

## TotalSDI

**TotalSDI** provides 8 valid and reliable assessment tools that help individuals and teams develop the awareness and skills they need to build more effective personal and professional relationships. It helps them sustain those relationships by understanding the underlying motivations of themselves and others under two conditions – when things are going well and when there is conflict. This approach helps people recognize they are free to choose behaviors that accommodate their values, while also taking into account the values of others.

Famed psychologist Dr. Elias Porter created the *Strength Deployment Inventory (SDI)* and developed the *Relationship Awareness Theory* which has 4 main premises:

1. Behavior is driven by motives
2. Motives change in conflict
3. Strengths can be overdone
4. Filters influence perception

One thing that distinguishes TotalSDI 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.

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