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.
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.
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 International Coach Federation (ICF) Continuing Coach Education (CCE) units and HR Certification Institute® recertification credit hours.

This program has been approved for 21.75 (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRiT™ and SPHRiT™ recertification through the HR Certification Institute.