Core Strengths: Results through Relationships™
Workshop

Discover the HOW of Working Better Together

Attend a Core Strengths: Results through Relationships Workshop to learn how to build a culture of collaborative communication.

Doesn't it seem like some managers and teams always make "it" happen, no matter what "it" is? They've mastered the secret to getting consistent, stellar results despite changing roles, goals, accountabilities, structures, or even new team members. They transform the stumbling blocks of conflict and misunderstanding into opportunities to accelerate their success.

For these high-achievers, building and sustaining collaborative relationships is priority one. They understand that members of their team can go further together than they can alone. The good news is that you too can leverage the power of collaborative communication.

Attend a Core Strengths: Results through Relationships Workshop

In this up-on-your-feet, learning-by-doing program, you'll discover how to:

- ■ Communicate effectively with your teammates and clients so you can achieve mutually beneficial results.

- ■ Know your strengths and deploy them at the right time for the right reason for greater effectiveness.

- ■ Increase people's commitment to and responsibility for achieving shared outcomes.

- ■ Assume a greater sense of ownership for producing results.

- ■ Collaborate with members of your team to make the best decisions for your organization.

- ■ Create a *Results Action Planner* for a high-stakes situation you are facing right now.

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What the Workshop Covers

Before . . .

You will personalize your experience by completing the Strength Deployment Inventory® (SDI) and before the workshop begins.

The SDI

Core Strengths® is powered by the Strength Deployment Inventory (SDI). This scientifically validated assessment reveals why you do what you do—your motives—and your most authentic behaviors—your strengths—when interacting with others. The SDI provides tools for choosing the right strengths to use in high-stakes situations. It also offer insights you and your team need in order to make the right decisions and build strong and collaborative relationships.
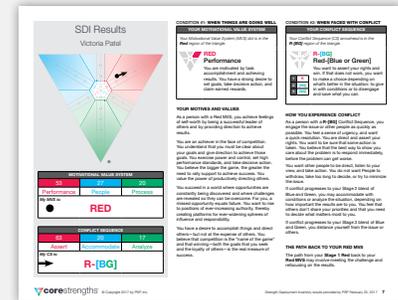
SDI Shows What Drives You

The SDI maps three essential motives people have for acting how they do:

- **People** — a drive to help and develop others.

- **Performance** — a drive to direct action and achieve results.

- **Process** — a drive to establish clear and meaningful order.

Everyone expresses these motives differently. The unique way you prioritize People, Performance, and Process places you in one of seven categories in what is called the Motivational Value System (MVS). During the workshop, you'll identify your MVS, which will help you choose the best course of action (strengths to deploy) to achieve results in good times and in times of conflict. The SDI empowers the awareness you need to make better choices and to use your strengths to improve your interactions with others.

SDI Highlights Your Strengths

This snapshot reveals the way you prioritize 28 strengths. By analyzing the results, you'll gain insight into the broader range of traits or behaviors you can draw on during a given situation. This knowledge will allow you to make better choices when working with different people.
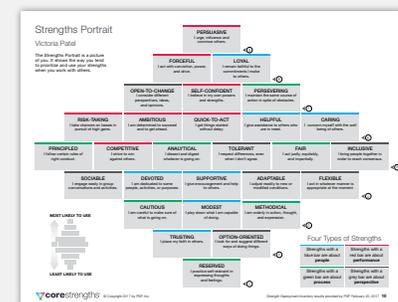
The SDI gives you and your team unique, personalized insights needed to:

- Take personal responsibility for results.

- Develop innovative solutions.

- Make better decisions.

- Navigate opposition and conflict.

- Strengthen relationships within your team.

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During . . .

The Core Strengths Workshop features:

- **Interactive** lessons on how to assess motives--yours and others'--and choose the right strengths in your high-stakes situations.

- **Insightful discussions** with peers about overcoming common stumbling blocks that get in the way of collaborative communication.

- **State-of-the-art tools** that deliver your personalized results.

- **Compelling videos** showing strengths-based communication in action.

- **Hands-on exercises** that let you practice the skills essential for working better together.
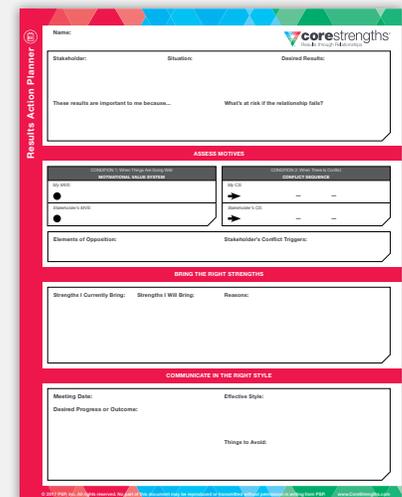
Your Action Planner

You'll leave the workshop with the knowledge and skills critical for making effective decisions for your high-stakes situations—including a *Results Action Planner* tailored to a specific situation you're facing.

Your plan will detail a situation that:

- Is critical to you and your organization.
- You are currently facing as a manager.
- Has measurable outcomes.
- Involves working closely with other stakeholders—whether they are direct reports, peers, senior executives, or customers.

The Results Action Planner focuses on:

- Your current reality and the critical decisions you need to make.
- Who your stakeholders are and what drives their priorities.
- What actions you need to take with your stakeholders to create the best possible outcomes.

The Workshop Is Presented in Five Modules:

1

Assess Motives: When Things Are Going Well
In this first module, you'll learn how to Access Motives when things are going well. You'll unpack the results from your SDI (Strength Deployment Inventory) assessment, which will reveal your Motivational Value System (MVS). You'll see how your MVS influences the way you work with others and how their MVS influences the way they work with you. You'll also dive into your Action Planner, which will help you focus and apply everything you learn throughout the program, so you can produce better results through relationships.

2

Assess Motives: When There Is Conflict
You'll continue learning, based on your scientifically valid and reliable SDI results, about how to Access Motives when they change during conflict and how that affects your working relationships.

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3
Bring the Right Strengths: Know Your Reasons
You have 28 strengths at your disposal, and it is important to understand how to use the best strengths for each of your high-stakes situations. In this module, you'll look at how you currently use your strengths and learn how to deploy different strengths that will produce better results. You'll also have an opportunity to see and hear exactly how your strengths are perceived by others and gain a new awareness about how your strengths affect your team relationships. You'll be able to clearly determine the motives underlying each of your strengths, giving you a way to decide which to use when.

4
Bring the Right Strengths: Prevent Overdoing
Your weaknesses often make it difficult to work productively with others. What you don't realize is that your weaknesses actually begin as personal strengths that you use to excess and have become ineffective or annoying, or even lead to interpersonal conflict. In this module, you'll take a hard look at the ways you get over-invested in your strengths and how you limit your effectiveness. A powerful and revealing activity will show you exactly who you're most likely to run into difficulty with if you overdo a strength to the extent that it actually becomes a liability (weakness). But more importantly, we'll show you how to manage your overdone strengths and turn them back into the productive forces that you intend them to be.

5
Communicate in the Right Style: Use the Language of SDI
Core Strengths training is like learning a powerful new language. We help you build a collaboration vocabulary that you can use whether you're writing a crucial customer email, navigating a tricky conference call, or taking part in an important meeting. When you have a clear goal in mind and have assessed your motives and your stakeholder's motives, you can literally speak the other person's language. Then the challenge is to communicate in a way that the other person will understand while still being true to yourself. We'll show you, with structured practice, how to learn this skill and then apply it to a high-stakes situation where you need to produce a key result. You leave with a new communication skill and a completed action planner to implement to get better results through relationships.

After . . .
While the workshop inevitably must end, your personal growth will continue. You'll receive a unique code for accessing LearnerSource, an online resource that will help you reinforce what you discovered during the workshop and continue building the skills to create and sustain collaborative and effective relationships.

Supporting Resources
As a Core Strengths Workshop attendee, you'll receive key resources to support your learning::

- Core Strengths Learner Guide
- Strength Deployment Inventory (online assessment and personal reports)
- SDI Quick Guide
- Results Through Relationships Action Planner
- Working with Core Strengths (book)
- Access to LearnerSource (online resources)
- Guest access to one SDI assessment (with an online learning module for the guest)

"I teach a number of leadership development courses at my company. "Core Strengths: Results through Relationships" is my favorite for several reasons: The results are intriguing to participants, the material is easily retained, and teams continue to talk about what they've learned years later. Even the most skeptical of leaders have walked away from the experience of SDI saying, "That was really amazing." And, best of all, they remember their results years later."

LINDA PANDEY

PROFESSIONAL DEVELOPMENT SPECIALIST, SCHOOLSFIRST FEDERAL CREDIT UNION

"I went back to work with more confidence and focus—that surprised me. Learning how to access people's motives and how I uniquely contribute my unique motivation was energizing. And I can better see and value what others bring to the table, instead of feeling misunderstood or frustrated because we have different motives. I now see how that's a good thing and how it can work to our team's advantage."

PAMELA MOSS

SENIOR SALES CONSULT, EQUIFAX

"I no longer feel like I'm guessing or winging it when it comes to managing my team to work better together. Core Strengths gave me a blueprint for how to communicate and engage each person, knowing what matters to them. I delegate more strategically and get better work in return because of it. My team feels more invested and even offer up new ideas and solutions we hadn't considered before. I'm getting the best work out of my team now—because I know how to."

JENNIFER HOLTHUSEN

VP EMPLOYMENT ENGAGEMENT AND DEVELOPMENT, US BANK

WHAT'S NEXT

Your organization will benefit from the skills taught in the Core Strengths Workshop. Visit www.CoreStrengths.com to learn more, or call 760.602.0086 to speak with one of our Client Managers about your unique needs.

www.CoreStrengths.com
Phone: 760.602.0086

About Core Strengths

Core Strengths is a division of PSP, Inc. For the past 40 years, PSP has provided manager-level, strengths-based training— backed by assessments taken by more than 2 million leaders in 40 countries. The numbers tell our story:
• 90 Fortune 100 companies use the Strength Deployment Inventory (SDI).
• Top institutions use the SDI, including Harvard University, Johns Hopkins, and Yale.
• Worldwide delivery through 14 offices serving 28 languages ensures global consistency of training and development programs.