






# Life Styles Inventory™ (LSI)

-  paper self-scored form
-  paper scan-form
-  internet data collection (IDC)
-  real-time feedback (RTF)
-  accreditation required

## INDIVIDUAL DEVELOPMENT

Increase productivity, sharpen interpersonal skills, and develop leadership potential



*Before (and still beyond) Emotional Intelligence: The LSI has helped millions of leaders and individual contributors understand how they can change their thinking and behavioral patterns to increase effectiveness.*

### WHAT IS THE LSI?

Developed by Dr. J. Clayton Lafferty, the *Life Styles Inventory* (LSI) measures 12 specific styles or patterns of thinking that can either contribute to or detract from personal effectiveness. The 12 styles measured by the LSI are organized into three clusters:

- Constructive, which includes Achievement, Self-Actualizing, Humanistic-Encouraging, and Affiliative thinking styles.
- Passive/Defensive, which includes Approval, Conventional, Dependent, and Avoidance styles.
- Aggressive/Defensive, which includes Oppositional, Power, Competitive, and Perfectionistic thinking styles.

Research has shown that the styles measured by the LSI are related to a number of indicators of effectiveness and success, including management effectiveness, problem-solving effectiveness, quality of interpersonal relations, salary, organizational level, individual health and well-being, and impact on organizational culture.

### HOW DOES THE LSI WORK?

The LSI system is comprised of two inventories: LSI 1 and LSI 2. The LSI 1 is a self-assessment of one's thinking styles and self-concept and consists of 240 items. The LSI 2 is completed by

up to twelve associates and taps others' perceptions along the same 240 items.

The inventories take about 20-30 minutes to complete. LSI 1 can be self-scored or scored by HSI. Self-scoring LSI 1 takes approximately 10 minutes. Results of the LSI 1 and the LSI 2 (scored by HSI) are plotted separately on the Human Synergistics Circumplex.

### APPLICATIONS

The LSI can be used as a coaching or self-development tool to:

- Enhance self-understanding
- Increase productivity
- Strengthen leadership capabilities
- Sharpen interpersonal skills
- Improve individual health and well-being

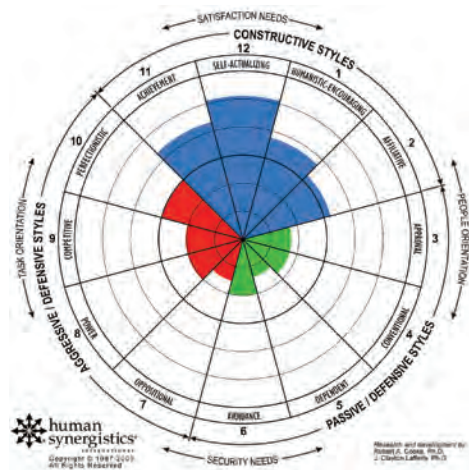
For system-wide interventions, the inventory can be used as a tool for:

- Illustrating and discussing the effects of different personal styles
- Evaluating current approaches to motivation and coaching
- Promoting more effective management and leadership strategies

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# Life Styles Inventory™ (LSI)

Figure 1: Successful Chairman of the Board



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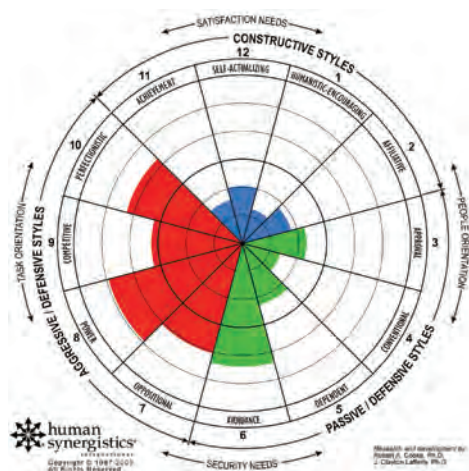
## THE LSI AND PERFORMANCE

The LSI profiles shown here illustrate some of the differences between successful and unsuccessful managers.

Figure 1 is that of a successful Chairman of the Board of a profitable and innovative public utility company. The extensions at the top of this profile indicate a predominantly Constructive orientation, particularly in the directions of Self-Actualizing and Achievement.

In contrast, Figure 2 is a composite of three corporate presidents who failed in their jobs. The extensions toward the bottom of this profile indicate strong Defensive orientations, particularly in the directions of the Avoidance, Oppositional, Power, and Perfectionistic styles.

Figure 2: Three Corporate Presidents who Failed



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## ACCREDITATION

The LSI 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 hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.*

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## A Brief Description of the 12 Styles

### SELF-ACTUALISING

- Deals with issues objectively and honestly
- Stands up for what he/she believes in
- Handles crisis situations well
- Generates unique solutions to problems

### HUMANISTIC-ENCOURAGING

- Sensitive to the needs of others
- Helps others learn from their mistakes
- Encourages others to express their ideas
- Promotes open discussion
- Motivates by serving as role model

### ACHIEVEMENT

- Anticipates future trends and opportunities
- Takes reasonable and well-calculated risks
- Takes initiative to get things done
- Insightful in diagnosing problems
- Selects team members to complement the skills of others

### PERFECTIONISTIC

- Demands perfection
- Sets unrealistic high goals
- Intolerant of minor mistakes or errors
- Delays decisions to collect more information

### COMPETITIVE

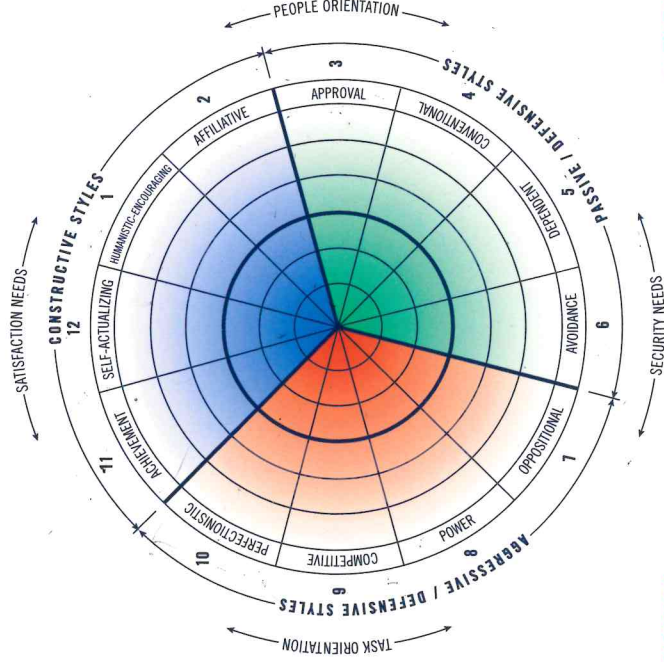
- Develops opponents rather than allies
- Sees things in "win-lose" terms
- Sells his/her own ideas

### POWER

- Interested in gaining influence
- Has difficulty delegating
- Dictatorial
- Maintains chain of command

### OPPOSITIONAL

- Quick to criticize
- Dismisses ideas with sarcasm
- Quick to point out why an idea won't work



### AFFILIATIVE

- Gets cooperation through personal loyalties
- Puts people at ease
- Charismatic
- Initiates conversations easily
- Shares feelings

### APPROVAL

- Agrees too readily
- Worries about what superiors think
- Looks for solutions to please all
- Motivates by being nice

### CONVENTIONAL

- Sets predictable goals and objectives
- Achieves by conforming
- Works comfortably in a bureaucracy
- Relies on past policies and strategies

### DEPENDENT

- Depends on others for ideas
- Prefers to follow rather than lead
- Relies on others to take the initiative before acting

### AVOIDANCE

- Procrastinates
- Waits for problems to take care of themselves
- Conveys doubts about his/her leadership capabilities