

LSI and LWS – How they are different and how they are the same?



Based on Human Synergistics' Styles Accreditation Materials. Written by Christine Scussel.

In leadership development, the use of surveys to measure behavior has been proven to be an invaluable tool. At Human Synergistics we offer two surveys – our LSI™ and our LWS - that will match your purpose of developing high-performing leaders that operate with a high level of well-being.

WHY SHOULD YOU USE THE LSI™ OR THE LWS?

To go through life as an effective individual – and especially as an effective leader - it is crucial for individuals to be aware of the way they think and behave. So, if you want feedback on the way you behave as a leader you just ask your people, right? Well, it is not that straight-forward. Human Synergistics' surveys provide raters with a safe environment in which they can provide their feedback in an anonymous and confidential way. The surveys and resulting reports give individuals unique insights into the way they think and behave, to cope better with stress, to improve their creative thinking and their interpersonal relationships.

SOME COMMONALITIES OF LSI™ AND LWS

The Life Styles Inventory™ (LSI™) and the ACUMEN®Leadership Workstyles (LWS) share a few common characteristics. Both surveys allow measuring human behavior in a reliable and valid way and to map behavior on the Circumplex graphic. Also, both surveys allow for providing 360 degrees' feedback – showing the self-description which could also stand on its own, which is, however, usually complemented by the valuable feedback of up to twelve raters from the focal participants' work environment. The raters can be grouped into direct reports, peers and higher level managers or any customized category which gives the coach and the participant very nuanced and helpful feedback. One last common trait is that both surveys can be perfectly re-taken every 9-12 months providing individuals with a progress check to track their success.

CREATING A BASE LINE – WHO IS THE NORM?

The LSI™ was created to link certain outcomes, like stress, dysfunctional relationships and depression to certain behavior and thinking patterns. If you want to develop a psychometric instrument it is key to use the right norm as a frame of reference for any results. The norm group for the LSI™ is therefore large and contains individuals from all walks of life in order to make the instrument useful for everyone. However, a few years later there was a call for a specific instrument that would allow showing leaders' behavior specifically. The first difference between LSI™ and LWS is, therefore, that an instrument with a norm base that contained only people holding leadership positions was developed.

SURVEY LENGTH

The second difference originated from an effort to create a tool for leaders that would be more time-efficient. The LSI™ contained 240 items – 20 items for each style to cover all facets of the specific behavioral style. The LWS was reduced to 96 items that the focal participants as well as their raters would need to answer to create a profile (8 per style).

REPORTING

While these are the two main differences for the survey, a very profound difference lies in the way the feedback is presented in the final report. While the LSI™ report contains a large number of tables and is more focused on data, the LWS report is longer, written in continuous text. While in the LSI™ report, styles are reviewed individually, LWS feedback is based on a reporting system that uses the combination of specific styles to provide leaders with a comprehensive narrative that makes specific suggestions for changes in their behavior as a leader as well as in-depth recommendations for further reading. While both tools can be used in combination with the accompanying workbooks, the LSI™ comes with a complimentary self-development guide (one for LSI 1 on the self-description and the other on the LSI 2, the description by others) to show strengths but also areas for development.

WHAT'S NEXT?

To learn more about how we can help you develop leaders join us for our [FREE Circumplex Accreditation](#).