

How to position an LSI or coaching program



FROM THE CULTURE BITES EPISODE BY DOMINIC GOURLEY & LIANA SANGSTER

Take some time before diving into the the LSI, to talk to the participant. Some good suggestions/ideas below:

- Explain that it is a measure of effectiveness and to look for opportunities to maximise effectiveness. It's not about whether you are or are not effective in your job. But we're looking for the opportunities where you can continue to grow and maximise effectiveness.
- It is a measure of where you're putting your effort, time and energy. But we need to be aware that some styles correlate more strongly, positively with effectiveness than others.
- How sustainable is the way you're currently operating and what are some of the other factors that could be unintended consequences of that style of operating? E.g. Trade off VS Pay off - Being constructive does take time. In the short term, that would be the trade off, but long term, it pays off - saving time. A concrete example: sometimes it's faster just to do a task yourself than try to explain it to someone else. But in the long run it pays off to take the time to train someone in taking over that task.
- The LSI is a lifestyle inventory. It is designed to give you some insight so that you can exercise choice. Some people work long days and then are too tired to engage with friends, family. This is not our definition of effectiveness in terms of how you're spending your time, because we're looking at the sustainability.
- We're not measuring a fixed state or personality. It's a learned way of being. If it's learned, it can be unlearned so everyone can learn to be constructive.
- Determine what the individual really wants out of the time together. „What's important to you right now and what's important to you 12 months from now?“. (e.g. they would like a promotion in the near future). The goal is to generate more satisfaction from living, feel like they're accomplishing things well in their life and that they're in good relationships. Make some connections around what might be getting in the way or what they might increase if they wanted to move towards that end goal. This will put things into perspective.