

YOUR EXPERIENCE STARTS HERE



Stakeholders | Learn | Innovation | Demonstration | Experience



# Know Your True Colours

Course Outline 2 Days



# Know Your True Colours 2 Days

Duration: 1 Days

## Overview & Objectives

**TotalSDI** provides a suite of tools that are elegant in their design, making them easy to understand and remember. There are only 20 questions in the SDI assessment, so it takes far less time to complete than many other assessments. And the simple triangle graphic, the easy-to-relate-to descriptions, and the use of primary colors provide markers that people intuitively understand and remember.

**More useful.** Smart is good. Sticky is good. But neither of those things matter if the content is confined to a book or workshop. The question is, can it help people in their daily interactions? And the answer is, "Absolutely!" In fact, one thing that distinguishes it from many other assessment tools is that its usefulness applies in changing situations when the stakes are high. It provides a framework for understanding motivations when things are going well and when important relationships slide into conflict. The common, friendly language helps create a safe environment for people to talk about the challenges they face with their interpersonal relationships.

Course are facilitated by our TotalSDI certified facilitators.

## Who is this Workshop For?

This workshop is designed for:

- 🌐 Executive Management Teams
- 🌐 Consultants
- 🌐 Scrum Masters
- 🌐 Scrum Teams
- 🌐 Product Owners
- 🌐 Business Analysts



## Workshop Summary



**LEARN** – An innovative combination of demonstration, conversation and sharing of pragmatic best practices



**EXPERIENCE** – An innovative approach to experiential learning where participants practically put into practice what they have learnt

### EXPERIENCE 1 – Discovering our Strengths

- Introducing Your Strengths
- Our Team's Strengths - floor activity
- Our Team's Strengths - Composite View
- Too Much of a Good Thing
- Our Team's Overdone Strengths - Composite
- Becoming More Effective
- Relationship Awareness Theory

### EXPERIENCE 2 – What Drives our Team?

- Anchor/buoy
- Three Primary Motives
- Your Motivational Value System
- Motivational Value System = MVS
- The SDI Triangle
- Locating Your MVS Dot
- The Seven MVS Types
- Blue MVS Overview
- Red MVS Overview
- Green MVS Overview
- Red-Blue MVS Overview
- Red-Green MVS Overview
- Blue-Green MVS Overview
- Hub MVS Overview
- Your MVS Results
- More about Your MVS
- Our Team SDI Triangle
- Living Triangle: MVS Groups
- Blue MVS Group's Chart
- Red MVS Group's Chart



- 🌐 Green MVS Group's Chart
- 🌐 Red-Blue MVS Group's Chart
- 🌐 Red-Green MVS Group's Chart
- 🌐 Blue-Green MVS Group's Chart
- 🌐 Hub MVS Group's Chart
- 🌐 MVS Communication Activity
- 🌐 Team SDI Triangle
- 🌐 Appreciating Others' MVS
- 🌐 Effective Communication

### EXPERIENCE 3 – Managing Our Strengths

- 🌐 Your Strengths (Buoy)
- 🌐 Strengths Portrait Results
- 🌐 Strengths Portrait
- 🌐 Comparing Your Strengths and Motives
- 🌐 How I See it (1 of 2)
- 🌐 How I See it (2 of 2)
- 🌐 Understanding Perceptions
- 🌐 The Impact of Filters
- 🌐 Strengths and Reasons
- 🌐 Your Strengths and Reasons
- 🌐 Relating Styles - defined
- 🌐 The Art of Borrowing
- 🌐 How to Borrow
- 🌐 Strengths Portrait in Action



## EXPERIENCE 4 – Managing Our Strengths

- ⊗ Your Strengths (Buoy)
- ⊗ Strengths Portrait Results
- ⊗ Strengths Portrait
- ⊗ Comparing Your Strengths and Motives
- ⊗ How I See it (1 of 2)
- ⊗ How I See it (2 of 2)
- ⊗ Understanding Perceptions
- ⊗ The Impact of Filters
- ⊗ Strengths and Reasons
- ⊗ Your Strengths and Reasons
- ⊗ Relating Styles - defined
- ⊗ The Art of Borrowing
- ⊗ How to Borrow
- ⊗ Strengths Portrait in Action

## EXPERIENCE 5 – Overdoing our Strengths

- ⊗ Overplaying Your Strengths
- ⊗ Overdone Strengths Defined
- ⊗ The Problem with Weaknesses
- ⊗ Overdone Strengths Portrait Results
- ⊗ Overdone Strengths Portrait
- ⊗ How Strengths Can Be Overdone
- ⊗ Conflict Triggers 1/2
- ⊗ Conflict Triggers 2/2
- ⊗ Perceived or Actual?
- ⊗ Changing Perceptions
- ⊗ Managing Your Overdone Strengths

## EXPERIENCE 6 – Our Team Facing Conflict

- ⊗ Cost of Conflict - Sample
- ⊗ Costs of Conflict - Factors
- ⊗ Cost of Conflict - Worksheet
- ⊗ Opposition vs. Conflict
- ⊗ How Does Conflict Start?
- ⊗ Two Conditions - SDI
- ⊗ Motives under 2 Conditions - Triangles
- ⊗ Three Motives in Conflict



- ⊗ Your Conflict Sequence
- ⊗ Locating Your CS Arrowhead
- ⊗ SDI Conflict Results
- ⊗ Conflict Sequences
- ⊗ Arrow Facts: The Line
- ⊗ The 13 CS Types
- ⊗ Arrow Facts: Brackets
- ⊗ Changing Focus During Conflict
- ⊗ Building Blocks of Conflict Sequences
- ⊗ Our Team SDI Triangle
- ⊗ Living Triangle: Conflict
- ⊗ Living Triangle: Stage 1 Conflict
- ⊗ Stage 1 Blue
- ⊗ Stage 1 Red
- ⊗ Stage 1 Green
- ⊗ Stage 1 [BR]
- ⊗ Stage 1 [RG]
- ⊗ Stage 1 [BG]
- ⊗ Stage 1 [BRG]
- ⊗ Stage 2 Conflict
- ⊗ Stage 3 Conflict
- ⊗ Path Back to MVS - concerns
- ⊗ Complete SDI Results
- ⊗ Path Back to MVS - connecting the dots
- ⊗ Effective Communication During Conflict

### Seventh – Team Effectiveness

- ⊗ Effective Teams Understand...
- ⊗ Team SDI Triangle
- ⊗ Team Portrait Cards: Activity
- ⊗ Team Portrait Cards: Compare to Composite
- ⊗ Team Portrait Cards: Compare to Individuals
- ⊗ Team Summary
- ⊗ Going Forward
- ⊗ Learner Source