




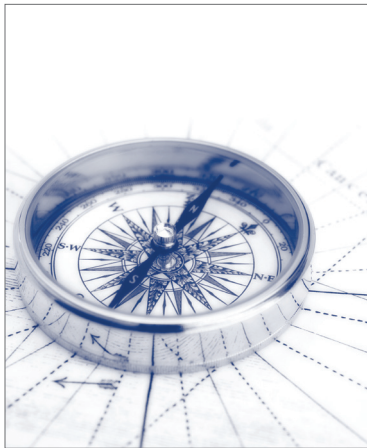


Life Styles Inventory™ (LSI)

-  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

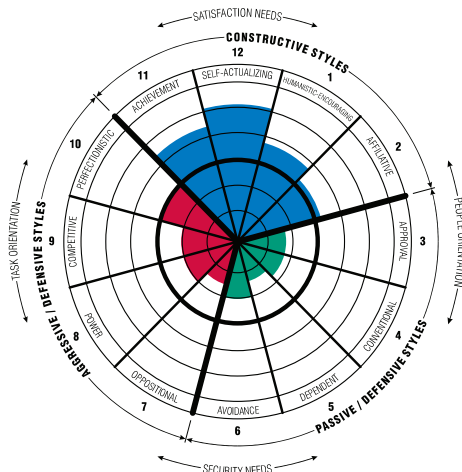
For system-wide interventions, the inventory can be used as a tool for:

- 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.

ACCREDITATION

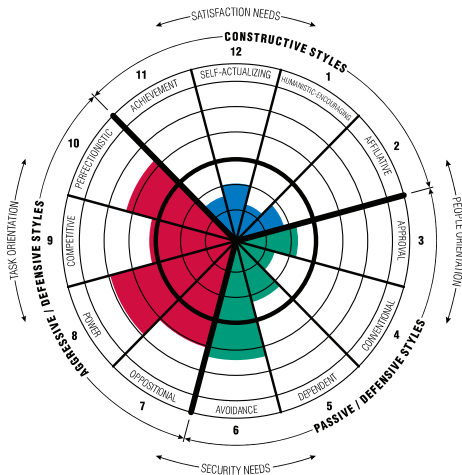
The LSI requires accreditation from Human Synergistics before materials can be purchased. The accreditation process includes the Styles Workshop, an in-class exam, and an accreditation project and debrief webinar. The Styles Accreditation Program is pre-approved for recertification credits.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification

Institute's criteria to be pre-approved for recertification credit.

Figure 2: Three Corporate Presidents who Failed



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