




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

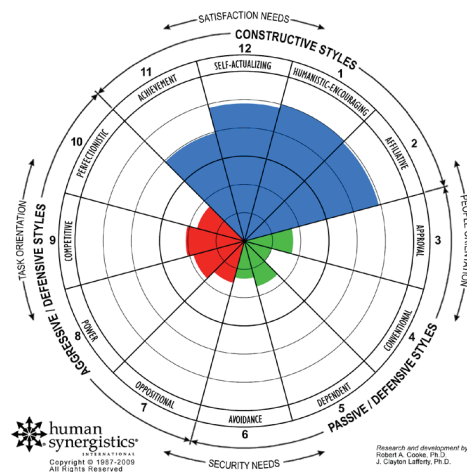
WHO SHOULD EXPERIENCE LEADERSHIP WORKSTYLES?

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

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Figure 1: Most Effective Leaders



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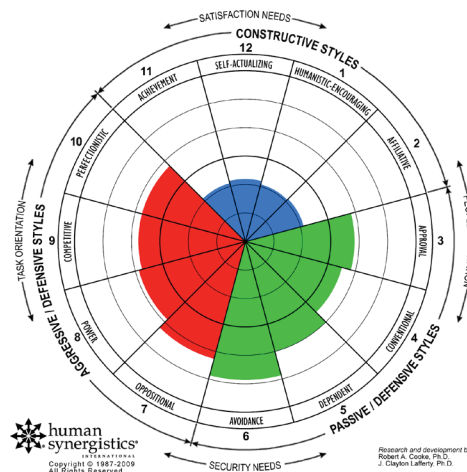
ACCREDITATION

LWS requires 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 hour toward aPHR™, aPHRi™, PHR®, PHRca®, PHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

Figure 2: Least Effective Leaders



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