

COMPARING THE SDI AND CRUCIAL TEAMS

The Strength Deployment Inventory® (SDI®) and Crucial Teams® course are designed to empower individuals and teams by enhancing self-awareness, understanding of others, and workplace collaboration. Both tools provide unique but complementary approaches to fostering effective teamwork and resolving conflicts. While the SDI focuses on assessing personal and relationship dynamics, Crucial Teams expands on these insights through structured learning that applies these principles to real-world team interactions. While the SDI assessment or Crucial Teams course can be used as standalone developmental tools, they are most impactful to organizational results when used in tandem.



Strength Deployment Inventory.

The Strength Deployment Inventory is a workplace personality assessment that provides powerful insights into a person's motivations, behaviors, and relationship dynamics in professional settings. It measures motives, how people experience conflict, strengths, and how strengths can limit effectiveness when overdone. With these four views, it delivers insights to help learners know themselves more fully, understand others more accurately, manage themselves more effectively, and achieve better results by building healthier relationships.



Crucial Teams.

Crucial Teams is a course built on the Strength Deployment Inventory (SDI). The course helps teams become more effective by exploring their own and each other's motives, the different strengths each member brings to the team, and the behaviors that can trigger conflict in the team. The course also teaches skills for applying these insights in their workplace interactions. This team experience helps team members better manage their perceptions and behaviors for more effective collaboration and teamwork.

See At-A-Glance comparison on the next page.

AT-A-GLANCE COMPARISON		
Tool	Assessment	Structured Course
Ideal Audience	Individuals, Teams, Organizations	Intact teams that work and collaborate closely with one another
Key Learner Takeaways	<ul style="list-style-type: none"> • Insights from the SDI • Access to the SDI Platform 	<ul style="list-style-type: none"> • Insights from the SDI + Skills Application • Access to the SDI Platform
Workplace Applications	<ul style="list-style-type: none"> • Conflict Resolution • Leadership Development • Individual Development & Self-Awareness • Coaching & Performance Management • Change Management • Curriculum Integration • Collaboration 	<ul style="list-style-type: none"> • Collaboration • Teamwork • Team Unity • Team Culture & Engagement • Trust • Psychological Safety • Relationships • Self-Awareness • Perception of Others • Team Personality Differences • Empathy
Learning Options	<ul style="list-style-type: none"> • Online, self-paced assessment with a personalized report, videos and additional content on the SDI Platform. • Certified facilitators can de-brief assessment results live with their team in a virtual or in-person setting. 	<p>Virtual Course Virtual, instructor-led learning delivered in three, 2.5 hour sessions. Learners will also have access to the SDI Platform.</p> <p>In-Person Course In-person instructor-led learning delivered as a one-day (six-hour) classroom course. Learners will also have access to the SDI Platform.</p>
Certification Requirement	Anyone can get certified to facilitate the SDI. When they do, they will have access to knowledge and resources for facilitating individual and group debriefs and implementing the SDI in their organization. Individual learners may also take the assessment online and use the SDI Platform to de-brief their own results.	Crucial Teams must be delivered by a trainer certified by Crucial Learning. Internal leaders and trainers may get certified to teach the course to employees, or a Crucial Learning master trainer can be brought in to facilitate the course.