

Making the Transition

FROM TOTALSDI TO SDI 2.0

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As we are sunsetting the TotalSDI system and migrating all SDI facilitators to the new Core Strengths Platform, here are some things to look forward to as you join us in the transition. The main differences are separated into three categories, the assessment, the training that the assessment is built into, and the platform that empowers ongoing application of relationship intelligence.

WHAT'S NEW ABOUT SDI 2.0?

Let's start with the assessment. We've renamed it the **SDI 2.0** to signal that there are significant advances. Where TotalSDI offered three independent self assessments, the SDI, the Strengths Portrait and the Overdone Strengths Portrait, SDI 2.0 combines all three for a more powerful self-discovery experience.

- 1. Integrated Self-Assessment:** The SDI 2.0 gives four views of each person: Two are based on motives from a whole-life perspective, the Motivational Value System (MVS) and the Conflict Sequence (CS); the assessment items, scoring, and results displays are the same as the SDI self edition in TotalSDI. The Strengths Portrait (SP) and Overdone Strengths Portrait (OSP) differ significantly from the version in TotalSDI. First, they ask the learner to respond to the strengths statements from a work perspective. This allows us to explore questions such as: "*Who are you as a person?*", "*How do you use your strengths at work?*", and "*How can we connect what you do at work to what matters to you as a person?*" In the TotalSDI system, learners were not required to complete all the components, so we were unable to consistently offer guidance about how the components work together to enhance relationship intelligence.
- 2. Assessment Methodology:** While the motives statements are the same as you are accustomed to in TotalSDI, the strengths statements are very different. In TotalSDI, learners directly sorted strengths into the diamond-shaped Q-sort to create their portrait. This method originated with the paper-based assessments, but it had two flaws that we needed to address. First, it was incompatible with the small screens on mobile devices where learners wanted to complete their assessments, and more importantly, many learners doubted their ability to create accurate self-portraits; they doubted the validity of their results because they allowed ideas about how they "should" be to influence their results. SDI 2.0 addresses both of these issues and now offers many learners surprising insights as they explore their results. For an in-depth review of methodology, including measures of reliability and validity, please refer to *SDI 2.0 Methodology and Meaning*.
- 3. Interpretation of Strengths:** From a learner's perspective, the level of interpretation of strengths is one of the most impactful changes in SDI 2.0. In the paper or PDF reports, the top three strengths and overdone strengths have significantly expanded interpretive text. In the online platform, learners can access the expanded text for all 28 strengths. These are written from the perspective of "most likely to use at work," which is more easily applicable to daily interactions than the standard short text available in TotalSDI.

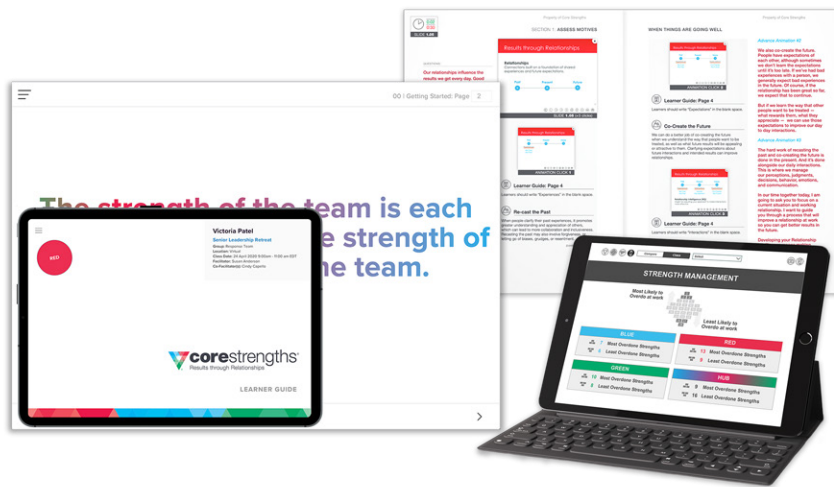


- 4. Strengths and Reasons:** Now that we collect data about all four views of a person at the same time, we can make more powerful and practical connections. We know that motives drive our use of strengths, and the SDI 2.0 presents pairs of example MVS reasons that the learner may choose to deploy any of the 28 strengths on the portrait. This means that the text learners read about their strengths is customized based on their MVS, which increases its validity and utility.
- 5. Self-Paced Self-Discovery:** Upon completion of the SDI 2.0, each learner may immediately review their results, including customized videos based on their results, reading, and interactive self-validation checklists. This powerful tool allows facilitators to “flip the classroom” by encouraging learners to read and reflect in advance of training, and focus more of that precious group time on interactive experiences.

TRAINING AND RESULTS THROUGH RELATIONSHIPS

We believe that the best experience combines assessment with training that can be applied immediately to improve relationships. The TotalSDI system was built to support facilitators. It organized people into sessions, sent invitations, and generated PDF reports that facilitators would share with people. The new Core Strengths Platform was built to improve relationships. In addition to supporting facilitators, learners can share their results with others and self-organize into the teams that reflect they way they work together. They no longer need to wait for an administrator to combine people’s results on a PDF... it’s all real-time and self-managed.

- 1. Certification:** The Results through Relationships program, which includes the SDI 2.0 assessment, is the foundation for certification. TotalSDI Facilitators who transition, can access a comprehensive suite of online resources, including many hours of video examples of in person and virtual training programs. We invite all TotalSDI facilitators to go through either a self-paced or one of our virtual instructor-led certification sessions.
- 2. Learner Guide:** A digital, interactive learner guide, including an action planner, is available to every learner. Facilitators may also choose to use the paper Learner Toolkit with the SDI Quick Guide and 4-color pen.
- 3. Credits:** The SDI 2.0 requires an assessment credit and training requires a training credit. People who have completed the SDI 2.0 prior to training do not require another assessment credit; their results can be used in any class. The training credit allows the facilitator to invite the learner to a Results through Relationships class, gives the learner access to class-related learner materials, and allows the facilitator to include learners’ results in the class presentation using the Core Strengths Presenter application. The training credit also enables facilitators to sync learner data into the Core Strengths Presenter application.



The Core Strengths Presenter enables you to deliver world-class virtual learning experiences – setting you apart from the competition.

- 4. Presenter:** This application can be installed on any computer and it will sync your class data so that learners results can be used seamlessly with the course content. No more generating group reports in advance and pasting them into PowerPoint slides. This tool has powerful features that enable facilitators to display, in real time, any combination of MVS or CS results on a triangle to reflect any subgroup of interest during the training. It also has features that bring the Strengths and Overdone Strengths results to life on the screen. Whether people are in the same room or viewing the same image from multiple locations, they can have a shared frame of reference that lets them discuss their collective strengths, overdone strengths, and potential conflict triggers.
- 5. Virtual Delivery:** Every activity in the Results through Relationships program has been optimized for virtual delivery. Detailed agendas are available for full-day sessions or multiple short sessions that are most common for virtual training. You have the ability to adjust the timings, hide slides, and create as many sessions as you need to deliver a full course experience.
- 6. Evaluation:** Upon course completion, learners can complete a class evaluation and in return receive a free SDI 2.0 credit to share with someone outside of work. All the data is instantly summarized for the facilitator, including written comments. We know that people learn best when they teach others, and that most learners are curious about the SDI results of someone at home, so this is a great way to meet both of those needs.

THE CORE STRENGTHS PLATFORM

The TotalSDI system was built on technology that was available at the time, but advances in technology have made the system feel dated. That's why we have invested in a totally new system that takes advantage of current technology and is designed with recently developed best-practices in the areas of privacy and data protection.



The Core Strengths Platform helps you train virtually, coach, and collaborate productively from anywhere in the world.

- 1. Training Convenience:** With a superior user experience, the Core Strengths Platform goes far beyond the class management features of the TotalSDI system, and we are on a mission to keep improving it by adding features that customers want. When you set up classes in the platform, you will be able to more easily send invitations and reminders, plus you will be able to split any class into multiple sessions, each of which could be designated as virtual or in-person. You also get a simple way to take attendance so you can return unused credits to your account.
- 2. Improving Communication:** The Core Strengths Platform was designed to empower users to share their information with other people. Accounts can be set to open results sharing or they can require that individual members make connections with each other before results are shared. When members are able to see each other's results, they get access to communication tips and other insights to improve relationship intelligence.
- 3. Empowering Teams:** Beyond individual connections, members get the ability to make, and save, their own teams. In TotalSDI, team reports had to be created by a facilitator so it was not practical for most organizations to keep team reports up to date. In the platform, this powerful reporting feature is available to every member of the organization, so long as they have permission to see other members' results. These team reports are dynamic, such that users can control exactly whose results are shown in a team view at any time.

IN CONCLUSION

We know change is a process that involves learning and adaptation. The SDI has undergone several significant improvements since Elias Porter introduced it in 1971. The SDI 2.0 builds on the already solid scientific foundation by putting the power of the SDI in the hands of people who use it every day. It delivers on the promise of giving people insight to deploy their strengths more effectively at work. Thank you for joining us during this transition.

WHAT'S NEXT

Visit CoreStrengths.com to learn more, or call **760.602.0086** to speak with one of our Client Partners about your unique needs.