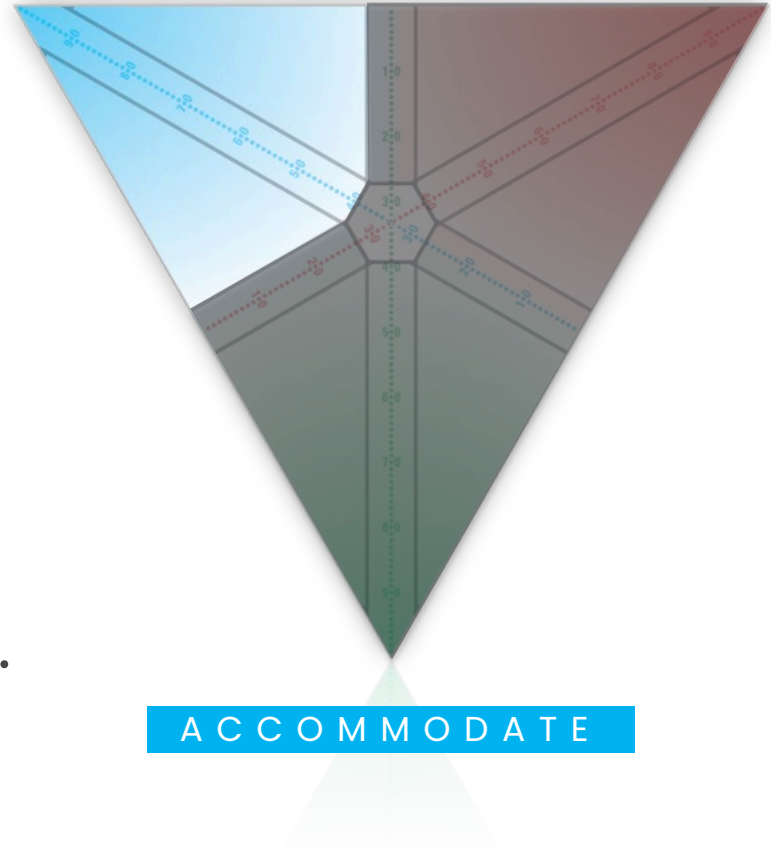


Mark the statements that are true for you when you are experiencing each stage of conflict:

STAGE 1: Self, Problem, Others	STAGE 2: Self, Problem, Others	STAGE 3: Self, Problem, Others
<p>R-[BG] <i>Wanting to assert oneself.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I want to rise to the challenge being offered. <input type="checkbox"/> I feel energized and want to get things started right away. <input type="checkbox"/> I am certain about what needs to be done. <input type="checkbox"/> I want other people to see how urgent the situation is. <input type="checkbox"/> I want to solve the problem as quickly as possible. <input type="checkbox"/> I am focused on the need for action and results. <input type="checkbox"/> If others delay or don't respond, it could send me into my second stage of conflict. 	<p>R-[BG] <i>Wanting to conditionally give in or defer to others, or to disengage from others or clarify the issue.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I am frustrated by a lack of action or results. <input type="checkbox"/> I want to wait and let things settle down. <input type="checkbox"/> I become reflective and analyze my role in the conflict. <input type="checkbox"/> I may alternate accommodating or analytical approaches until something works. <input type="checkbox"/> I feel the need to balance or prioritize between harmony and logic. <input type="checkbox"/> I believe that backing down or yielding on minor issues will create progress or stop things from getting worse. 	<p>R-[BG] <i>Feeling driven to give up or to retreat.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> I feel a need to distance myself from the situation or others. <input type="checkbox"/> I wait until I can see a clear path forward. <input type="checkbox"/> I want to end the conflict with the least damage possible. <input type="checkbox"/> It seems that I have no choice but to make concessions. <input type="checkbox"/> I don't want to be forced to into a decision.

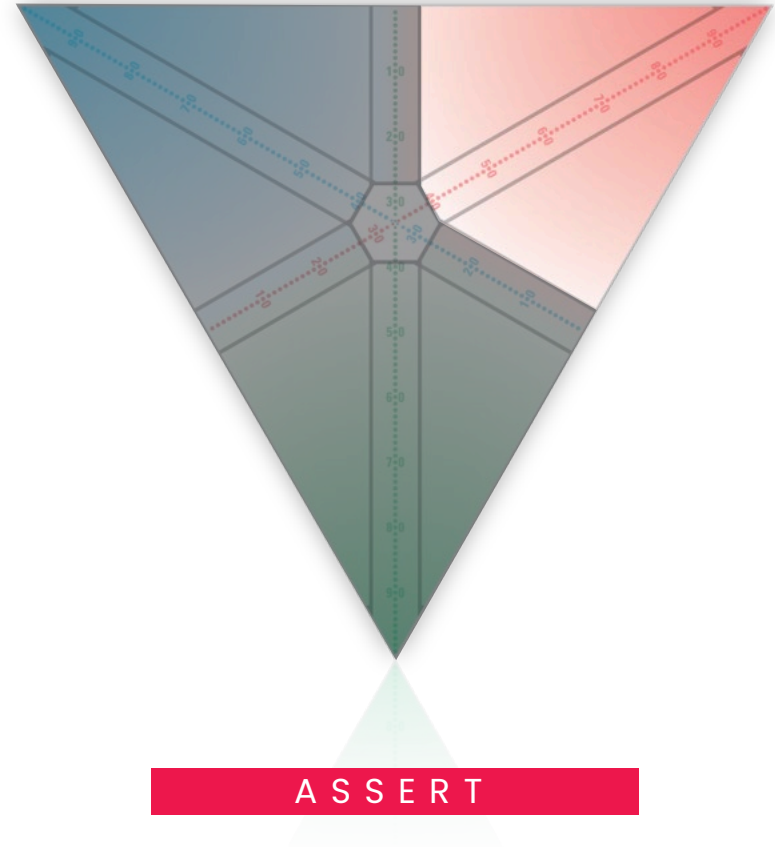
Stage 1 **Blue**

- **Accommodate** others.
- **Maintain peace,** harmony, and goodwill.



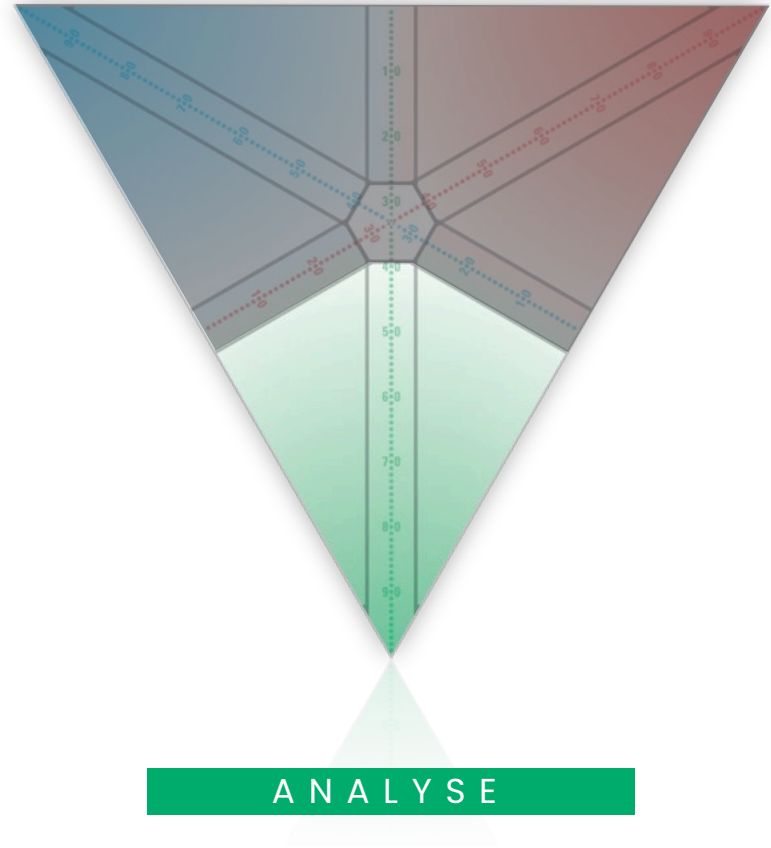
Stage 1 Red

- **Assert** rights and **challenge** conflict directly.
- **Prevail** through competition.



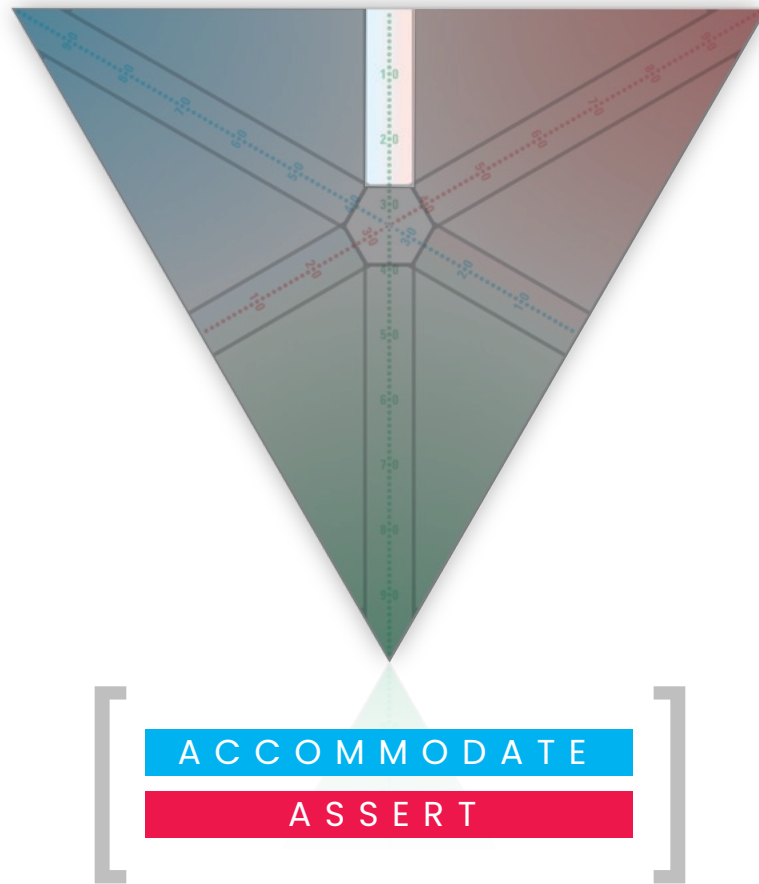
Stage 1 Green

- **Analyse** the situation carefully and logically
- **Maintain order** and principles.



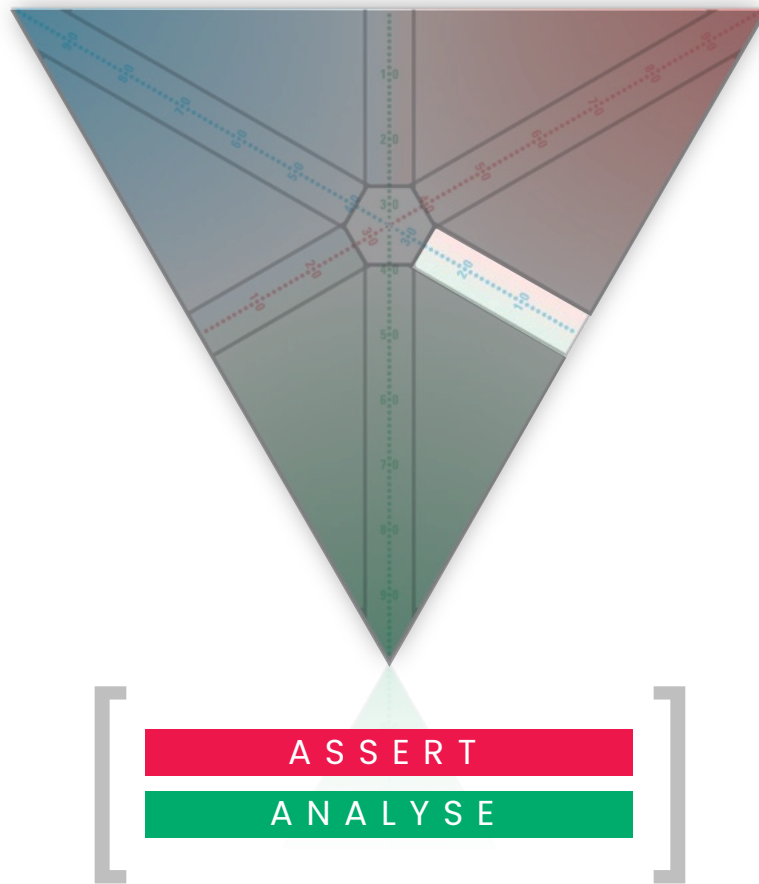
Stage 1 [BR]

- Press **assertively**
maintain **harmony**
and good will, but do
not want to sacrifice
results for harmony



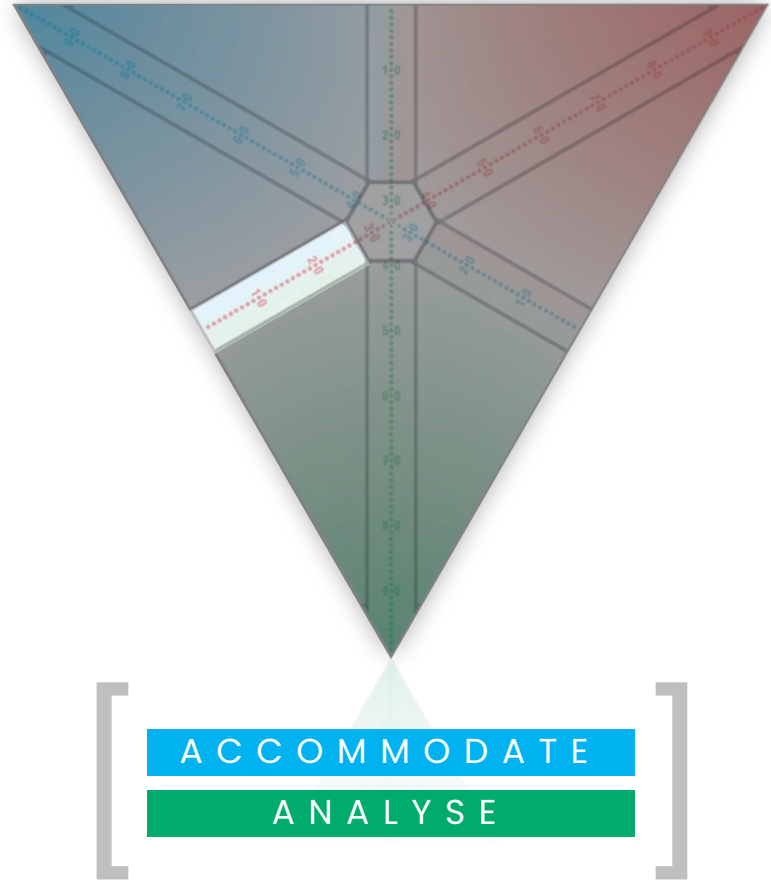
Stage 1 [RG]

- Engage conflict **quickly**, but indirectly, with **thoughtful** strategies.



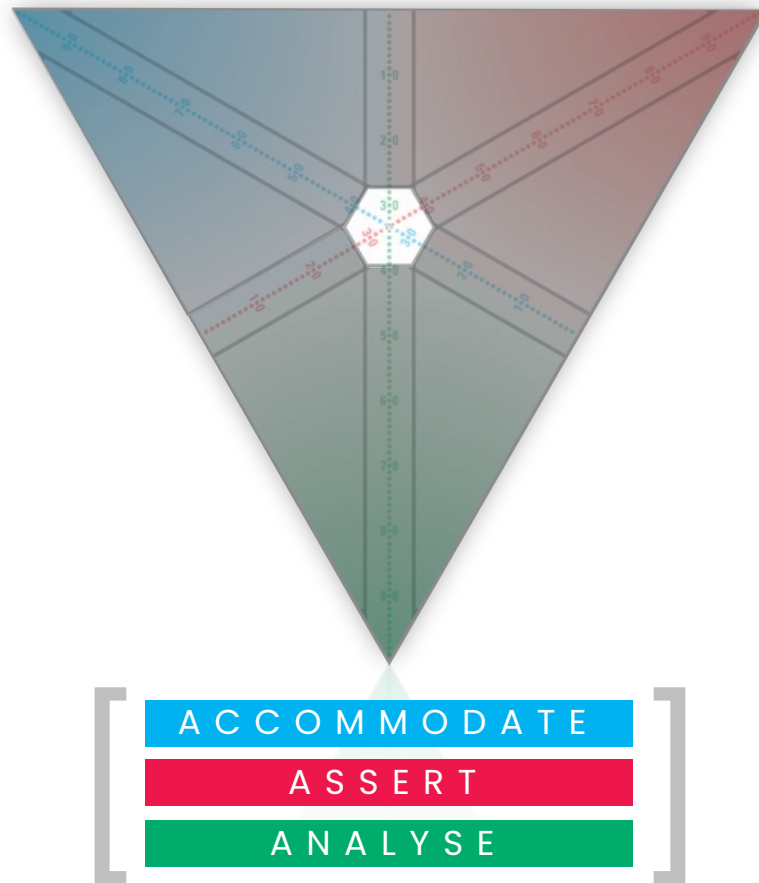
Stage 1 [BG]

- Maintain peace and **harmony** with **caution** about the personal cost of doing so.



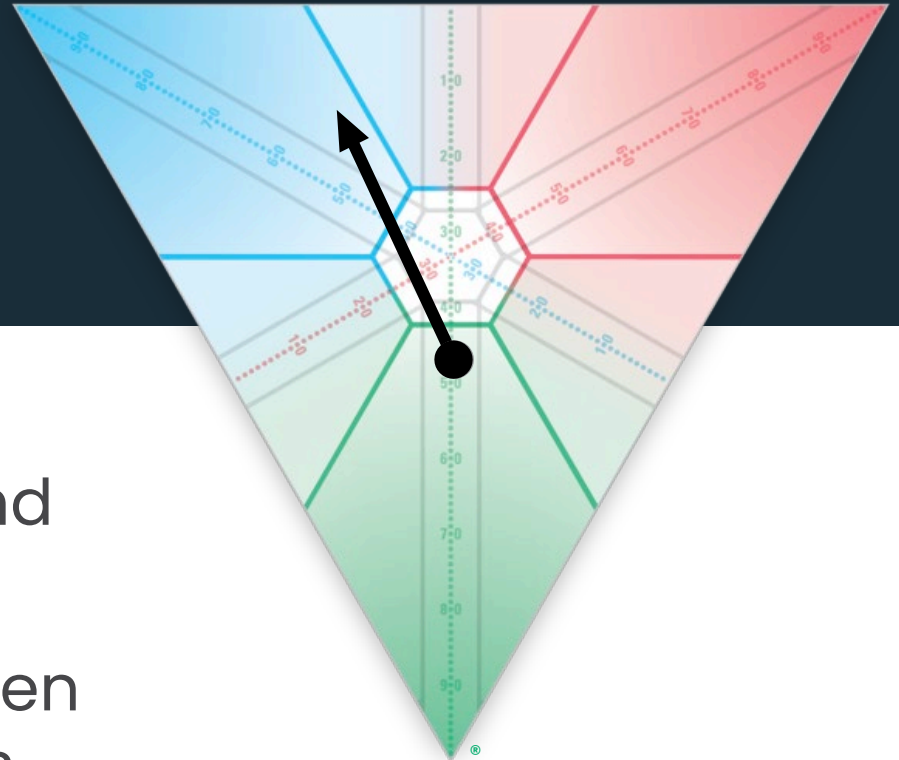
Stage 1 [BRG]

- Determine the **most appropriate response** to each situation.
- Choose an **accommodating, assertive, or analytical** approach.



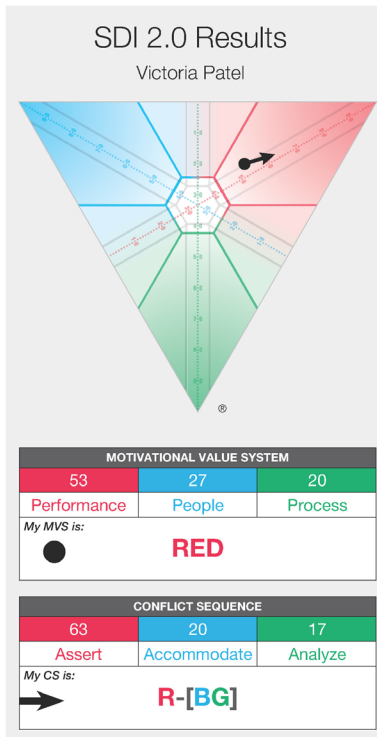
The Path Back to MVS

- During conflict we defend our values.
- We become resilient when we return to our motives.



Your SDI 2.0 Results

Conflict Sequence Path Back Motives



CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES

RED

You are motivated by task accomplishment and achieving results. You have a strong desire to set goals, take decisive action, and claim earned rewards.

YOUR MOTIVES AND VALUES

As a person with a **Red MVS**, you achieve feelings of self-worth by being a successful leader of others and by providing direction to achieve results.

You are an achiever in the face of competition. You understand that you must be clear about your goals and give direction to achieve those goals. You exercise power and control, set high performance standards, and take decisive action. You believe the bigger the game, the greater the need to rally support to achieve success. You value the power of productively directing others.

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You have a desire to accomplish things and direct others—but not at the expense of others. You believe that competition is the “name of the game” and that winning—both the goals that you seek and the loyalty of others—is the real measure of success.

CONDITION #2: WHEN FACTS ARE IN CONFLICT

CONFLICT

R-[BG]

You want to assert your rights and win. If that does not work, you want to make a choice depending on what's better in the situation: to give in with conditions or to disengage and save what you can.

1	R
2	[BG]
3	[BG]

HOW YOU EXPERIENCE CONFLICT

You engage the issue or other people as quickly as possible. You feel a sense of urgency, and want a quick resolution. You are direct and assert your rights. You want to be sure that some action is taken. You believe that the best way to show you care about the problem is to respond immediately, before the problem can get worse.

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THE PATH BACK TO YOUR RED MVS

The path from your **Stage 1 Red** back to your **Red MVS** may involve meeting the challenge and refocusing on the results.

SDI 2.0 Results Strengths Portrait

Strengths & Motives

Like a buoy, strengths **shift** based on the environment.

Your motives anchor your strengths. They are the core **reasons why** you do what you do.



Strengths at Work

Top 3 Strengths

Victoria Patel

PERSUASIVE

You're at the top when it comes to convincing others to take a certain perspective. Your ability to influence others serves you and others on your team well. If there's a campaign to sell or an idea to pitch, you will be at the top of your game.

You enjoy testing ideas and negotiating potential courses of action. Your negotiation strategies and techniques are second to none. There's a chance that some people could see you as abrasive or manipulative. That comes with the territory but as long as you are sensitive to this perception, you can course-correct quite easily.

You can almost always find a way to persuade others. More than most, you hear comments like, "I see your point" or "I hadn't thought of it that way and you're making good sense."

FORCEFUL

Strong. That's often the word that comes to mind when people think about you. Why? Because you act with conviction. You like calling the shots. You like taking the lead. If a task or project captures your attention, you take initiative.

You're not about to be a passenger. You take the wheel and drive. You enjoy the productive tension between opposing forces, and your application of force causes movement in the right direction. Because of this, you can command authority from others. Some might say you can lack sensitivity and have all the subtlety of a freight train.

You would rather risk offending someone than miss an opportunity or leave a challenge unanswered. You love it when you are able to break through barriers or overcome obstacles.

LOYAL

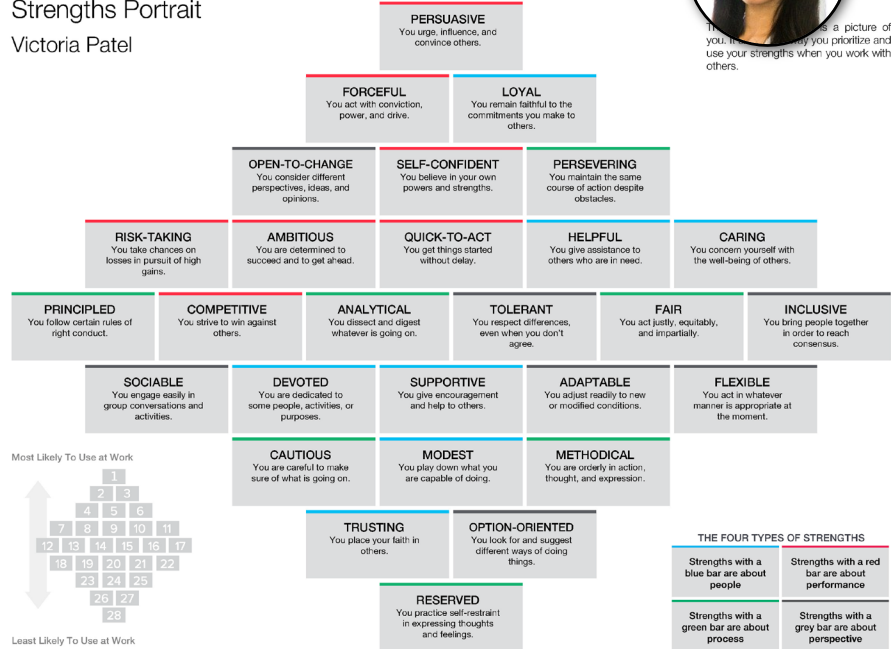
Steadfast and faithful. Your face might as well be these words. Why? Because you keep your word. You can count on you once you make a commitment. Your word is your bond.

You appreciate loyalty in others and it rubs you the wrong way if you don't follow through. Loyalty is something that you retract only if they prove they cannot be trusted. Because of your loyal nature, you can sometimes be seen as an advantage of or being manipulated. Your loyalty is blind to this. On the whole, you thrive in a trust those around you and you can deliver on your promises.

WORK PERSPECTIVE

Strengths Portrait

Victoria Patel

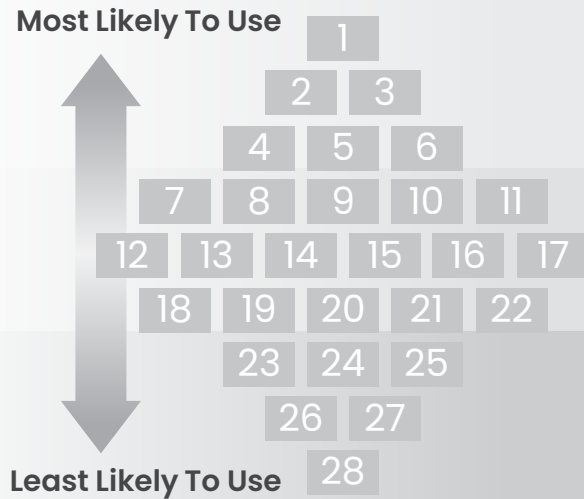


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Strength Deployment Inventory 2.0

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Strength Deployment Inventory 2.0 results provided by PSP, Inc. July 30, 2020 9



Top Strengths

- Most significant
- How you get results

Middle Strengths

- Readily available
- Situational strengths

Bottom Strengths

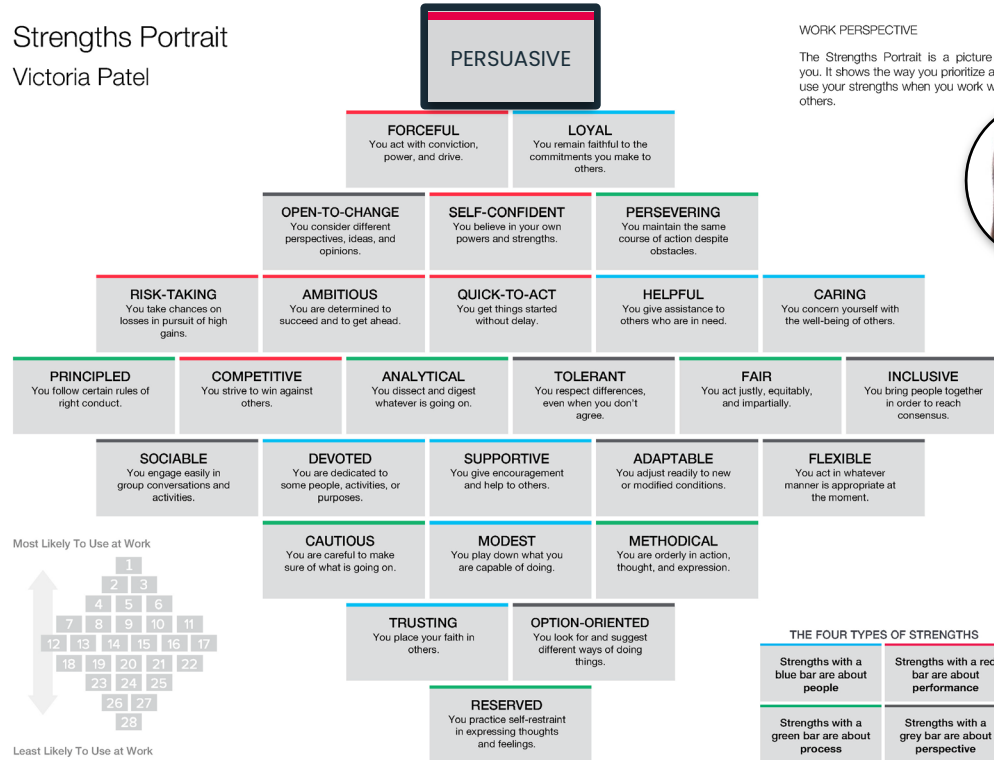
- Uncomfortable to use
- Often avoided

Strengths Portrait

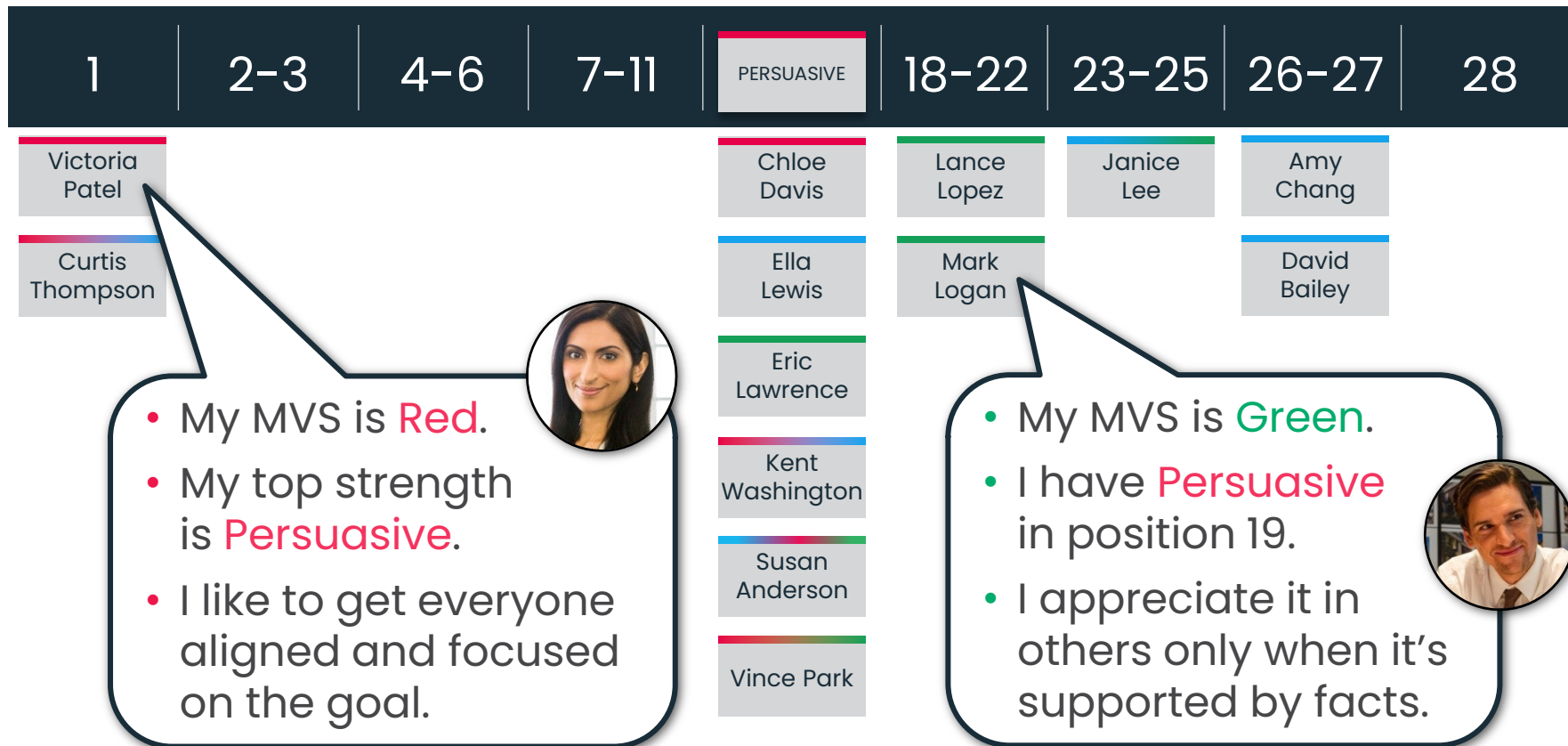
Activity: How I See It

Strengths Portrait

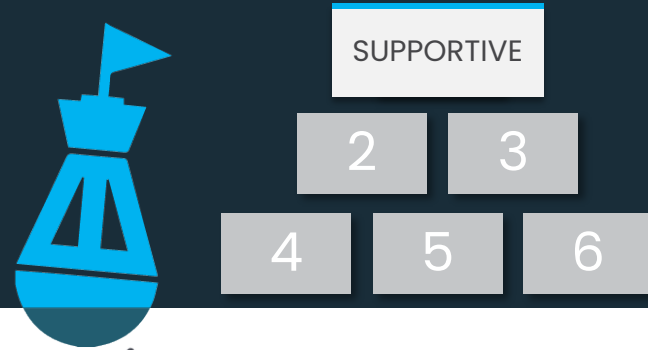
Victoria Patel



Example: How I See It

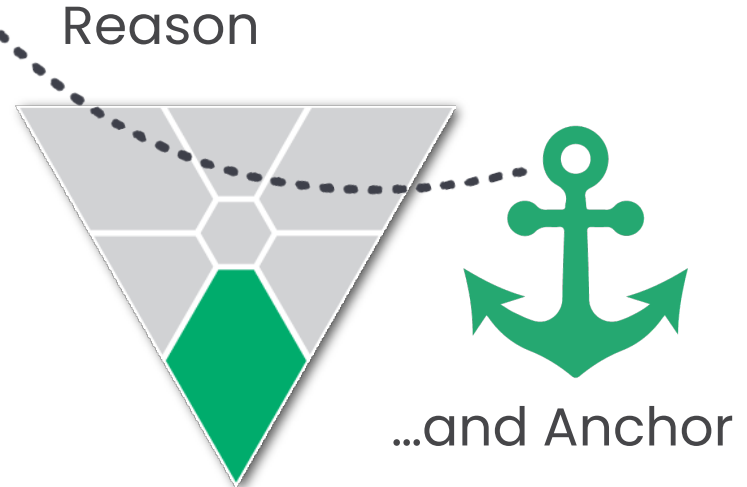


The Buoy...



28 Strengths Available:

- Define desired results
- Bring the right strength
- Find a reason that resonates



Strengths and Reasons

Why are people
forceful?

FORCEFUL
Protect
others

FORCEFUL
Overcome
obstacles

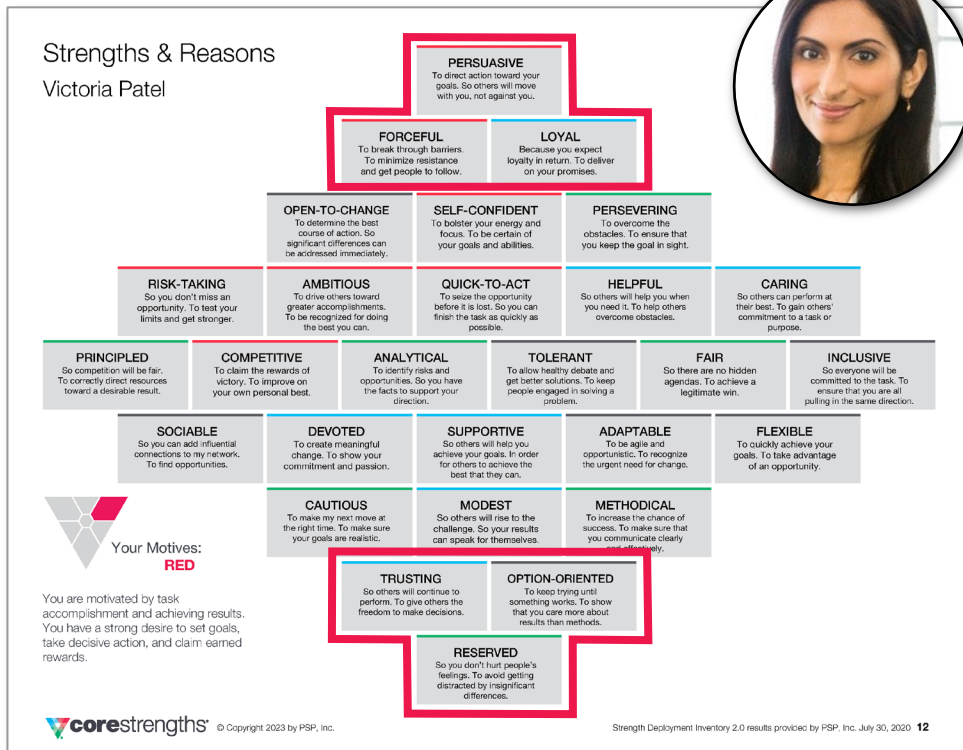
FORCEFUL
Adjust
quickly

FORCEFUL
Clarify
a point

Your Strengths & Reasons

Read the reasons
that connect your:

1. Top three strengths
to your MVS
2. Bottom three
strengths to your
MVS





SDI 2.0 Results Overdone Strengths Portrait

Strengths Can Be Overdone



Strengths Can Be Overdone



Overdone Strengths



Top 3 Overdone Strengths

Victoria Patel

WORK PERSPECTIVE

Most Likely To Overdo

Least Likely To Overdo

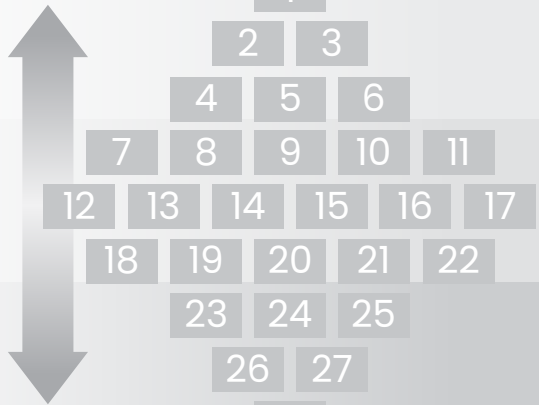
 corestrengths[™] © Copyright 2017 by PSR, Inc.

Strength Deployment Inventory 2

 corestrengths[™] © Copyright 2017 by PSR, Inc.

017 8

Most Likely To Overdo



Least Likely To Overdo

Top Overdone Strengths

- Well-intended
- Can be ineffective

Middle Overdone Strengths

- Occasionally relevant
- Situational strengths

Bottom Overdone Strengths

- You avoid doing
- Triggers conflict when others overdo

Overdone Strengths Portrait

Conflict Triggers

Most Overdone

2. **METHODICAL**
(Rigid)

3. **RESERVED**
(Distant)



1
2 3

CONFLICT
TRIGGERS 2

Least Overdone

26. **METHODICAL**
(Rigid)

28. **RESERVED**
(Distant)

26 27
28



Conflict Triggers

Most Overdone

1. **FORCEFUL**
(Domineering)



1
2 3

CONFLICT
TRIGGERS 1

Least Overdone

27. **FORCEFUL**
(Domineering)

26 27
28



The background features a vibrant, abstract design. It includes large, overlapping circular and semi-circular shapes in shades of purple, red, orange, and teal. Two prominent sunburst or fan-like patterns are composed of numerous thin, radiating lines in teal, orange, and magenta. The overall aesthetic is modern and dynamic.

Questions?



Thank You

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Thank You Panelists, Attendees and Sponsors

