



**Leadership Development
and the
*LifeStyles Inventory*TM
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Human Synergistics International**

Changing
the World –
One
Organization
at a TimeTM



Agenda

- ❖ Activity
- ❖ Discussion of *LifeStyles Inventory*[™] and Human Synergistics International
- ❖ Scoring
- ❖ How is the LSI used in leadership development?
- ❖ Discussion



Activity

Open the booklet and fill out the inventory

- ❖ Be as open and honest as possible
- ❖ Remember to consider each item separately



About the *LifeStyles Inventory*TM (LSI)

- ❖ There are two versions—LSI-1 and LSI-2
- ❖ The LSI-1 measures the thoughts and attitudes we have about ourselves that drive our behavior
- ❖ The LSI-2 provides feedback on how our behavioral patterns are interpreted by others



LSI-1

❖ Measures thinking styles on 12 dimensions, which are organized into three styles:

1. Constructive
2. Passive/Defensive
3. Aggressive/Defensive

❖ Results presented on circumplex



LSI-2

Provides feedback on how our behavior patterns are interpreted by others

How others perceive our behavior becomes a stimulus for their responses to us



About the Circumplex

The HS Circumplex runs through our lines of individual, group, and organizational assessment products

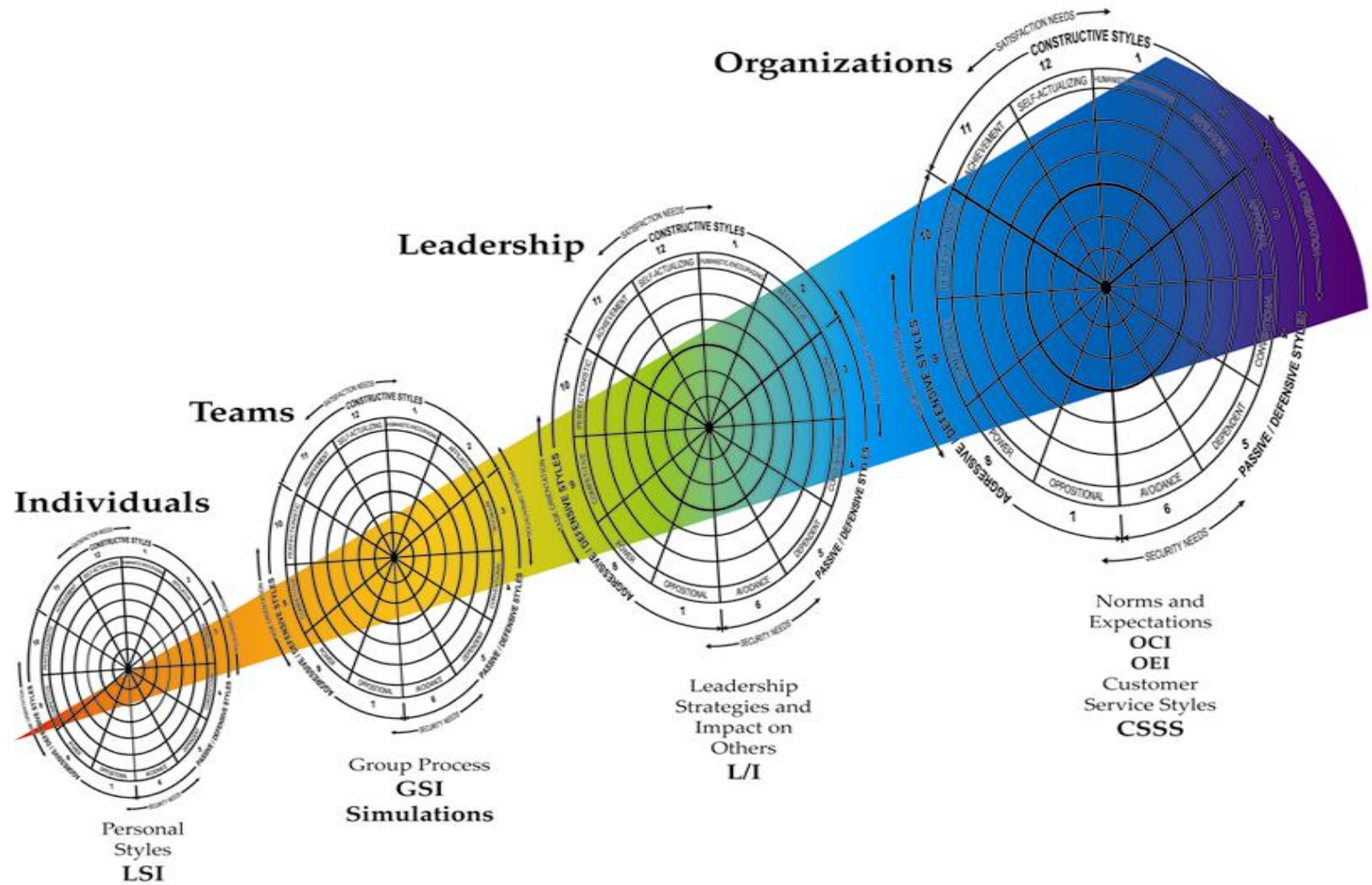
Scores are presented in percentiles to allow for comparisons to other people, groups, or organizations

Dark ring is the 50th percentile

Depending on the styles, high/low scores are desirable



HS Integrated Diagnostic System





LSI Scoring

Open your booklet

Add down A-E and record subtotals in boxes

Add subtotals across page to get totals for each clock score

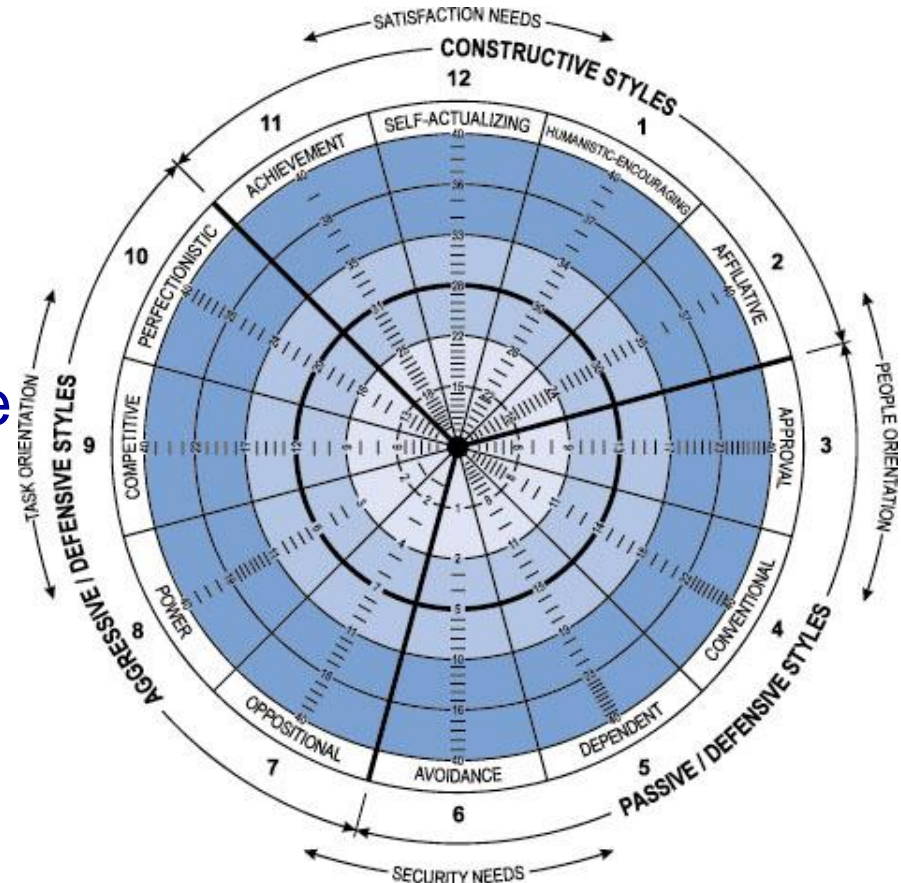
Record the totals on the circumplex, and shade them in to the center



The LSI Circumplex

Three Styles:

1. Constructive
2. Passive/Defensive
3. Aggressive/Defensive





Constructive Styles

Interacting with others and approaching tasks in ways that will help them to meet their higher-order *satisfaction* needs.

- ❖ Achievement
- ❖ Self-Actualizing
- ❖ Humanistic-Encouraging
- ❖ Affiliative



Passive-Defensive Styles

Interacting with *people* in ways that will not threaten their own *security*.

- ❖ Approval
- ❖ Conventional
- ❖ Dependent
- ❖ Avoidance



Aggressive-Defensive Styles

Approaching *tasks* in forceful ways to protect their status and *security*.

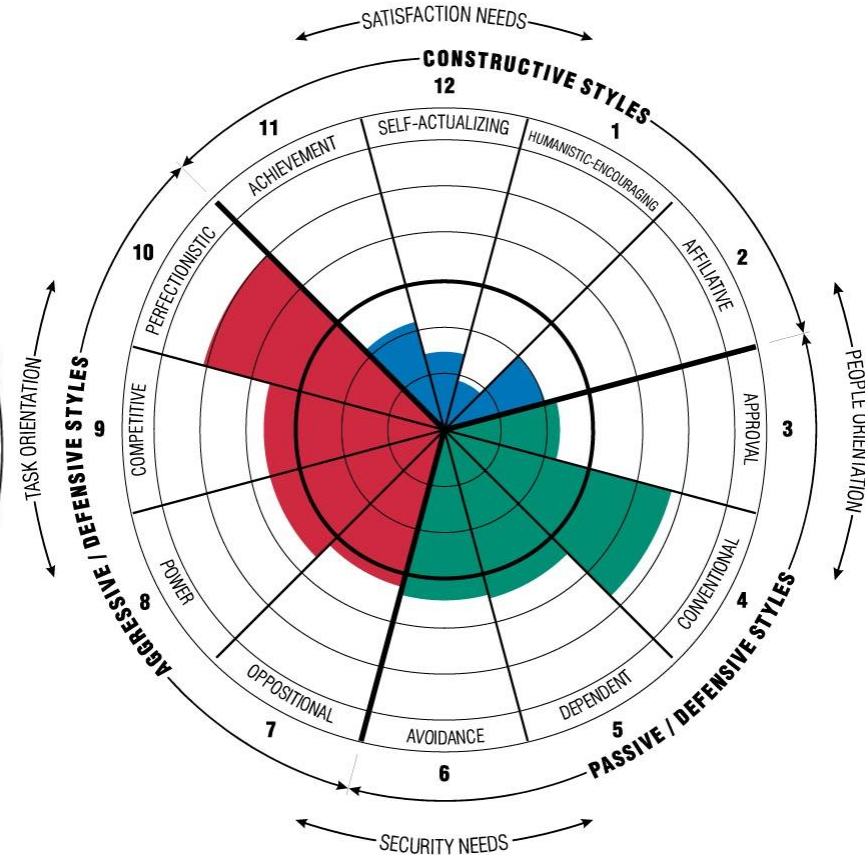
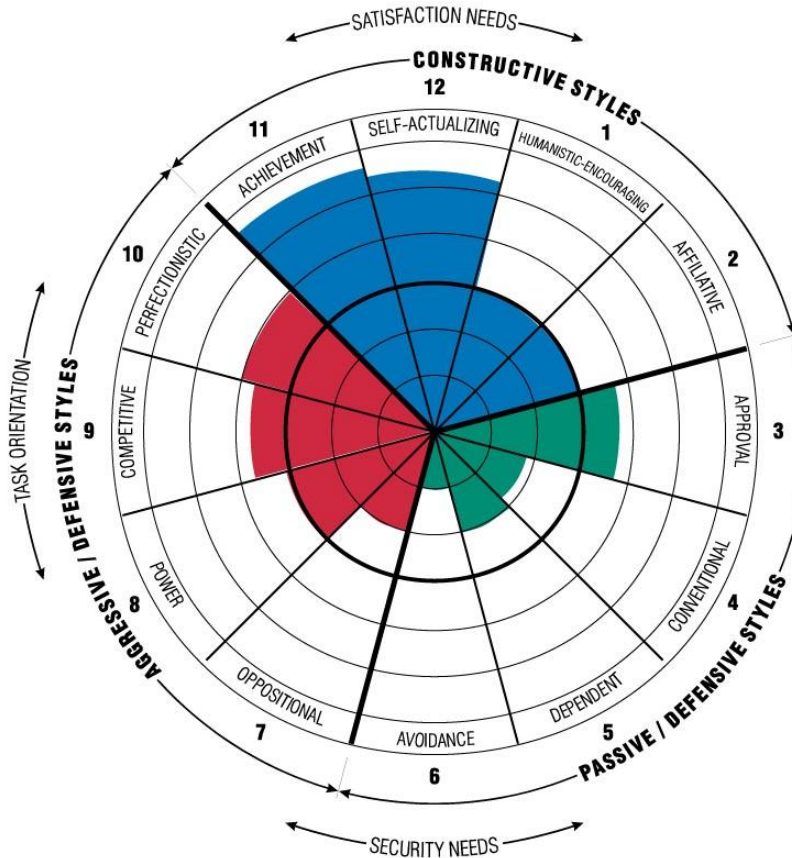
- ❖ Oppositional
- ❖ Power
- ❖ Competitive
- ❖ Perfectionistic



Sample Profiles

Company President/CEO Selected as
the Industry's Executive of the Year

54 Year Old Male Who Has Had
5 Ulcers

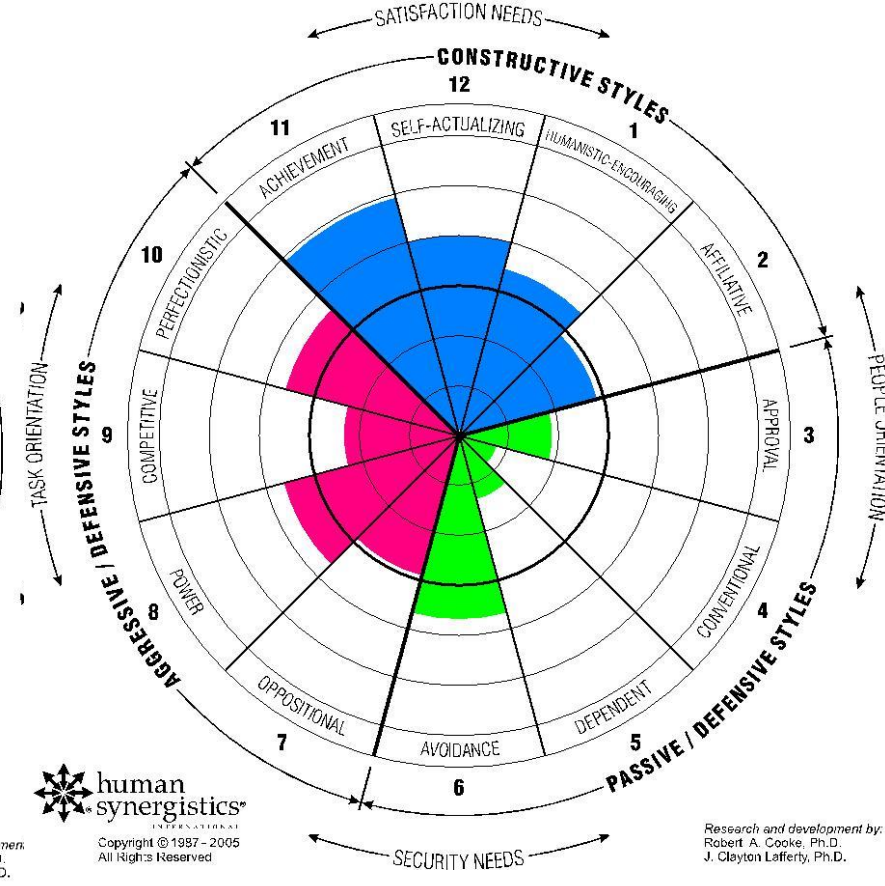
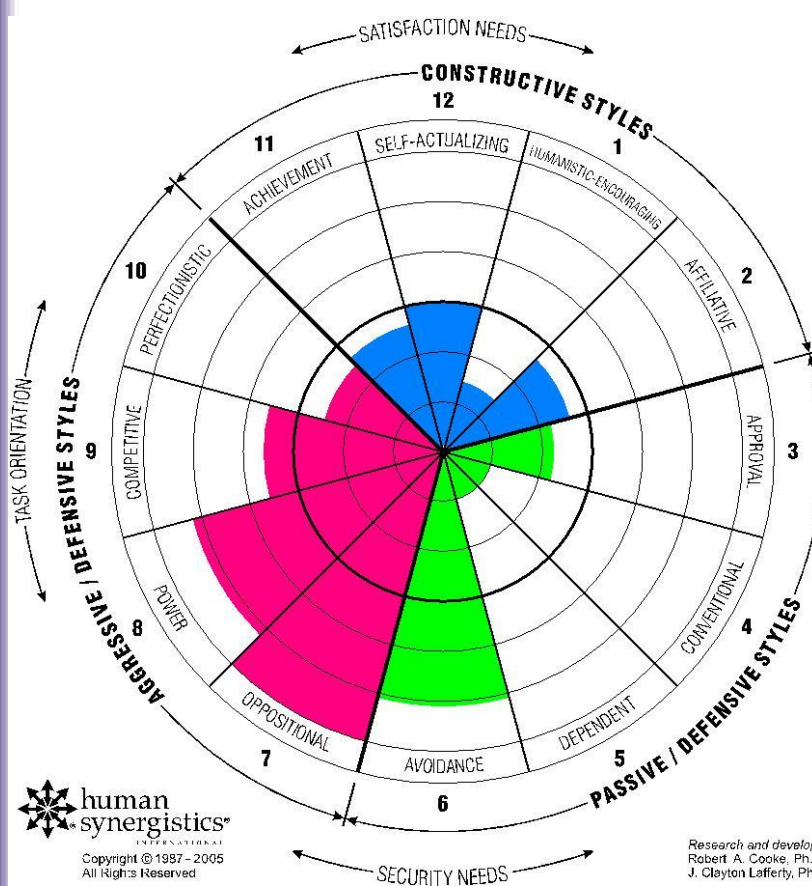




LSI 1 vs. LSI 2

LSI 1-Self

LSI 2-Others





The LSI and Leadership Development

The LSI helps participants:

- Understand what they are like now, and what causes them to be that way
- Accept current thinking and behavior
- Examine how their behavior affects them and others
- Pinpoint strengths and opportunities
- Commit to change and plan for it, and to develop a strategy to bring it about



More Information on LSI

- ❖ Typically, reassessment occurs at least 3-6 months after initial results—need some time to plan and implement change
- ❖ As you can imagine, debriefing can be a painful process for some
- ❖ Generally, coaching focuses on increasing Constructive styles and decreasing Passive-Defensive and Aggressive-Defensive styles
- ❖ Passive-Defensive styles are hardest to move



More Information on LSI

- ❖ Participants are encouraged to share results with others (family, friends, colleagues)



The LSI and the LPI

How are these instruments similar?

How are they different?

How can your LSI results improve your leadership practices?