



## Individual Development

**Your personal management and leadership style is your distinction - your characteristic way of thinking and behaving that shapes your daily life and interactions with others, and ultimately determines your effectiveness.**

Getting feedback that compares how others see your style - and comparing this to how you see yourself is a very powerful process indeed.

The latest behavioural science research and advanced computer technology come together to give you LSI Stylus® - an innovative self-assessment tool tailored to the needs of each individual user.

The LSI Stylus® was developed on the premise that self-understanding and awareness can lead to positive change. It facilitates the personal development process by diagnosing performance problems, prescribing practical solutions and providing a method for measuring progress over time. LSI Stylus® is precise, accurate, and even hard-hitting when necessary.

Imagine a  
management  
development  
tool that  
exceeds  
any you've ever  
experienced

### The Process

LSI Stylus® is a computer-generated, confidential report that describes an individual's thinking and behaviour through their responses to the Life Styles Inventory. The information used to compile each LSI Stylus® report offers the participant a standard of comparison to their peers as it is based on the LSI results of over a million people in a variety of occupations throughout the world.

The contents of the participant's report - between 50 to 70 pages - will depend on the feedback they receive. Each report is totally personalised to the individual. Profiles reflecting the individual manager's self-perception and feedback from others are presented and analysed. Each profile is broken down into 12 patterns or **styles** of thinking. The styles are categorised as effective and ineffective, and are described in detail in the report.

Each LSI Stylus® report is easy to read, user-friendly and fully customised to contain:

- an overview, describing the participant's strongest characteristics and how they translate to everyday performance
- detailed information about the participant's strengths and development opportunities, including how they affect performance and work relationships



# LSI Stylus®

- common-sense recommendations for building on strengths and improving identified weaknesses
- a comprehensive, interactive plan of action for setting development goals and mapping out the most appropriate means for achieving them
- the means to measure progress over time, through re-testing

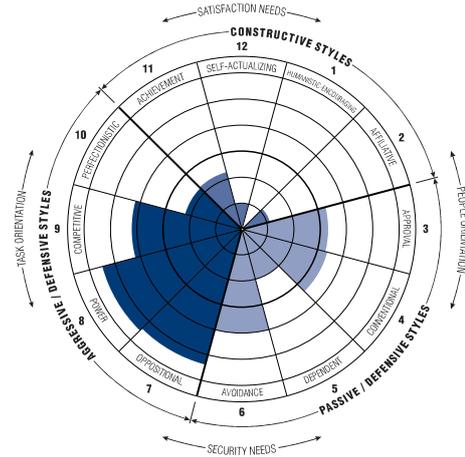
Looking at ourselves through others' eyes provides information that can be missing in the self-realisation process. Feedback can provide critical insight into how people interpret the things we say and do.

With LSI Stylus®, participants receive specific, constructive feedback on the implications of their behaviour from trusted associates. The report then combines this feedback with information about how an individual perceives him/herself - for an accurate description of personal strengths as well as potential development needs.

This customised, detailed report then guides participants through the process of self-improvement by providing practical recommendations and strategies for changing ineffective behaviour and building on positive individual characteristics.

The behaviour analysis provided in the LSI Stylus® report can serve as the impetus for making well-targeted, lasting changes to one's performance. The participant's improvement is measurable.

Re-testing six to twelve months after the initial assessment provides a method of determining progress toward self-development goals. That means participants can monitor the effectiveness of their change efforts, modifying their plans along the way as needed. This process can be completed as often as the individual wishes, to encourage continuous growth and development over time.



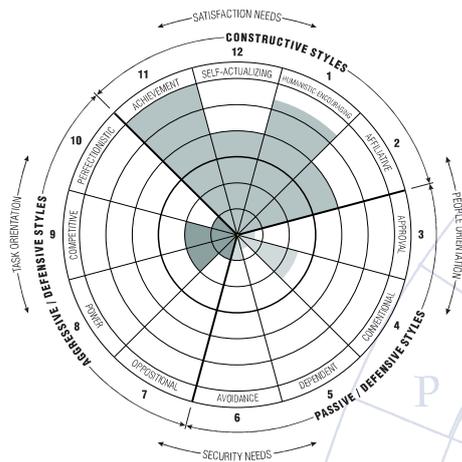
How others see me

Research and development by Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D. © Human Synergistics International (and designs)

## Results

LSI Stylus® is a powerful self-development system that is:

- scientifically valid and reliable, based on more than 20 years of research involving more than one million individuals
- a confidential, thorough measure of performance that includes feedback from self and selected "others"
- a continuous development system, with re-testing capability built right into the process
- flexible - effective as a "stand alone" development process or as part of a comprehensive leadership training programme
- designed to inspire real and lasting improvement
- focused on behaviours - the key to managerial and leadership effectiveness



How I see myself

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