

Life Styles Inventory 2™

[LSI 2]



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Individual Development

Everyone at some point in their professional development wonders how they are doing. Feedback plays an important role in this self-realisation process. As individuals, we have our own perceptions as to how effective we believe we are in the workplace.

But what about the impact your behaviour has on others? Do they see the same qualities in you as you see in yourself? As we work to become better leaders and managers, one of our most serious difficulties is our lack of feedback. Looking at ourselves through others' eyes provides information essential to the self-development process.

Often what we mean to do is not what others see. Learning the difference can greatly enhance our self-awareness and improvement. And this is what the LSI 2 aims to achieve.

Measuring personal effectiveness through feedback

You will have learned something about how you see yourself if you have completed the first of Human Synergetics' self-assessment tools called the Life Styles Inventory 1™ (LSI 1). With the results of this tool you discovered what thinking styles influenced your behaviour; and how they contributed to your overall effectiveness. No matter how honest you were in completing the LSI 1, your self-perception may be very different from the way others describe your behaviour:

Due to the sometimes negative experiences individuals have had in processes like performance reviews, they often avoid asking for others' opinions of themselves and their workstyles. Hence, the concept of "feedback" is often confused with "criticism". LSI 2 takes the fear out of feedback.

Used in conjunction with LSI 1, the LSI 2 provides objective feedback on an individual's behaviour patterns as interpreted by others. You can combine these insights with what you know about yourself to more accurately assess your strengths - as well as areas in which you may want to improve. And the LSI 2 provides a confidential, reliable method of gathering feedback and a non-threatening way of presenting it.

The Process

Like LSI 1, LSI 2 distinguishes and measures 12 key thinking patterns, or **styles**, that are either effective or ineffective. These styles represent various ways in which we choose to think about ourselves and influence our behaviour in all areas of life.

The five simple steps in this self-realisation process are:

Step 1 You respond to the 240 inventory items in LSI 1.



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- Step 2** Your results are plotted on a circumplex, or "clock", for easy visualisation of how you think and behave in each of the 12 styles.
- Step 3** You select five trusted associates to describe your behaviour by responding to the 240 items in LSI 2.
- Step 4** The respondents' descriptions are then combined to form a composite profile, allowing you to see how you are collectively perceived.
- Step 5** By comparing this composite profile to your LSI 1 profile, you can see the differences between self-perception and the perceptions of others.

- Using the information received from the LSI 2 circumplex you can initiate change through:
- understanding what you are like now, and what causes you to be that way
 - recognising the consequences of your behaviour - how it affects yourself and others
 - pinpointing your own unique strengths, as well as any "stumbling blocks" to your effectiveness
 - identifying more constructive ways of thinking
 - deciding what aspects of your behaviour you want to change
 - developing a specific strategy to help bring those changes about.

Results

LSI 2 provides you with the valuable opportunity to take a close look at yourself through the eyes of five others who know you well. This gives two balancing perceptions - your self-concept together with an accurate measure of the way your intentions and actions are interpreted by colleagues. A request for feedback opens the lines of communication between you and those with whom you work. This can result in the following benefits:

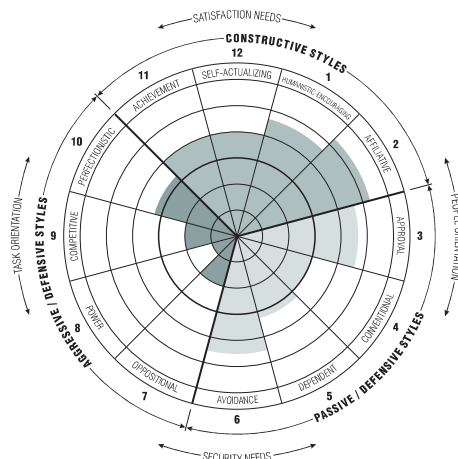
- greater self-understanding
- improved ability to work as part of a team
- knowledge of the impact your behaviour has on others
- increased productivity
- stronger interpersonal skills
- fresh perspective on your potential strengths and areas of difficulty

Again, the benefits of LSI 2 don't stop after the initial assessment - re-test packs enable individuals to measure and monitor change at intervals of 3, 6, and/or 12 months following their initial assessment. This process also ensures that the organisation is able to measure the effectiveness of LSI development.

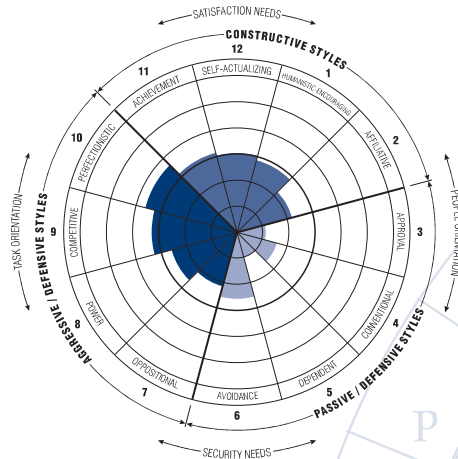
The Life Styles System

LSI 2 is the second of three levels in the Life Styles System developed by Human Synergistics to maximise the effectiveness and potential of an organisation's most valuable asset - its people. After completing LSI 1, participants can proceed to the next level with LSI 2 which incorporates feedback from five other people, and then on to the third level in the system which is Stylus®, a computer-generated report that allows you to compare your self-assessment with how others see you.

Over 1,000,000 managers and 240,000 organisations have successfully used the Life Styles System. With support from Human Synergistics you can easily gain the type of positive, long lasting results they have experienced.



The LSI 1 Circumplex
How I see myself



The LSI 2 Circumplex
How others see me

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