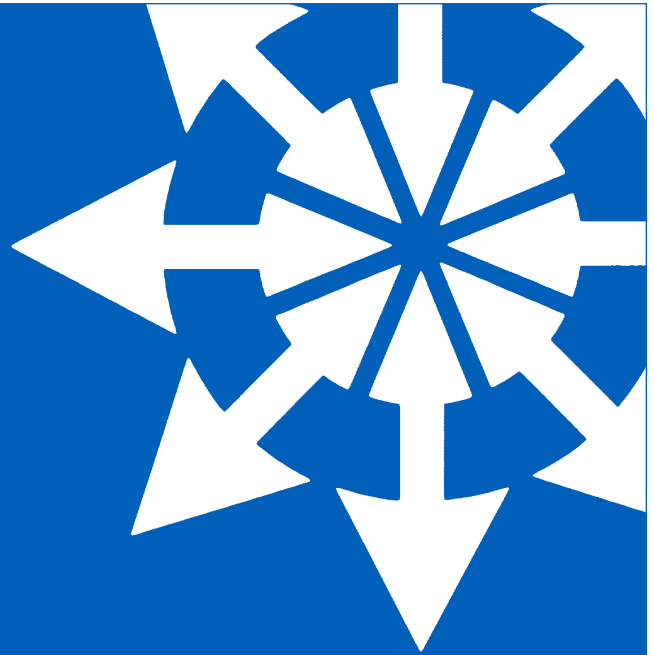


Life Styles Inventory™

Analysis and Action Plan

LSI 1 & 2



LSI 1 & 2 Analysis and Action Plan

The purpose of the *Life Styles Inventory*TM (LSI) is to assist you in enjoying a fuller, healthier, and more rewarding personal and professional life by developing more effective ways of thinking and behaving.

This **Analysis and Action Plan** will help you use your feedback to make changes that can increase your personal and professional effectiveness. It is based on best practices, principles, and research indicating that behavioral change is more likely to be successful when:

- The desired behaviors and skills are clearly defined
- There is genuine motivation to change
- Sources of resistance are explicitly recognized
- Actions are taken to make the change
- Other people support the change in observable ways
- Positive outcomes or short-term gains are realized in the interim

Developing an Action Plan for Positive Change

Begin by reviewing the relevant sections of a) your *LSI Feedback Report* and b) the *LSI Interpretation Guide* to better understand your current styles and identify those that you may want to change. Use both the report and the guide to recognize examples of behaviors that you currently exhibit and feel should be modified or used more or less frequently. In addition, refer to the guide for suggestions and ideas about actions that you can take to change relevant aspects of your thinking or behavior.

Tips for Successful Change

To be successful with your action plan, it is important to work at it consciously and deliberately. Practice the new pattern of behavior at every opportunity and catch yourself when you revert to an old habit. It helps to start with some easy changes that, when successfully made, will bolster your confidence in working on your styles.

As you begin to develop your action plan, consider these suggestions:

- Direct your efforts toward a single behavior or related set of behaviors.
- Use recommendations from your *LSI Feedback Report* and the *Interpretation Guide*—as well as ideas from conversations with your manager, coach, colleagues, and direct reports—as a basis for formulating your plan.
- Keep your plan simple. Don't get bogged down in details.
- Focus on actions and styles related to your effectiveness, stress, level of satisfaction, or other outcomes of importance.

Share Your Action Plan

Share your completed action plan with at least two people, including your manager, your coach, and trusted colleagues. Describe your plan and the thinking behind it to those who will provide you with honest feedback and encouragement. This will help to ensure that your action plan is realistic, properly targeted, and supported by others.

LSI Analysis

A. Describe Your Current Work Situation	
<ul style="list-style-type: none"> What work-related challenges (e.g., changes or problems) and opportunities (e.g., for growth and development) are currently most important to you? Beyond the LSI, what feedback have you received about how you approach your work and your relationships with people? What outcome(s) would justify the time and effort that it would take to improve yourself? 	
B. Analyze Your LSI 1 Self-Description Results	C. Analyze Your LSI 2 Description-by-Others Results
<ol style="list-style-type: none"> Describe your reactions to and feelings about your LSI profile. What, if anything, surprised you about your Self-Description results? Which style(s) do you want to better understand and learn more about? How do your responses to the Satisfaction and Summary Perception items either lead to or result from your thinking and behavioral styles? What connections do you see? Based on your LSI 1 results, what styles stand out as your greatest opportunities for improvement or development? Why? 	<ol style="list-style-type: none"> Describe your reactions to and feelings about your LSI 2 profile. What, if anything, surprised you about your Description-by-Others results? Which style(s) do you want to better understand and learn more about? How do others' responses to the Summary Perception items either lead to or result from their descriptions of your thinking and behavioral styles? What connections do you see? Based on your LSI 2 results, what styles stand out as your greatest opportunities for improvement or development? Why?

LSI Analysis(continued)

D. Compare Your LSI 1 and LSI 2 Results

1. What are the similarities between your LSI 1 and LSI 2 profiles?
2. What are the differences between the two profiles?
3. Looking at the Summary Grid, what styles stand out for you as opportunities for improvement or development?

E. Target(s) for Change

Based on your analysis of your work situation and your LSI results:

- Which thinking and behavioral styles do you most want to change?
- Why? What will you gain by making these changes?
- How do you think others will respond to the changes in your behavior?
- What cues will you use to alert you that you're going back to your previous thinking and behavioral style(s)?

Your Action Plan

Review the descriptions in the LSI Interpretation Guide of the styles that you have targeted.

A. Desired Changes

List 1 to 3 specific behavioral changes you will make to be more Constructive and increase your effectiveness. What will be different about what you say or do?

1.

2.

3.

B. Barriers to and Strategies for Success

List any specific factors that might hinder your efforts to change. Then describe the strategy or action(s) you will take to overcome each barrier.

Barrier	Strategy/Action(s)

Your Action Plan (continued)

Review the descriptions in the LSI Interpretation Guide of the styles that you have targeted.

C. Action steps

List the specific actions you will take to achieve your desired changes along with the timeframe for taking them. Then, for each action, identify who you'll ask to give you feedback and list any other measures you'll use (beyond an LSI reassessment*) to gauge your progress and success.

Actions To Take	Time Frame	Who You'll Ask to Give You Feedback	Other Measures of Progress/ Signs of Success

*A remeasure of your LSI 1 (Self Description) can be carried out in 6 to 12 months. Reassessment of both your LSI 1 and LSI 2 (Self Description and Description by Others) is recommended within 12 to 18 months.

Notes

Notes



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