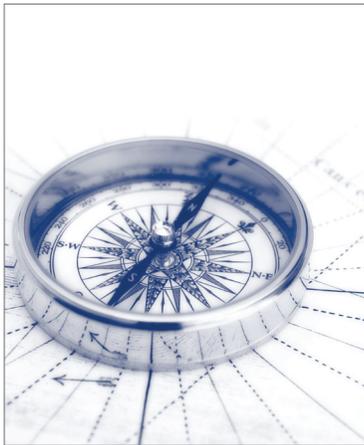


Life Styles Inventory™ with Item-Level Feedback (LSI ILF)

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

INDIVIDUAL DEVELOPMENT

Identify targets for behavioral change to improve interpersonal relations, increase effectiveness, develop leadership potential, and identify behavioral development gaps



Before (and still beyond) Emotional Intelligence: The LSI has helped millions of leaders and individual contributors understand how they can change their thinking and behavioral styles to increase effectiveness.

WHAT IS THE LSI ILF?

Developed by Dr. J. Clayton Lafferty back in the 1970s, the *Life Styles Inventory* (LSI) measures 12 specific styles or patterns of thinking and behaving that can either contribute to or detract from personal effectiveness. The 12 styles measured by the LSI are organized into three clusters:

- Constructive, which includes Achievement, Self-Actualizing, Humanistic-Encouraging, and Affiliative thinking styles.
- Passive/Defensive, which includes Approval, Conventional, Dependent, and Avoidance styles.
- Aggressive/Defensive, which includes Oppositional, Power, Competitive, and Perfectionistic thinking styles.

Research has shown that the styles measured by the LSI are related to many important outcomes, including job performance, problem-solving effectiveness, quality of interpersonal relations, salary, organizational level, individual health and well-being, and impact on organizational culture.

Now, four decades later, Dr. Robert Cooke has developed the Item-Level Feedback (ILF) report to provide a deeper understanding of the behavioral styles measured by the LSI and to pinpoint changes that can lead to these and other desired outcomes.

HOW DOES THE LSI ILF WORK?

The LSI system is comprised of two inventories: LSI 1 and LSI 2. The LSI 1 is a self-assessment of one's thinking styles and self-concept and consists of 240 items. The LSI 2 is completed by up to twelve associates and taps others' perceptions along the same 240 items.

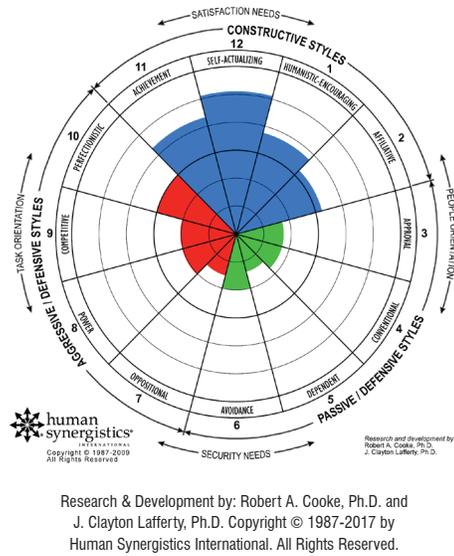
The inventories take about 20-30 minutes to complete. Results of the LSI 1 and the LSI 2 (scored by HSI) are plotted on the Human Synergistics Circumplex. These profiles enable individuals to quickly identify Defensive styles to eliminate and Constructive styles to accentuate.

The ILF report provides detailed item-by-item feedback that offers otherwise unavailable information on the specific behaviors on which they should focus to strengthen or reduce the styles they've targeted. Results are compared to those for 14,000 individuals in our new international norming data set. To complement the ILF, additional results (self-reports and descriptions by others) at the style level are presented in a new Summary Grid to identify confirmed strengths, unrecognized strengths, stumbling blocks, and blind spots.

continued on back

Life Styles Inventory™ with Item-Level Feedback (LSI ILF)

Figure 1: Successful Chairman of the Board



APPLICATIONS

The LSI can be used as a coaching or self-development tool to:

- Enhance self-understanding by promoting reflection on and conversations about one's values, beliefs, and assumptions
- Heighten awareness of untapped or underdeveloped aspects of thinking and behavior;
- Strengthen leadership capabilities;
- Sharpen negotiation, time management, problem-solving, and/or interpersonal skills
- Improve individual health and well-being

For system-wide interventions, the inventory can be used as a tool for:

- Illustrating and discussing the effects of different personal styles
- Evaluating current approaches to motivation and coaching
- Promoting more effective management and leadership strategies by addressing systemic deficiencies
- Moving toward a more positive and Constructive interpersonal climate

Organizational development initiatives can be further guided by our new LSI Composite Reports and Comparative Profiles that present group-level results and the outcomes attained by the more Constructive and Defensive members of the group or organization.

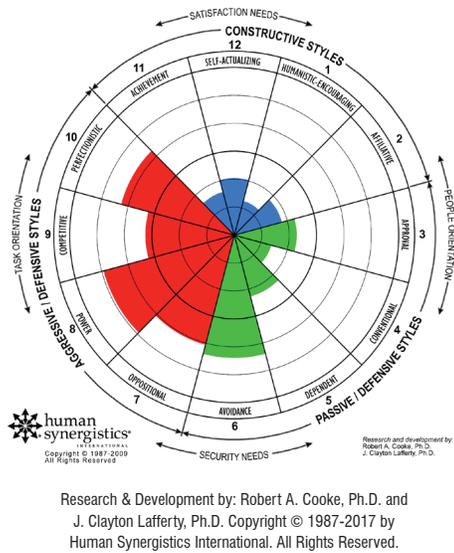
THE LSI AND PERFORMANCE

The LSI profiles shown here illustrate some of the differences between successful and unsuccessful managers.

Figure 1 is that of a successful Chairman of the Board of a profitable and innovative public utility company. The extensions at the top of this profile indicate a predominantly Constructive orientation, particularly in the directions of Self-Actualizing and Achievement.

In contrast, Figure 2 is a composite of three corporate presidents who failed in their jobs. The extensions toward the bottom of this profile indicate strong Defensive orientations, particularly in the directions of the Avoidance, Oppositional, Power, and Perfectionistic styles.

Figure 2: Three Corporate Presidents who Failed



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Life Styles Inventory™ with Item-Level Feedback (LSI ILF)

Figure 1: LSI 1 & 2 Summary Grid

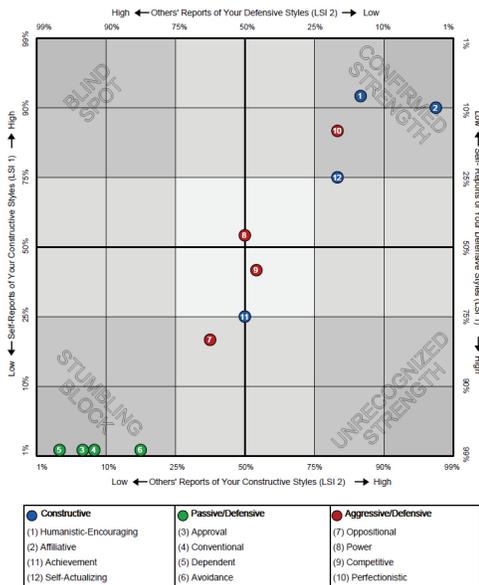


Figure 2: Description-by-Others Item by Item

Item	Score	Median	Δ
trusted by others	1.80	1.60	0.20
supportive of others	1.60	1.50	0.10
good teacher	2.00	1.29	0.71
sought out by others for assistance	1.80	1.40	0.40
popular leader	1.00	1.20	-0.20
good listener	2.00	1.50	0.50
encourages others	1.40	1.50	-0.10
knows people's needs	1.40	1.20	0.20
develops others	1.60	1.25	0.35
considerate	1.60	1.60	0.00
understanding	1.60	1.60	0.00
thinks of others	1.60	1.40	0.20
thoughtful	2.00	1.60	0.40
enjoys teaching others	2.00	1.40	0.60
willing to take time with people	1.40	1.56	-0.16
respects confidences	2.00	1.60	0.40
makes others think for themselves	1.40	1.25	0.15
sees others as basically good	1.40	1.40	0.00
humanistic	2.00	1.57	0.43
enjoys settling disputes	1.60	1.00	0.60
Total	33.20	28.42	4.78

SUMMARY GRID

The Summary Grid presents blind spots, confirmed strengths, unrecognized strengths, and stumbling blocks.

Blind Spots: *Others disagree with Self* that a Constructive style is strong or a Defensive style is weak

Confirmed Strengths: *Self and Others Agree* that a Constructive style is strong or a Defensive style is weak

Unrecognized Strengths: *Others Disagree with Self* that a Constructive style is weak or a Defensive style is strong

Stumbling Blocks: *Self and Others Agree* that a Constructive style is weak or a Defensive style is strong

Styles with extreme scores along which Self and Others either strongly agree or disagree, if any, fall in the dark gray cells near the corners. These styles often warrant the greatest analysis and attention by individuals and their coaches.

ITEM-BY-ITEM ANALYSIS

The Item-by-Item tables list by style the scores for the LSI items. The Self-Description tables list the individual's own responses to the items associated with each style in order of the strength of their relationship to effectiveness (as reported by LSI 2 Description-by-Others respondents).

The Description-by-Others Item-by-Item tables reflect others' perceptions of the individual. Item scores can range from 0.00 (essentially unlike you) to 2.00 (like you most of the time). Difference scores (Δs) are provided based on the individual's scores minus the median scores for the norming group. Positive Δs indicate that the word or phrase is more like the individual than the average person, which, for the Defensive styles, indicate a target for change. Negative Δs for Constructive items indicate that they

are less like the individual and thus the behaviors described are potential targets for development.

ACCREDITATION

The LSI with ILF requires accreditation from Human Synergistics before materials can be purchased. The Styles Accreditation Program is pre-approved for HR Certification Institute® recertification credit hours.



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.