


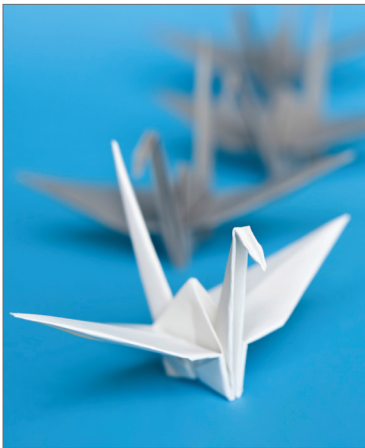


# Acumen Leadership WorkStyles™ (LWS)

-  paper scan-form
-  internet data collection (IDC)
-  accreditation required

## LEADERSHIP DEVELOPMENT

Improve a manager's ability to lead with valid, relevant, and personalized feedback



*Show executives and managers how their styles combine to shape their leadership performance.*

### WHAT IS LEADERSHIP WORKSTYLES?

Leadership WorkStyles is a multi-rater development assessment tool that measures the thinking and behavioral styles that impact a manager's ability to lead. This tool provides leaders with highly personalized feedback on how their ways of acting and reacting to people and situations shape their effectiveness.

### HOW DOES LEADERSHIP WORKSTYLES WORK?

Leadership WorkStyles offers self-motivated leaders a personal styles assessment with feedback from self and others. Survey results are analyzed to develop standardized scores for leaders along the 12 Circumplex styles. A profile based on self-reports and descriptions by others is generated to graphically illustrate the leader's behavior along such styles as Self-Actualization, Approval, and Competition. The leader's profile is then analyzed in terms of 6 clusters or sets of styles. The shape of the leader's overall profile is determined by his or her primary, secondary, and in some cases, tertiary clusters. This way, a feedback report can be developed for the leader in consideration of his/her particular

combination of styles. Drawing from a large database of information on leaders' behavior, a detailed feedback report is generated that describes the relative effectiveness or ineffectiveness of the leader's patterns of behavior.

### APPLICATIONS

Leadership WorkStyles can be used for:

- Providing leaders with insights into their personal styles
- Showing leaders how their styles combine to shape their leadership performance
- Developing leaders' capacity to monitor and modify their behavior
- Offering leaders feedback to help them develop into positions of greater responsibilities

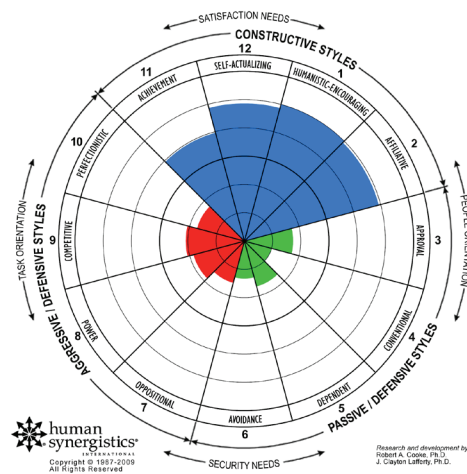
### WHO SHOULD EXPERIENCE LEADERSHIP WORKSTYLES?

Leadership WorkStyles is appropriate for executives, managers, and leaders who would like to develop and grow to realize their full potential.

*continued on back*

# Acumen Leadership WorkStyles™ (LWS)

Figure 1: Most Effective Leaders



Research & Development by: Robert A. Cooke, Ph.D. and  
J. Clayton Lafferty, Ph.D. Copyright © 1987-2015 by  
Human Synergistics International. All Rights Reserved.

## ACCREDITATION

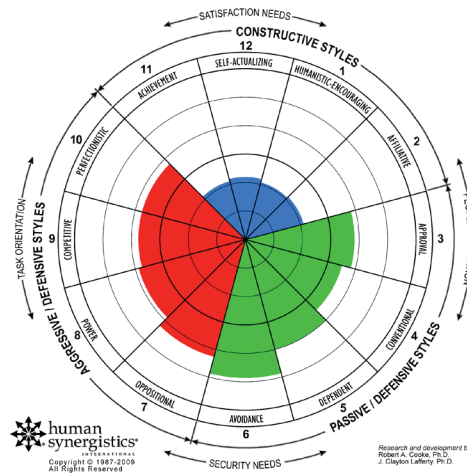
LWS requires accreditation from Human Synergistics before materials can be purchased. The accreditation process includes the WorkStyles Workshop, an in-class exam, and an accreditation project and debrief webinar. The WorkStyles Accreditation Program is pre-approved for recertification credits.



*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification*

*Institute's criteria to be pre-approved for recertification credit.*

Figure 2: Least Effective Leaders



Research & Development by: Robert A. Cooke, Ph.D. and  
J. Clayton Lafferty, Ph.D. Copyright © 1987-2015 by  
Human Synergistics International. All Rights Reserved.

U.S.A. | AUSTRALIA | BELGIUM | BRAZIL | BRITISH ISLES | CANADA | FINLAND | FRANCE | GERMANY | HUNGARY | JAPAN | THE NETHERLANDS | NEW ZEALAND | ROMANIA | SERBIA | SOUTH KOREA