

Learning Curve Consultants® is now a provider of the **TotalSDI library** of learning tools and assessments. TotalSDI assessments are based on the Relationship Awareness Theory first introduced by Elias Porter, Ph.D.

Relationship Awareness Theory is supported by four premises:

- Behavior is driven by motivation to achieve self-worth
- Motivation changes in conflict
- Strengths can be overdone
- Perceptual filters color our perceptions



Using the TotalSDI approach involves helping individuals understand how their motives drive their behaviors, how those motives and behaviors change during different situations, and how to develop a better understanding of the motive-driven behaviors of others. It's an approach that drives stronger relationships and more effective teams. This philosophy has driven a successful approach with this solution for more than 40 years with more than 2+ million people and it's more important than ever in modern work environments.

With the Millennial generation growing as a force in the workplace, technological advances connecting people around the globe, and a heightened sense of consciousness about creating meaningful work, the ability to interact effectively with others is critical. The TotalSDI tools we can now provide to our clients are designed to help people understand themselves and others – not just how we behave, but why we behave in certain ways – and that understanding can lead to meaningful, practical changes in leaders and teams that minimize conflict and maximize effectiveness.

Motivation affects everything; how you prioritize, what inspires you, how you communicate, how others see you. Knowing how motivation impacts your work can lead to greater awareness of yourself and others, more perceptive feedback and clarified expectations about work roles and relationships.

Through these TotalSDI solutions, we will continue to help our clients gain new perspectives and understand how others view them and what is expected of them, which are invaluable insights for any organizational role. This will be yet another offering to help ensure that we are giving you the necessary tools to ***Unleash Your Talent®***.

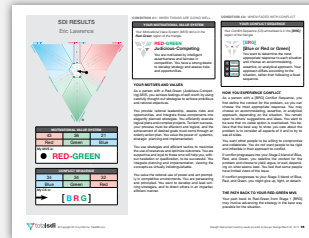
Strength Deployment Inventory

The Strength Deployment Inventory (SDI) digs into what is really important — people, performance and process — and how these priorities shape any given situation. The SDI highlights how people express the priorities in two conditions: when things are going well and when there is conflict or opposition.

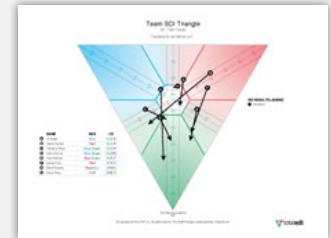
But the SDI also goes further than the individual.

It provides a Team SDI Triangle report, your results and the results of your teammates, so you can see where motives align, correspond and even conflict. This visual makes it easier for people to interpret and discuss the results, leading to greater understanding and stronger collaboration.

As you work through a team’s individual and group results, you will help them learn how to better relate to others, prevent unproductive conflict and improve their own performance.



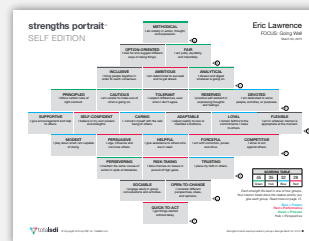
Individual Report



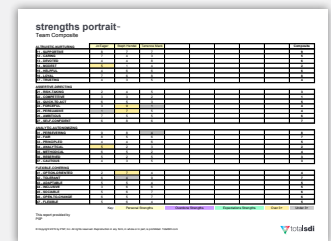
Team Report

Strengths Portrait

The next step is identifying people’s preferred behavioral strategies. The Strengths Portrait describes the strengths (behaviors) people most often use to reach their goals. The Portrait links to SDI results and motives, providing the most compelling learning and development opportunities. By combining SDI and Strengths Portrait results, you will help others gain an instant understanding of how they decide what is important and what is not. Learners in your session will see why others may have different priorities and learn to flex their communication styles and combine priorities when inevitable conflicts occur and maintain positive dialogue throughout.



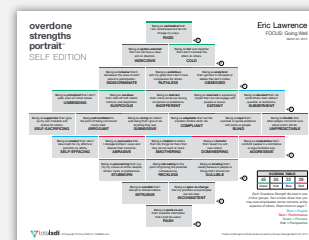
Individual Report



Team Report

Overdone Strengths Portrait

The Overdone Strengths Portrait helps you identify how people’s individual strengths — when overdone or misapplied — might disrupt productivity and trigger conflict in the workplace. The portrait gives you a tool to help people recognize and adjust these behaviors in order to collaborate more effectively and avoid the costs associated with overdoing or misapplying your strengths.



Individual Report



Team Report