360-Degree Feedback: A Personal Case Study

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Start

My Predictions

• Predict styles for self-profile
• Predict styles for others-profile

LSI Comparative Profiles

Self-Description

Description-by-Others

LSI Debrief

• Styles for self-profile prediction **confirmed**
• Styles for others-profile

The Decision

• Ignore behavior styles
• Make conscious effort to change behavior styles

LSI Debrief

“I wonder if I behave differently in varying circumstances?”

My Predictions

• Styles for self-profile prediction **confirmed**
• Variance in styles for others-profile

The Decision

• Determine which styles need improvement
• Create list of behaviors to increase/decrease

Self-Development Guide

• Self- and Description-by-Others circumplexes will mimic LSI Others’ circumplex
• Breakouts will have varying circumplexes

LWS Predictions

• All self-predictions correct
• Outcome for overall breakout better than expected

LWS Breakout Profiles

Classmates

Self

Teammates

Description-by-Others

T.L. (individual)

Family/ Friends

LWS Debrief

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