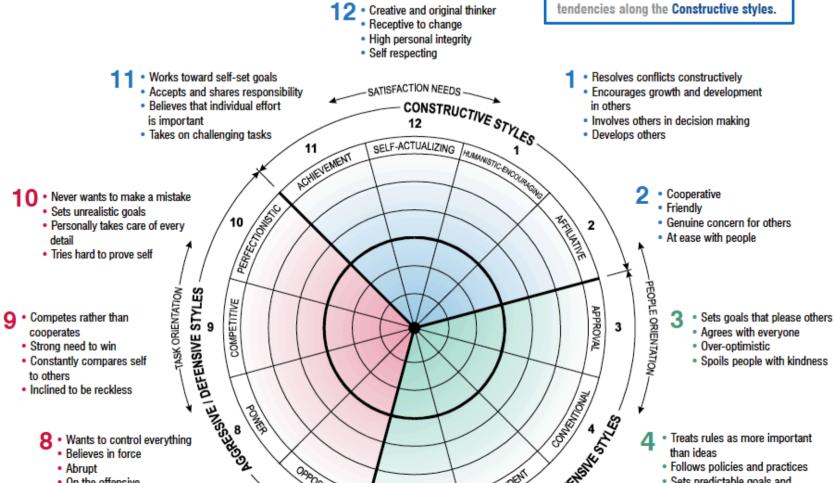


Circumplex

Thinking/ Behavioral Styles





 Opposes new ideas · Looks for mistakes Cvnical

 Abrupt · On the offensive

Effective individuals in groups

WEAKER tendencies along the

and organizations show

· Critical of others

SECURITY NEEDS -

6 • Leaves decisions to others

AVOIDANCE

Non-committal

OPPOSITIONAL

. "Lavs low" when things get tough

Lacks self-confidence

5 • Relies on others for direction

Doesn't challenge others

A good follower

Compliant

Effective individuals in groups and organizations show WEAKER tendencies along the Passive/Defensive styles.

· Follows policies and practices

. Sets predictable goals and

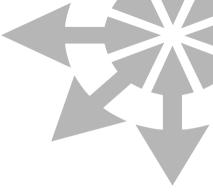
objectives

Conforming



Aggressive/Defensive styles Changing the World One Organization at a Time[®]

How to Debreif a "more Defensive" Profile



What to keep in mind:

Very rare

This differs across "Levels" (LSI)

Appropriate use of the tool?

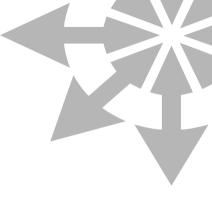
"Better than no change at all"

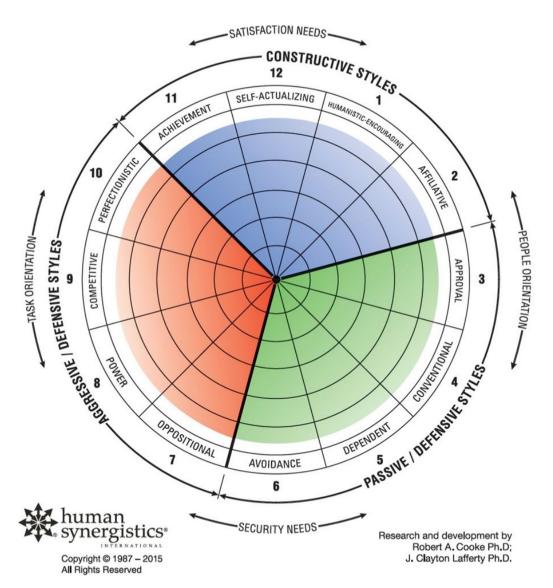
When have we re-measured?

Same feedback group?

LSI1, LSI2, both?

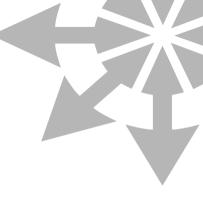






Do we see?:

- A) Primarially 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?

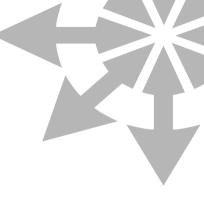


Do we see?:

- A) Primarially 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?

Debreif Questions:

- A) How is the development "journey" progressing?
- B) Reaction to profile?
- C) When? Why? Were you aware?
 - + Clear example
 - + Awareness, Acceptance, Action?



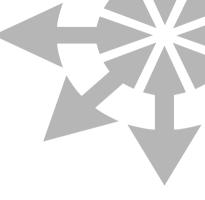
Do we see?:

- A) Primarially 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?

Debreif Questions:

- A) How did we (AP/HS) introduce the tool/Circumplex?
- B) What action steps have you taken?
- C) Awareness of change and effect?
- D) Good!*.. but why still Defensive?





Do we see?:

- A) Primarially 1 Style (Dependence)?
- B) A shift from Red to Green/ Green to Red?
- C) Same Profile, Overall more Defensive?

Debreif Questions:

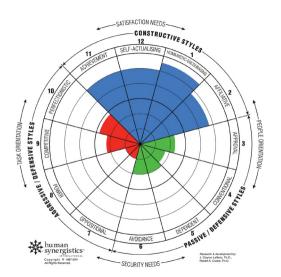
- A) What is going on? Increasing insecurity, less Constructive response.
- B) What action steps have you taken?
- C) Awareness of change and effect?
- D) Reaction to profile?

THE CONSTRUCTIVE DIFFERENCE

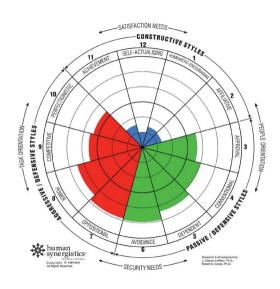
(LSI 1, LWS Self-Description)

47,000 LSII respondents, isolating the top 10% and the bottom 10% respondent profiles

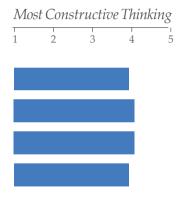
MOST CONSTRUCTIVE THINKING

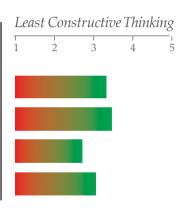


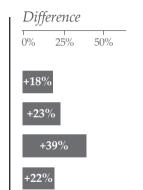
LEAST CONSTRUCTIVE THINKING



SATISFACTION WITH... Current Job Work Accomplishments Ability to Manage Stress Health





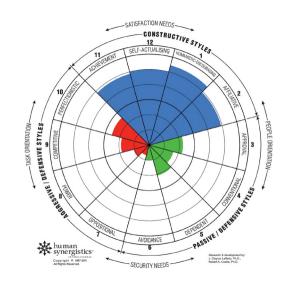


THE CONSTRUCTIVE DIFFERENCE

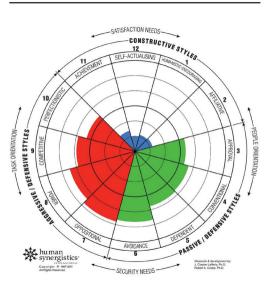
(LSI 2, LWS Feedback)

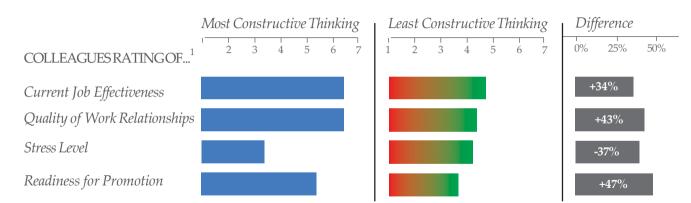
47,000 LS12 respondents, isolating the top 10% and the bottom 10% respondent profiles

MOST CONSTRUCTIVE BEHAVIOURS



LAST CONSTRUCTIVE BEHAVIOURS





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