



BUILDING PRODUCTIVE RELATIONSHIPS™

Anchored on a self-assessment, *Building Productive Relationships™* (BPR™) is a program designed to help people build better relationships and manage opposition or conflict more effectively. Unlike conventional typology programs like MBTI, BPR™ looks at the reasons why people behave the way they do and highlights how motivation changes in situations of opposition or conflict. Participants understand themselves and others better and feel more in control of their behavioral choices – both when things are going well and during opposition or conflict.

Building Productive Relationships™ can be delivered as a ½-day, a full day, a 1½-day, or a 2-day program. Depending on the duration, the program uses:

- The ***Strength Deployment Inventory®*** - a proven, memorable tool designed to integrate relationship and conflict management skills.
- The ***Portrait of Personal Strengths™***. Participants sort 28 defined strengths from *most-like-them* to *least-like-them*, and use the results to generate meaningful dialogue with others around perceptions of strengths and how they are used. There is also a feedback edition for participants to receive 360° input.
- The ***Portrait of Overdone Strengths™*** uses 28 defined overdone strengths to provide insight into the cost of overdone strengths and sources of unwarranted conflict. Based on the premise that “weaknesses” are really overdone strengths, participants are able to make more informed behavior choices by recognizing when they’re about to overdo a strength. There is also a feedback edition of the Portrait of Overdone Strengths™ for participants to receive 360° input.
- The ***Building Productive Relationships™ Workbook*** is designed to systematically introduce participants to the underlying theories behind the SDI® and the Portraits, as well as the Relationship Awareness Theory™, the Motivational Value System™, and the Conflict Sequence Theory™, and turn them into practical skills.

THE BPR™ PROGRAM IS SUPPORTED BY A FULL RANGE OF PRODUCTS TO FULLY EXPLORE RELATIONSHIP BUILDING AND CONFLICT HANDLING



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Following is a small sample of organizations using the *Building Productive Relationships™* program or any one of its companion products:

- Adobe Systems ▪ AIG United Guaranty ▪ Boeing ▪ Continental Airlines ▪ Deloitte & Touche
- ESI International ▪ Ford Motor Company ▪ Gillette ▪ IBM ▪ Jet Blue Airlines ▪ Johns Hopkins University ▪ Molex, Inc. ▪ Motorola ▪ The Paxen Group ▪ Pepperdine University ▪ Pilkington
- Price-Waterhouse Coopers ▪ Procter & Gamble ▪ Shaw Industries ▪ State of Oregon ▪ TRW
 - UCLA ▪ United Airlines ▪ US Army ▪ US Veterans Administration ▪ Visteon Corporation
 - Washington Mutual Insurance Company