

# **Adaptive Intelligence™: Working with Extreme People**

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# Welcome

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**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

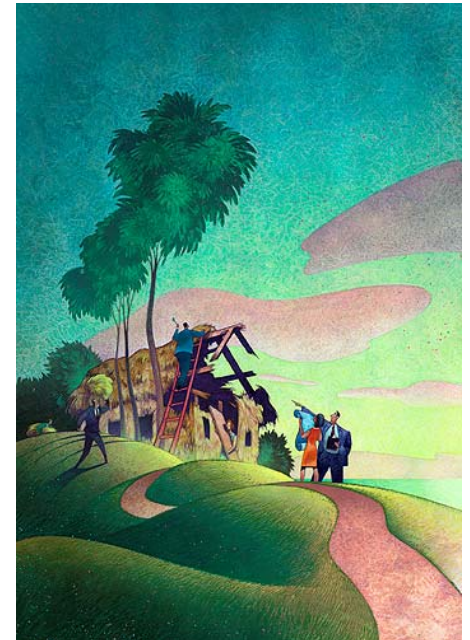


# Individuals, Teams, Organizations...

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

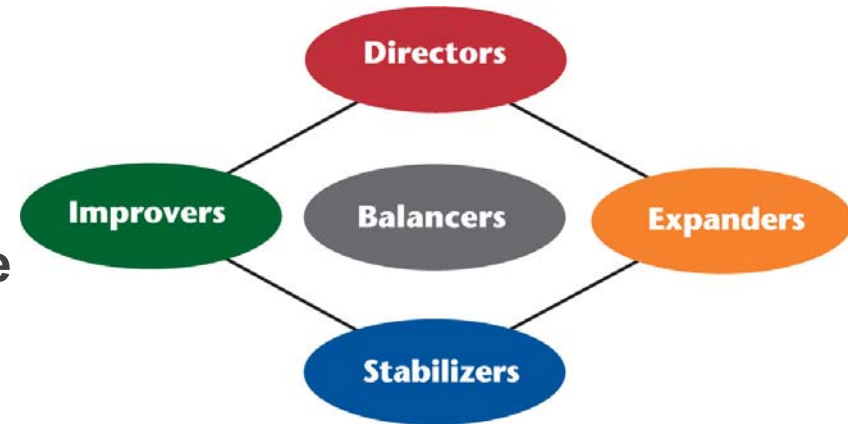
This means, to be the most successful, they must make the **right move**, at the **right time**, in the **right way**.

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

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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

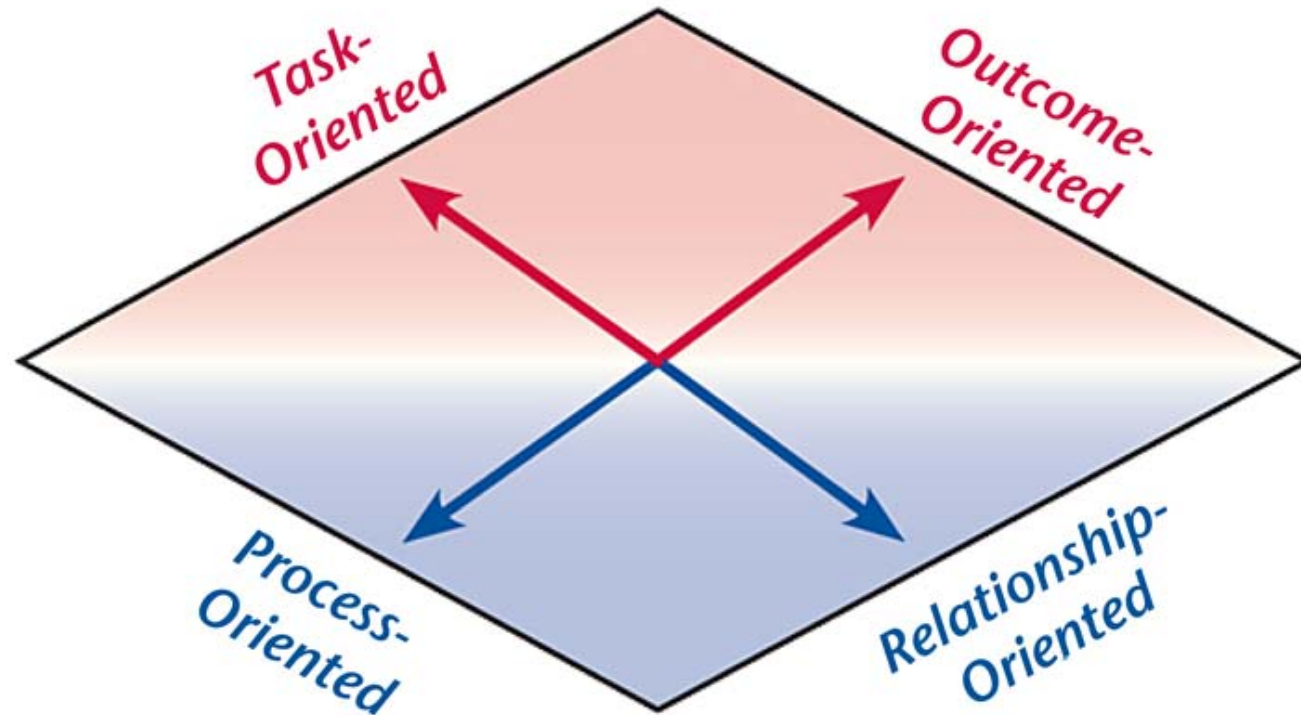
The **DEBSI** Factor is based on research that defines behavior as a combination of four behavioral dimensions.\*

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

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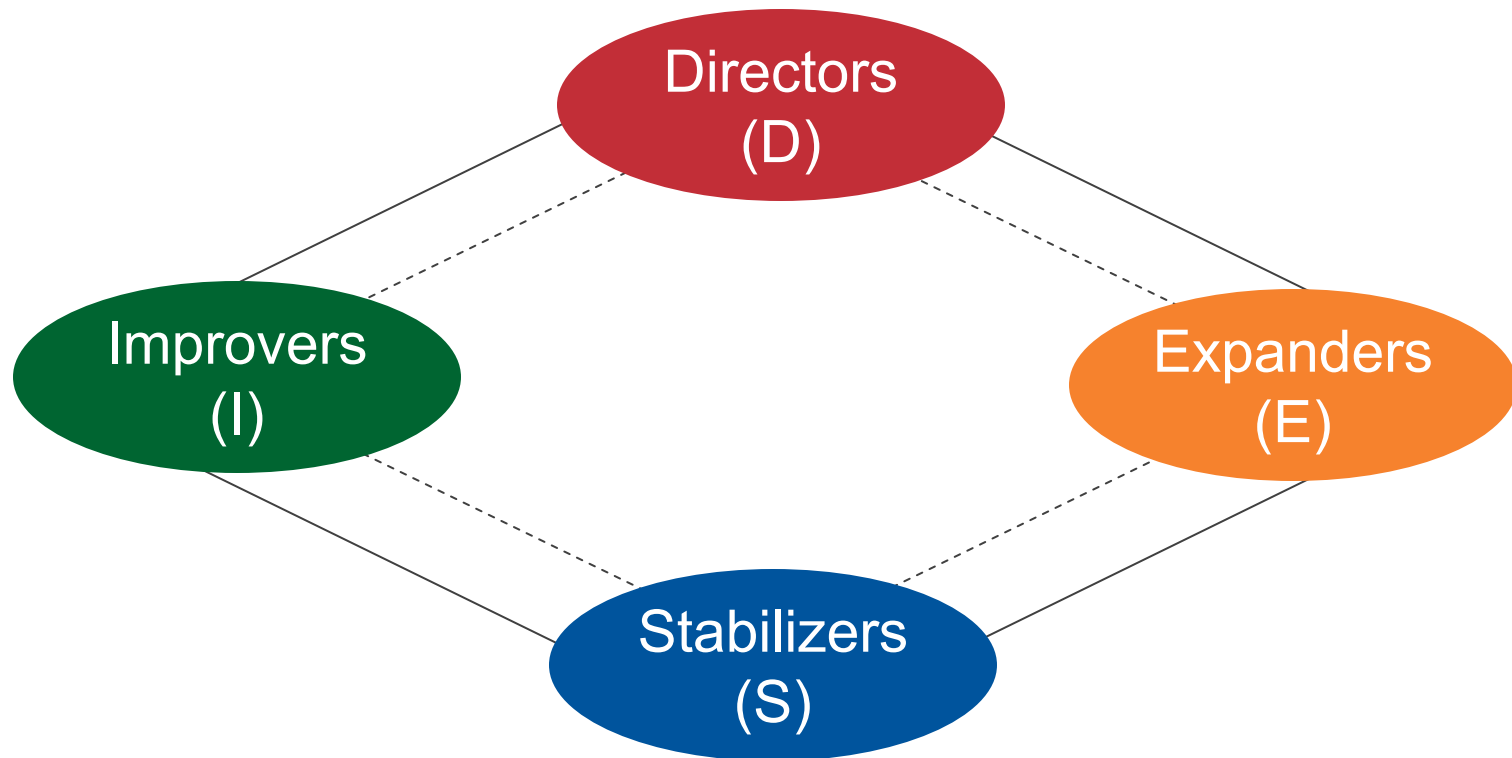
Individual behavior and personality is determined largely by the degree that each of the four dimensions are ***emphasized, balanced or de-emphasized.***

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

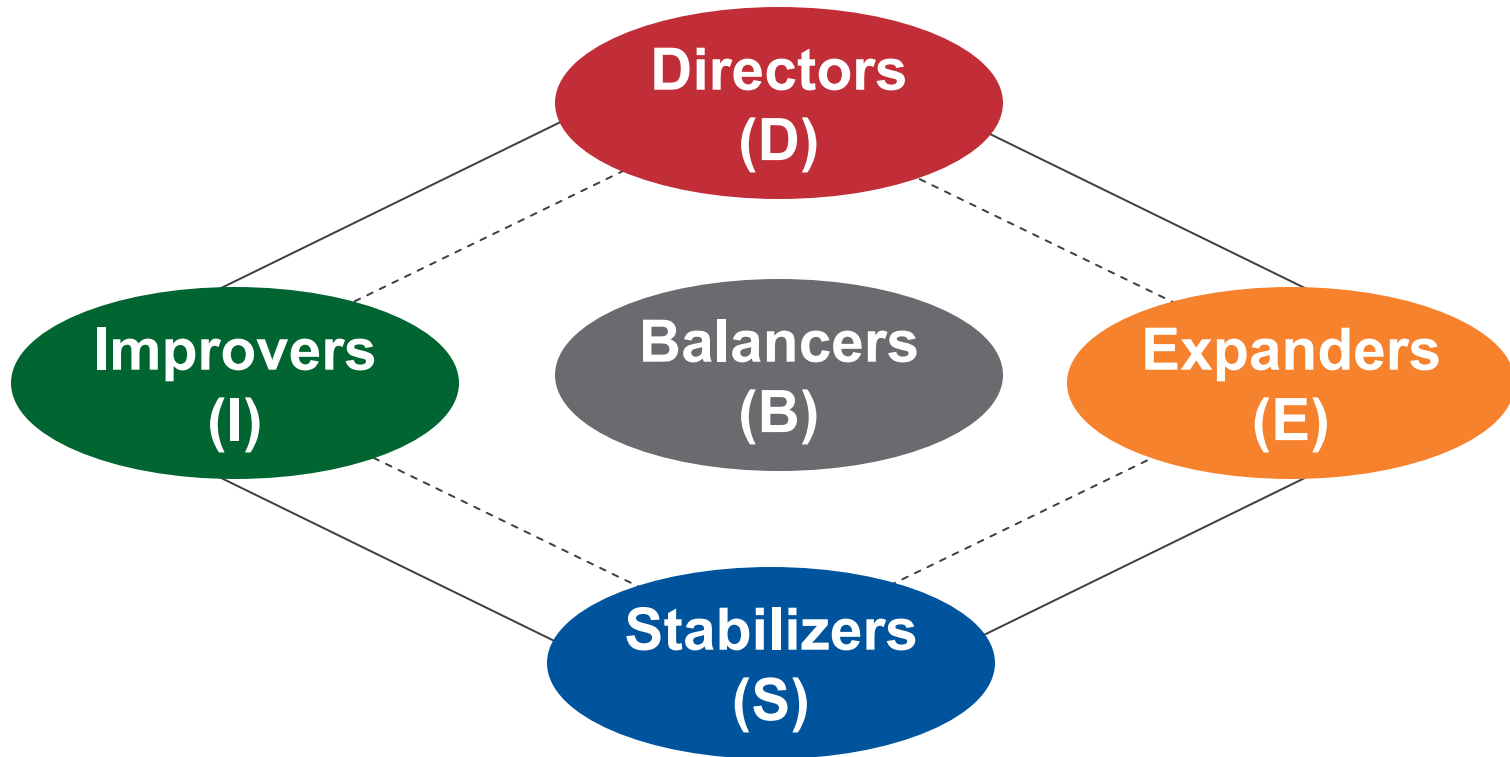




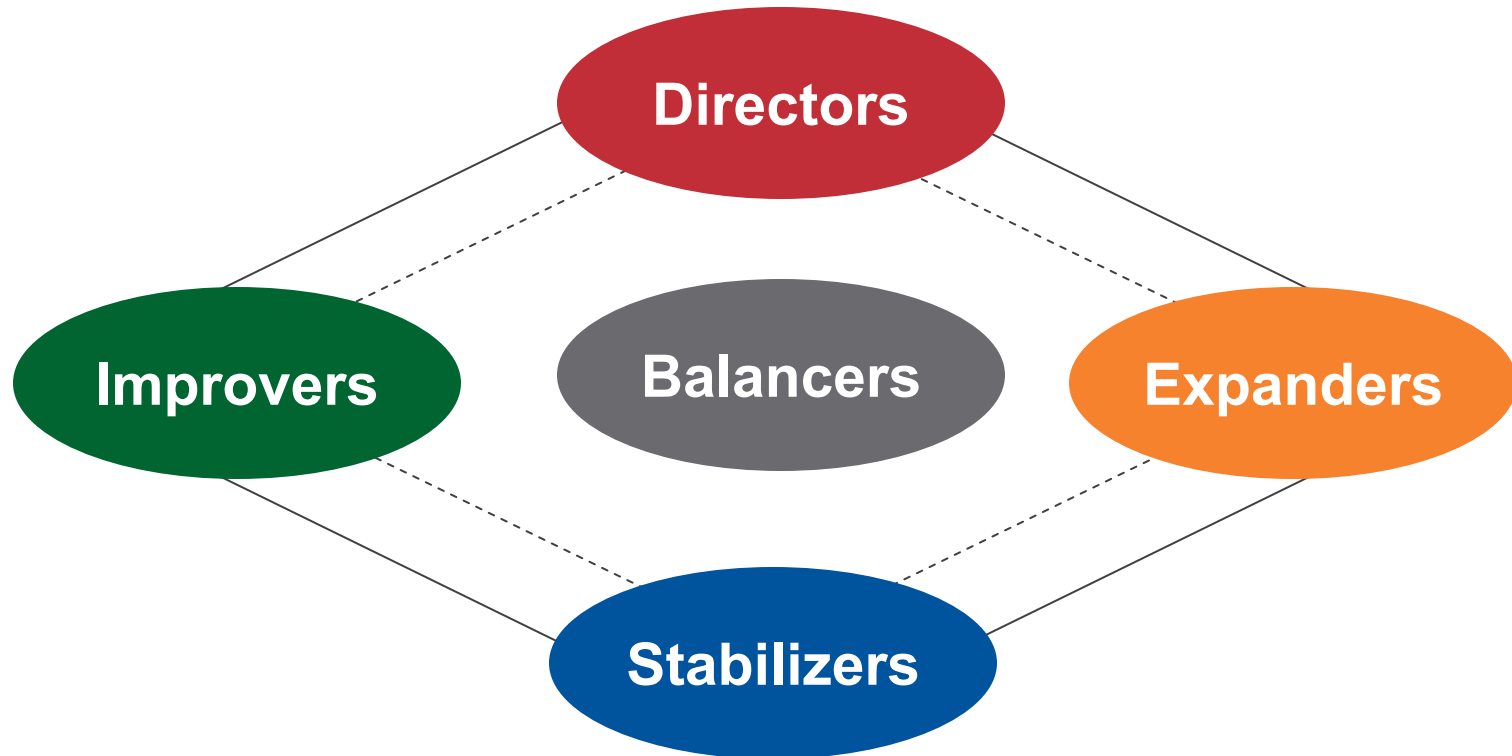
# The DESI Patterns



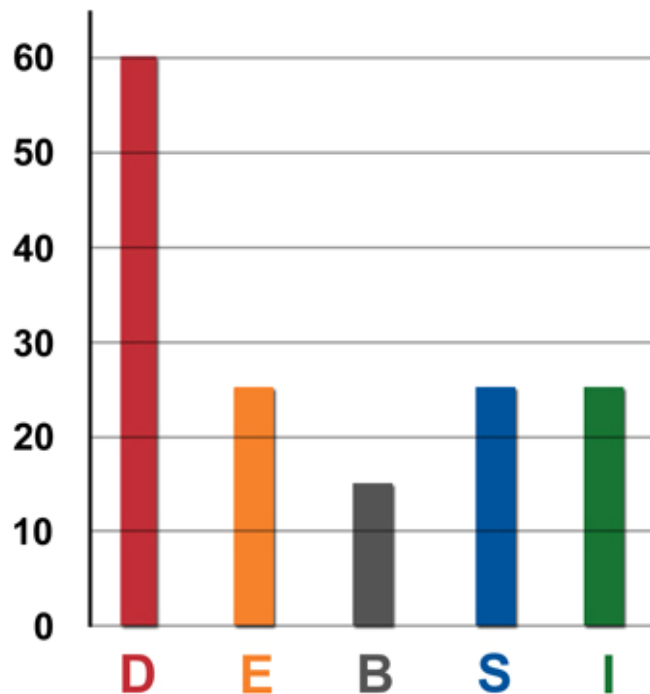
# Adding the Fifth Pattern - Balance



# The DEBSI Factor

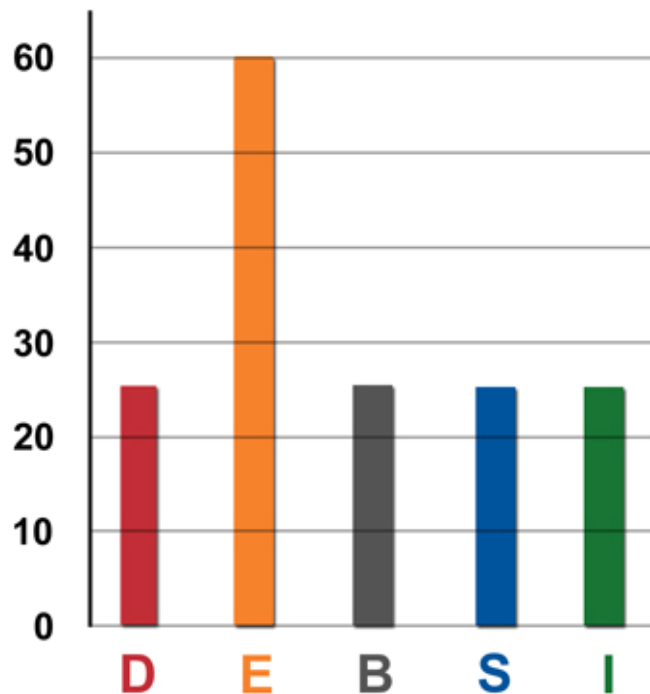


# Directors (D) - RED ORIENTED



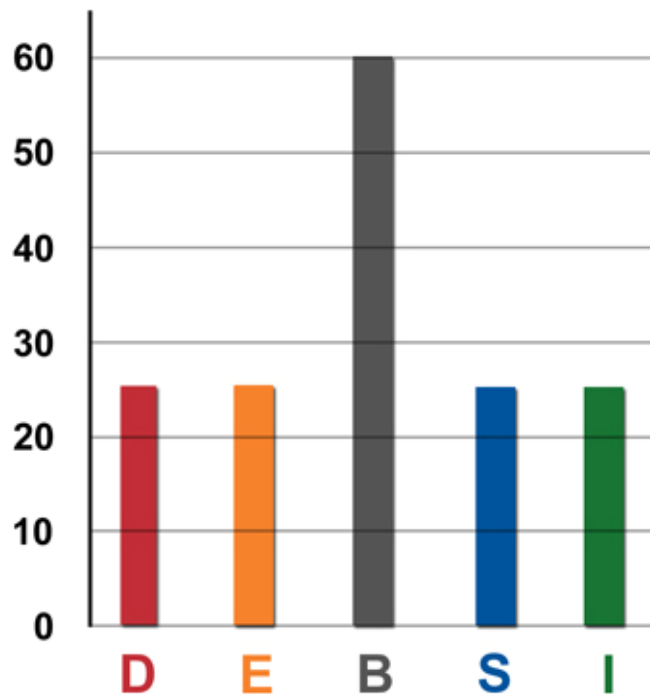
Think	Decisively
Decide	Definitively
Communicate	Concisely
Relate	Directly
Work	Efficiently
Emphasize	Results
Pattern	Linear

# Expanders(E) - ORANGE ORIENTED



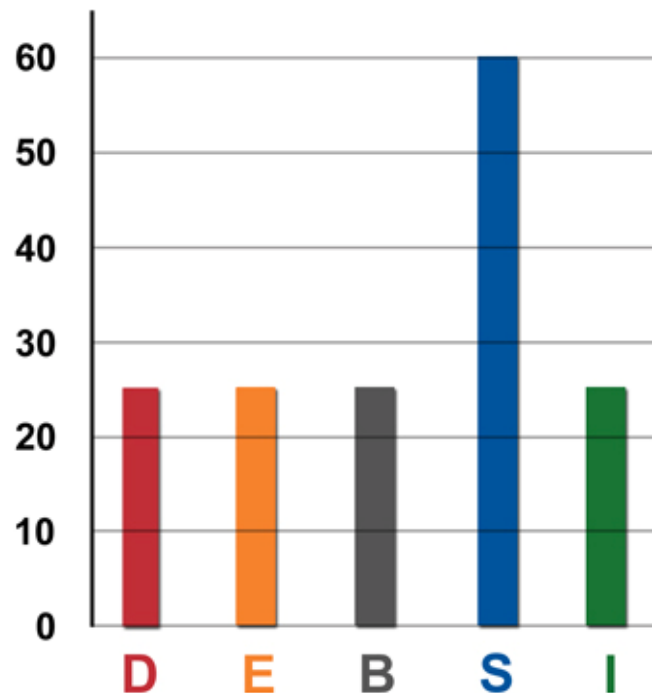
Think	Creatively
Decide	Flexibly
Communicate	Convincingly
Relate	Expressively
Work	Innovatively
Emphasize	Change
Pattern	Outbound

# Balancer (B) - GRAY ORIENTED



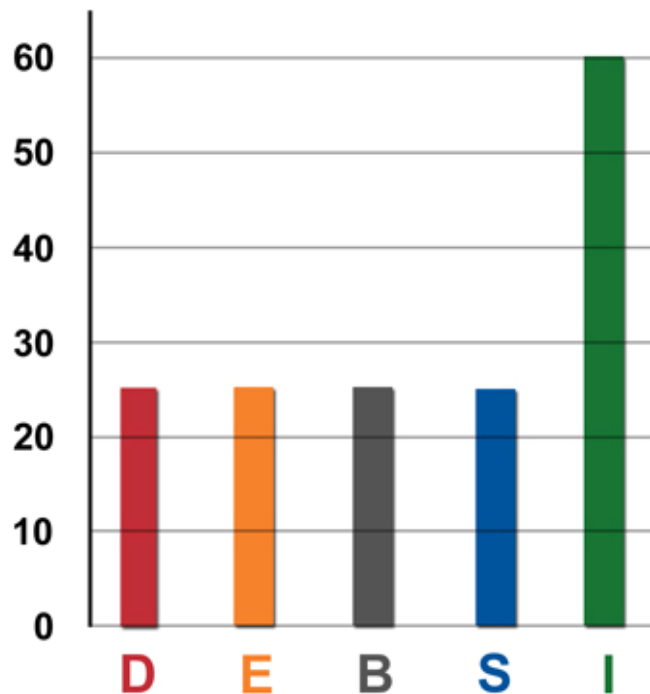
Think	Cautiously
Decide	Realistically
Communicate	Carefully
Relate	Responsively
Work	Controlled
Emphasize	Moderation
Pattern	Parallel

# Stabilizer (S) - BLUE ORIENTED



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

# Improver (I) - GREEN ORIENTED

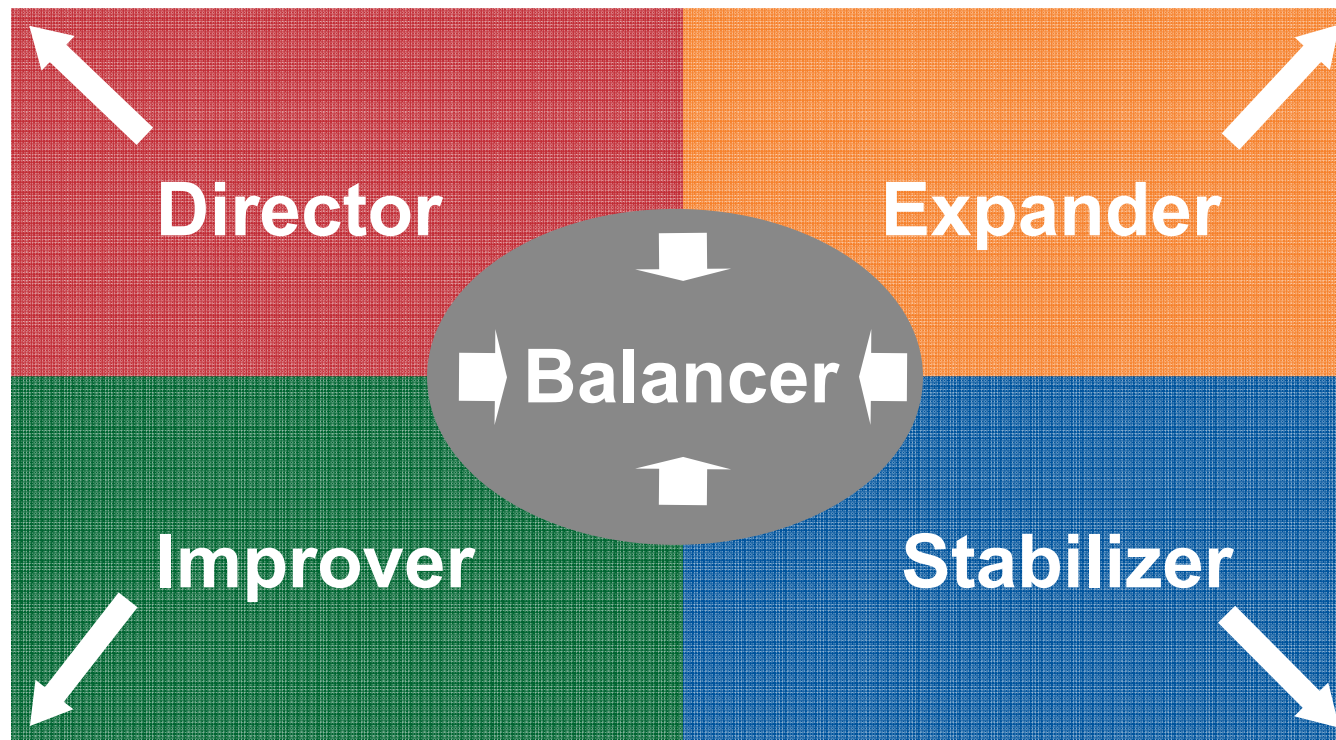


Think	Analytically
Decide	Rationally
Communicate	Credibly
Relate	Logically
Work	Thoroughly
Emphasize	Quality
Pattern	Triangle



# 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 <b>D's</b>	<b>Directors</b>	<b>Bulls</b>	<b>Intimidators</b>
Outward <b>E's</b>	<b>Expanders</b>	<b>Evasives</b>	<b>Manipulators</b>
Parallel <b>B's</b>	Balancers	Controllers	Dominators
Circular <b>S's</b>	<b>Stabilizers</b>	<b>Trippers</b>	<b>Blockers</b>
Inward <b>I's</b>	<b>Improvers</b>	<b>Critics</b>	<b>Snipers</b>



# How can we work and relate better?

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**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

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## 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

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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

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## 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

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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

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## 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...

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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!

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- Adaptive Intelligence™
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- Team Building
- Leading High Performance

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