
The Interpersonal Dynamics Inventory (IDI)

Transform different individual styles from a cause of conflict to a source of strength. Effectiveness Consultants' own instrument uses *feedback from others* to help you to understand the impression created by your behaviour.

Organisations are striving to shift traditional command and control structures towards flexible, high-performing, empowered teams. All leaders should tap into all the diverse strengths of every member of their team and address weaknesses, including their own, directly and openly. IDI helps individuals to recognise and acknowledge their own and each others strengths and weaknesses. The product of extensive research into assessment of leadership potential, the IDI has grown into a highly constructive development tool.

Individual style *as seen by others* is plotted on four quadrants. Each quadrant has a name reflecting the strengths of the people who share those characteristics. Position on the grid offers profound insights into the *reasons* for an individual's effectiveness, in other words, their strengths and weaknesses.

THE 4 BASIC STYLES...

RELATOR More affiliative Less directive	MOTIVATOR More affiliative More directive
PROCESSOR Less affiliative Less directive	PRODUCER Less affiliative More directive

... and what teams say about effective leaders of each type:

MOTIVATOR – "Always something new"

RELATOR – "Always there when you need them"

PROCESSOR – "Never loses track of important details"

PRODUCER – "Never side-tracked by unimportant details"

*Each has strengths and weaknesses.
None has the unique key to success.*

Looking at people with a style different from our own, we tend to see weaknesses more readily than strengths. A third dimension, Adaptability, describes the ability to adapt one's own style to better meet the needs of other individuals or situations. Adaptability holds the key to forging the strength of diversity from the confusion of Babel.

Here's a for instance...

In a client organisation with a strong "Producer" culture, budget and schedule were predominant. "Producer" individuals slotted in easily. Relations with "Relators" and "Motivators" (on whom the team might depend for new ideas) tended to be strained. IDI helped to expose the

differences for scrutiny.

"Paul's a Relator. I always knew he found it difficult to say, "No." Now it's OK to talk about. When he commits to a deadline I can ask, "Was that a real 'Yes' or a maybe 'Yes'?" Then we can joke about it and reach a much stronger agreement."

- Better mutual understanding
- Easier access to diverse strengths
- Less conflict
- Better results – schedule AND budget