

Adaptive Intelligence™: Working with Extreme People

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Welcome

Thank you Shipley Associates for preparing and hosting this APMP Chapter event.

- **Time:** 35-40 minutes
- **Questions:** At end of presentation
- **Mute:** To eliminate background noise

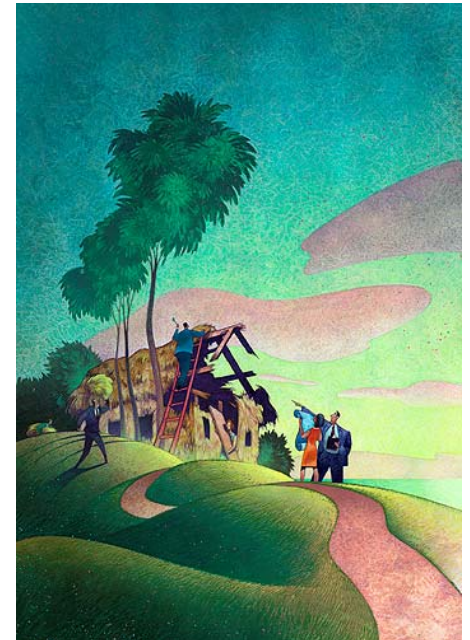


Individuals, Teams, Organizations...

Are more successful when they adapt to the situational needs that impact them.

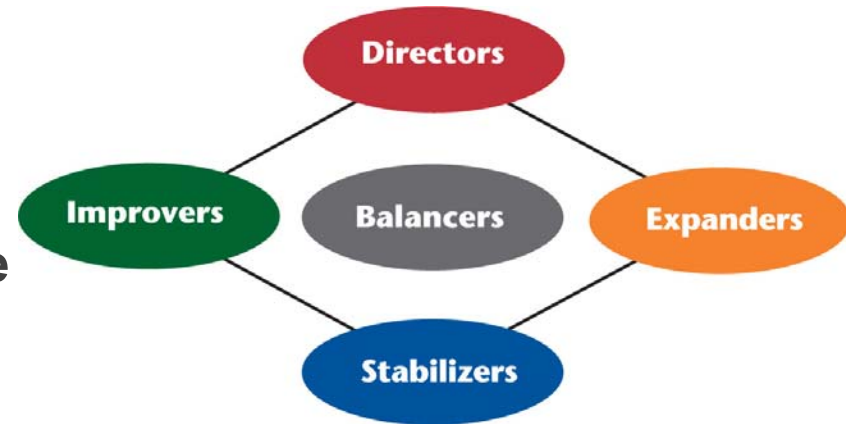
This means, to be the most successful, they must make the **right move**, at the **right time**, in the **right way**.

How are ***you*** adapting to the people, tasks, problems, needs, and changes affecting you?



The DEBSI Factor...

Each of us has a patterned way of thinking, working, and relating to others that helps determine who we are and how we manage the various roles we perform each day.



DEBSI is a five-dimensional model of personality, performance, and patterns.

The DEBSI Factor

Five patterns or factors characterize most behavior, personality, and performance. These are referred to as the **DEBSI** factor.

D factor - **results** orientation

E factor - **change** orientation

B factor - moderation orientation

S factor - **process** orientation

I factor - **quality** orientation

The Four Dimensional Theory

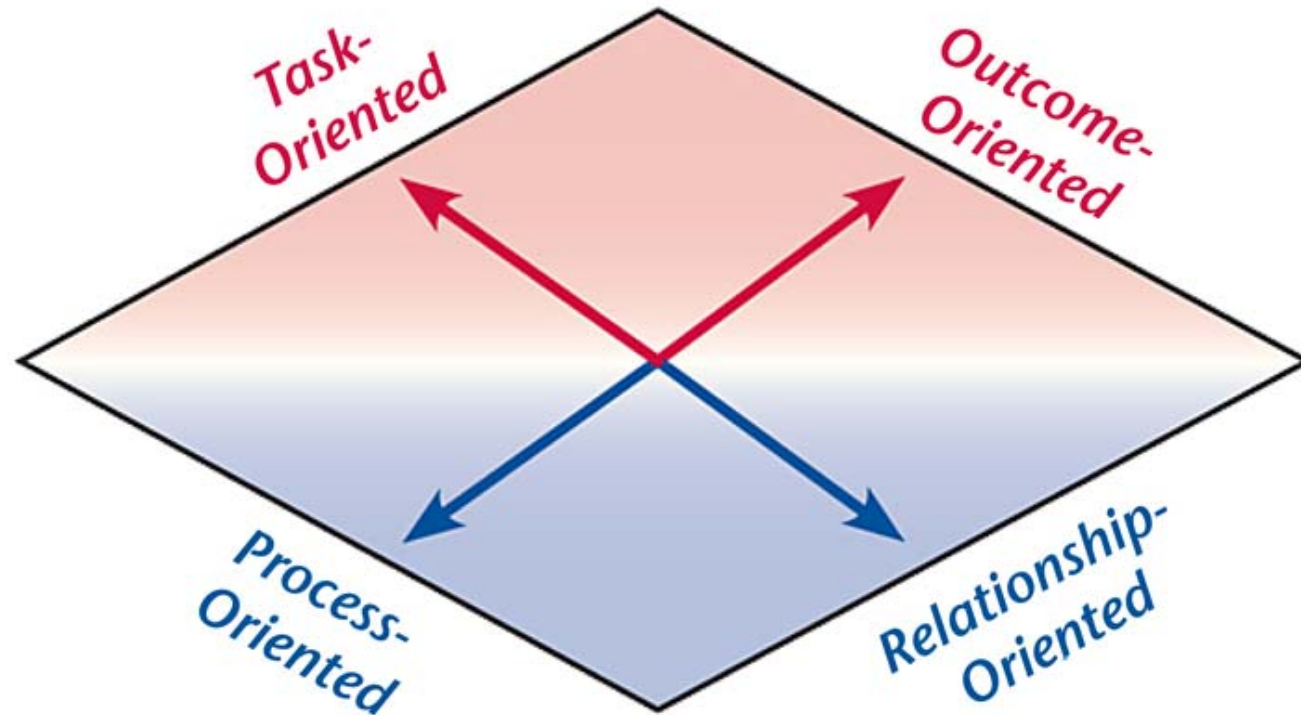
The **DEBSI** Factor is based on research that defines behavior as a combination of four behavioral dimensions.*

1. Tasks
2. Relationships
3. Process
4. Outcome

Research demonstrates that 99 percent of behavior can be defined as the interplay between these four dimensions.

*Rabinowitz, 1990

The Four Dimensions of Behavior



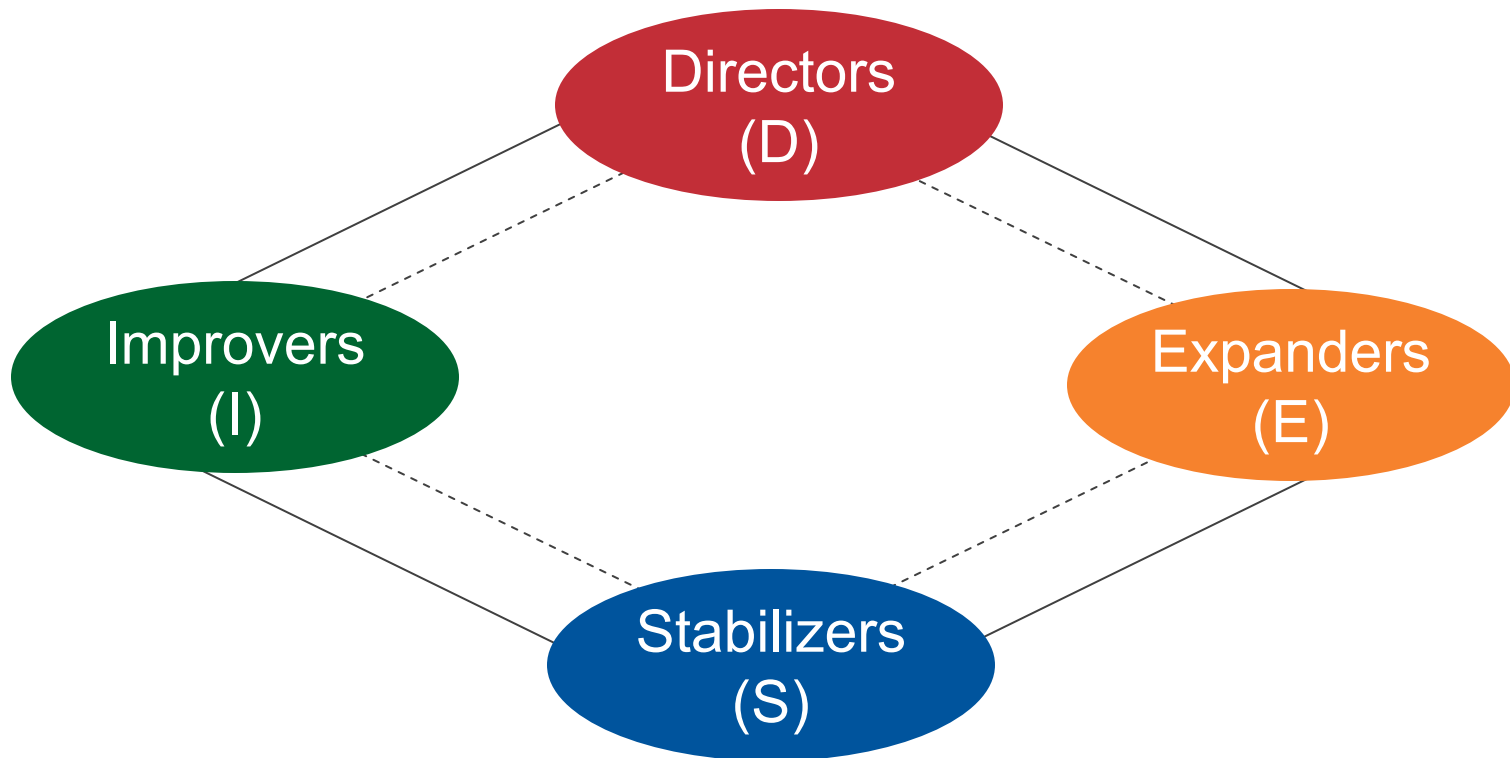
The Emphasis/De-Emphasis Theory

Individual behavior and personality is determined largely by the degree that each of the four dimensions are ***emphasized, balanced or de-emphasized.***

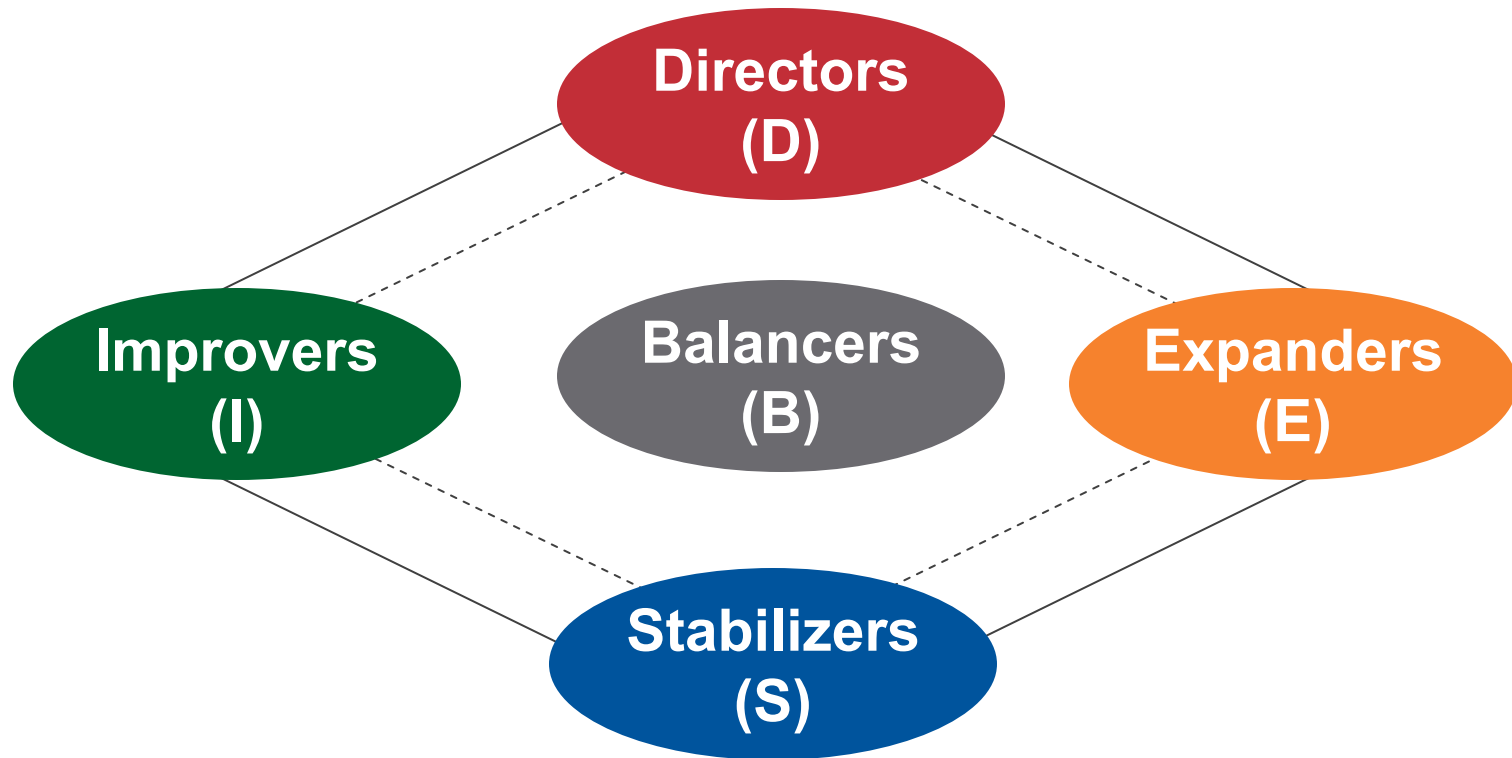
**Emphasis/De-emphasis Theory (Rabinowitz, 1991)*



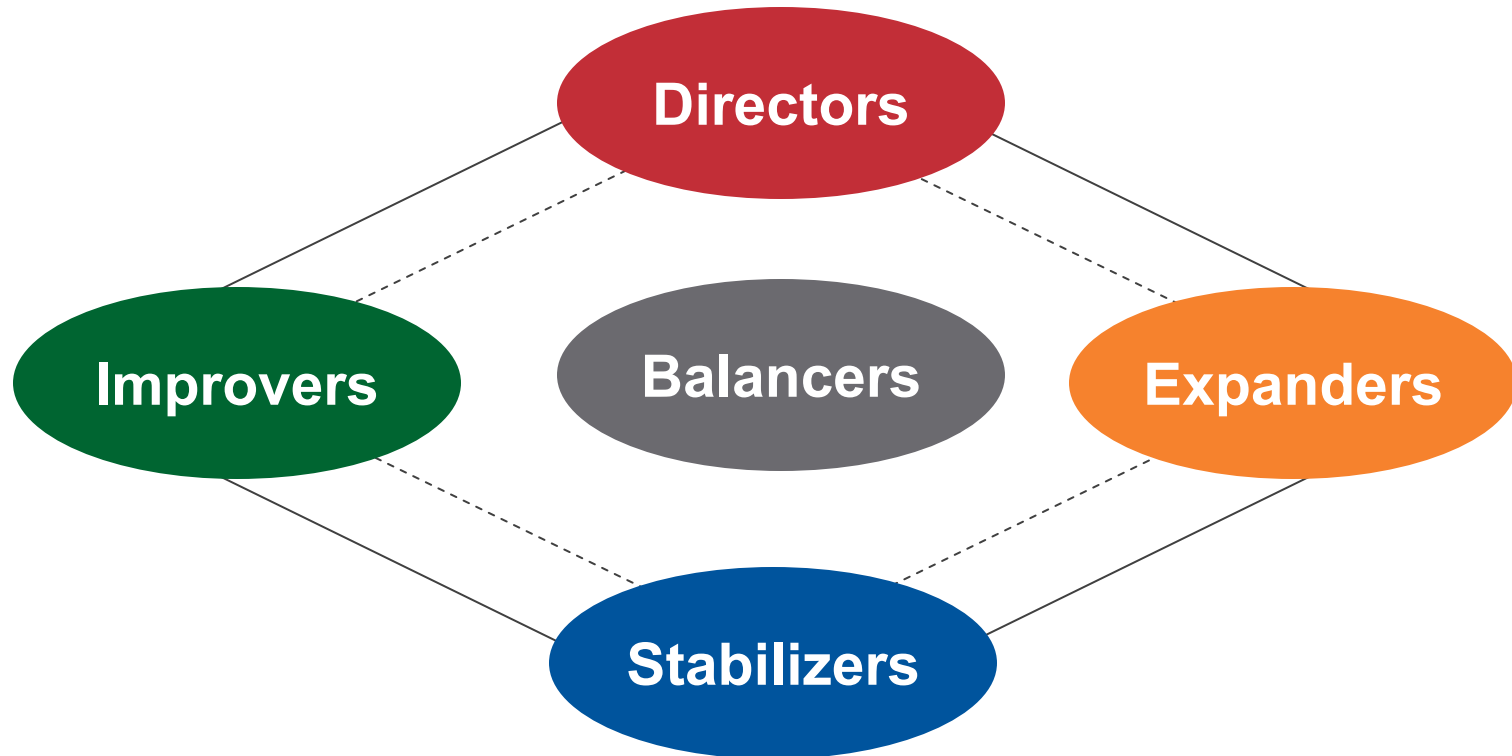
The DESI Patterns



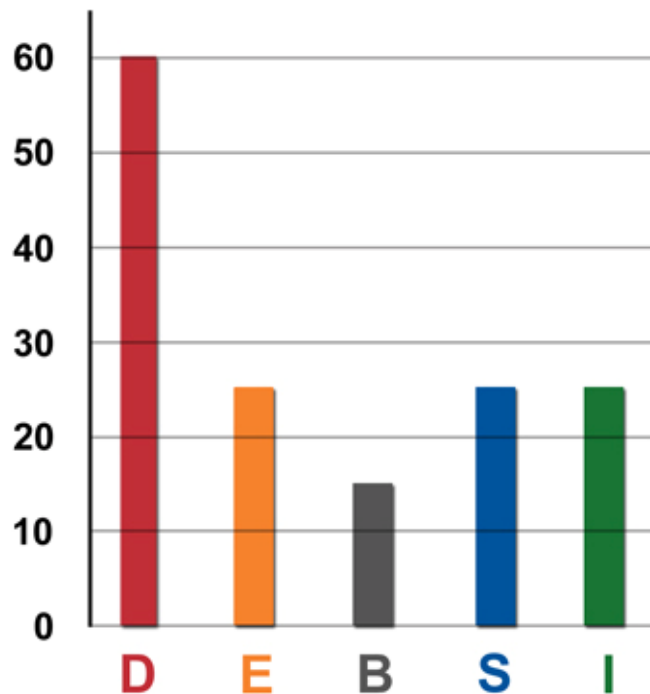
Adding the Fifth Pattern - Balance



The DEBSI Factor

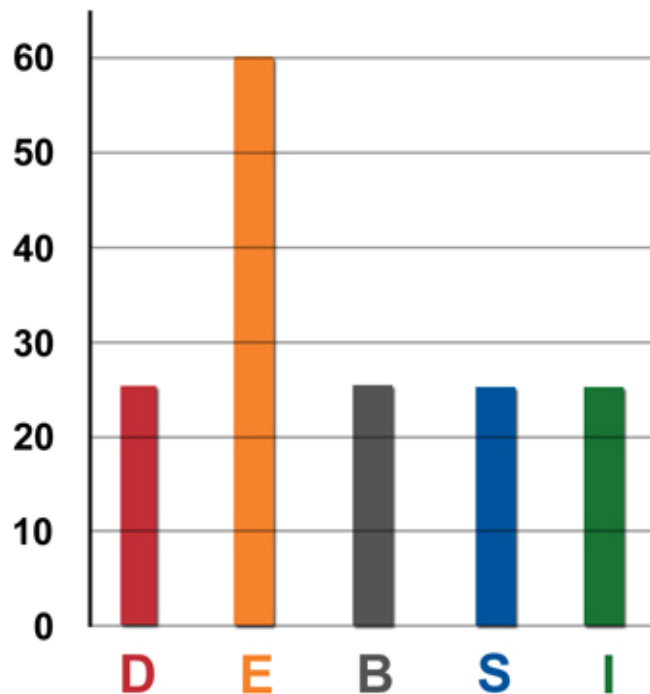


Directors (D) - RED ORIENTED



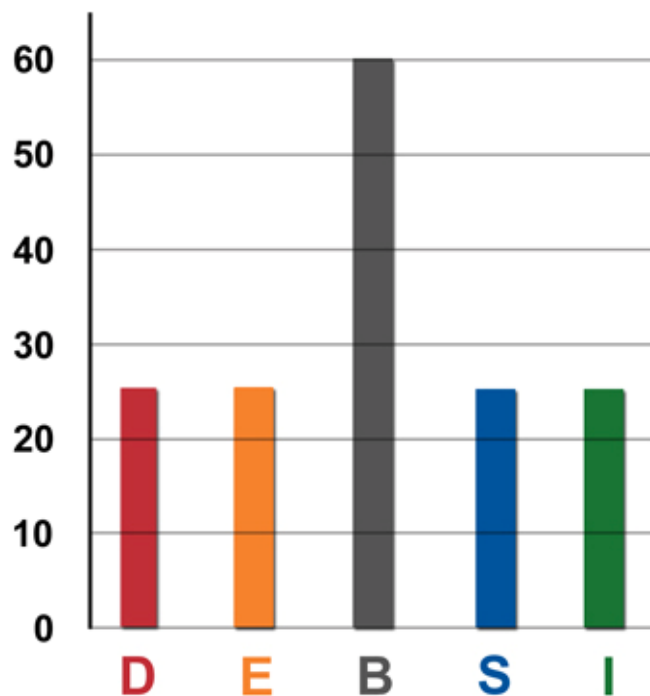
Think	Decisively
Decide	Definitively
Communicate	Concisely
Relate	Directly
Work	Efficiently
Emphasize	Results
Pattern	Linear

Expanders(E) - ORANGE ORIENTED



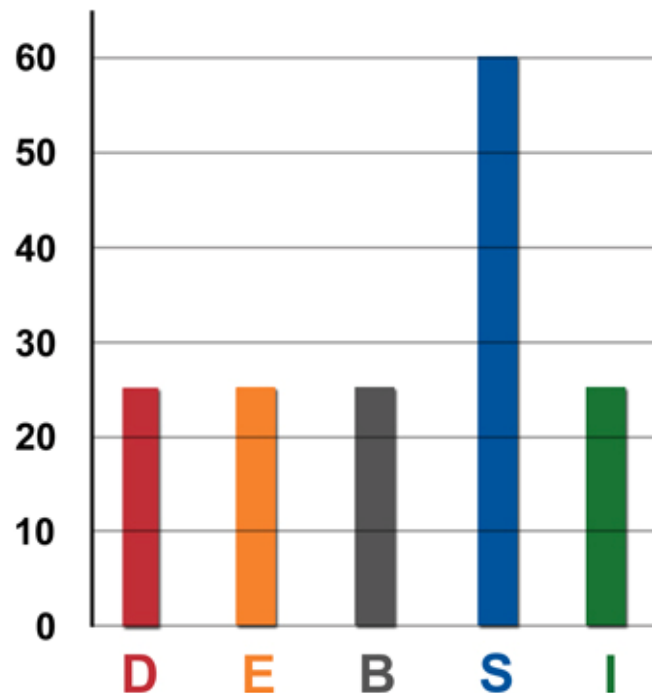
Think	Creatively
Decide	Flexibly
Communicate	Convincingly
Relate	Expressively
Work	Innovatively
Emphasize	Change
Pattern	Outbound

Balancer (B) - GRAY ORIENTED



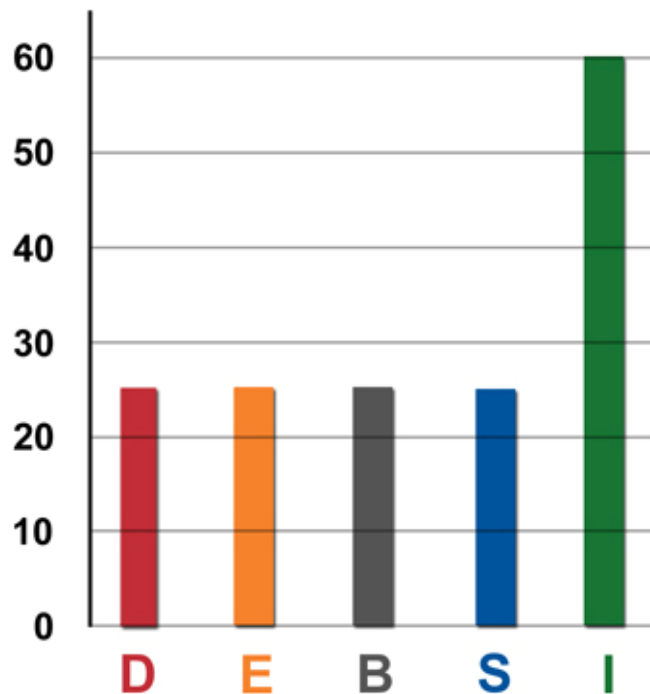
Think	Cautiously
Decide	Realistically
Communicate	Carefully
Relate	Responsively
Work	Controlled
Emphasize	Moderation
Pattern	Parallel

Stabilizer (S) - BLUE ORIENTED



Think	Practical
Decide	Reasonably
Communicate	Cooperatively
Relate	Supportively
Work	Reliably
Emphasize	Process
Pattern	Circular

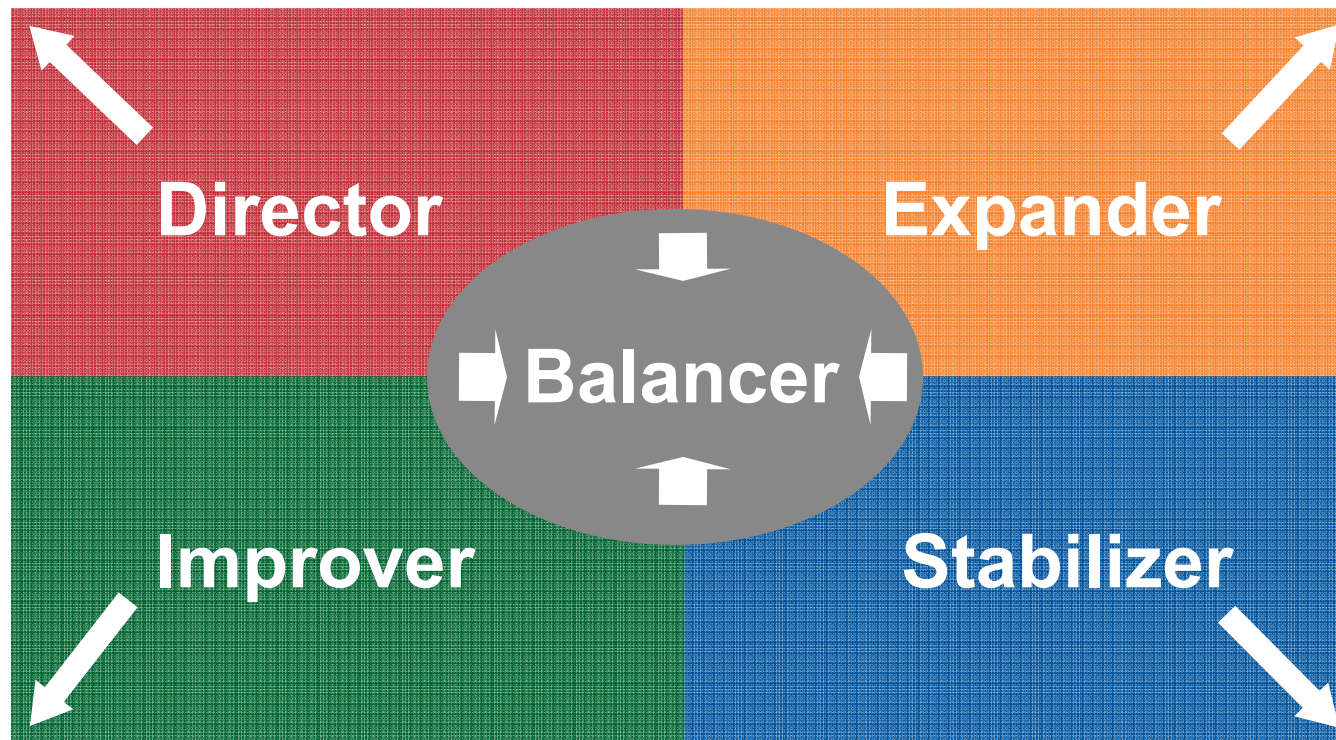
Improver (I) - GREEN ORIENTED



Think	Analytically
Decide	Rationally
Communicate	Credibly
Relate	Logically
Work	Thoroughly
Emphasize	Quality
Pattern	Triangle

Under Stress of a Proposal

DEBSI attributes become exaggerated.



Patterns in the Extreme-1's 2's and 3's

Patterns	1's	2's	3's
Linear D's	Directors	Bulls	Intimidators
Outward E's	Expanders	Evasives	Manipulators
Parallel B's	Balancers	Controllers	Dominators
Circular S's	Stabilizers	Trippers	Blockers
Inward I's	Improvers	Critics	Snipers



How can we work and relate better?

BAM your way to better outcomes by utilizing a strategy that either -

- ◆ *Balances the situation*
- ◆ *Aligns with the situation*
- ◆ *Modifies the situation*

This means we need to -

- *Assess the situational needs and patterns*
- *Adapt our approach to best influence the situation*
- *Achieve the right outcomes the right way*



Preventing and reducing conflict with D1, D2, D3's

To ALIGN with the Ds -

- *Be more DECISIVE*
- *Be more DIRECT*
- *Be more CONCISE*
- *Be more EFFICIENT*
- *Be more RESULTS Oriented*

To Modify the D -

- *Be more S*

To Balance the D -

- *Be more E, I or B*



Preventing and reducing conflict with E1, E2, E3's

To ALIGN with the Es -

- *Be more CREATIVE*
- *Be more EXPRESSIVE*
- *Be more CONVINCING*
- *Be more FLEXIBLE*
- *Be more CHANGE Oriented*

To Modify the E -

- *Be more I*

To Balance the E -

- *Be more S, D or B*

Preventing and reducing conflict with B1, B2, B3's

To ALIGN with the Bs -

- *Be more CAUTIOUS*
- *Be more RESPONSIVE*
- *Be more CAREFUL*
- *Be more CONTROLLED*
- *Be more MODERATION Oriented*

To Modify the B -

- *Be more E or I*

To Balance the B -

- *Be more S or D*



Preventing and reducing conflict with S1, S2, S3's

To ALIGN with the Ss -

- *Be more PRACTICAL*
- *Be more SUPPORTIVE*
- *Be more COOPERATIVE*
- *Be more RELIABLE*
- *Be more PROCESS Oriented*

To Modify the S -

- *Be more D*

To Balance the S -

- *Be more E, I or B*



Preventing and reducing conflict with I1, I2, I3's

To ALIGN with the Is -

- *Be more ANALYTICAL*
- *Be more LOGICAL*
- *Be more CREDIBLE*
- *Be more THOROUGH*
- *Be more QUALITY Oriented*

To Modify the I -

- *Be more E*

To Balance the I -

- *Be more D, I or B*

Putting it all together...

Whether you Balance, Align or Modify -

“Treat People the Way They Need to be Treated”

&

“Flex Your Form and Focus, Not Your Intent”



Thank you for your participation!

For more information on:

- Adaptive Intelligence™
- Adaptive Index™
- Project Leadership
- Team Building
- Leading High Performance

Visit us at www.consultpdg.com or call 800.836.5870