

Directions

LSI Assignment Guidelines

Developing a willingness and ability to engage in self-reflection is a critical leadership skill that is not easily learned yet which reaps many rewards. The LSI enables you to examine your own unique way of thinking and how it influences your behavior.

Your Assignment:

Complete (on your own) the LSI according to the procedure outlined here, so that you end up with your "Life Styles Circumplex" profile: 12 "personal thinking style" scores, one score for each section of the circumplex.

Write a 3–5 page paper examining and explaining your LSI results. There are more details in the table below.

LSI Style Interpretations: Go to the LSI1 Results page, find your circumplex profile, and click on the circumplex "slice" of one of the styles. The site will bring you to a customized interpretation of the style you clicked on. Click on each of the 12 "slices" to see all of the customized style description pages.

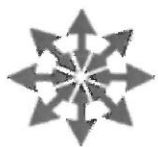
How to Use the Inventory

Click [here](#) to go to the Life Styles Inventory (LSI) exercise.

Follow the instructions given on the LSI Website.

The content of your LSI paper must include a copy of your LSI results (circumplex and chart) and the following written sections:

Section	Points	Description
Title page		Title of your applied research paper, your name, e-mail address, course number and title, instructor, and date.
Personal Thinking Styles	25	Identify your primary and backup thinking styles: What are your "primary" (highest percentile score) and "backup" (second highest percentile)



Monday, September 8, 2014

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Life Styles Inventory™

LSI Results

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My Results

Date Survey Taken:

Your LSI Styles Profile

The raw and percentile scores in the table below and the extensions on the circumplex shown below depict your perceptions of how you think and behave.

The CONSTRUCTIVE Styles (11, 12, 1, and 2 o'clock positions) reflect self-enhancing thinking and behavior that contribute to one's level of **satisfaction**, ability to develop healthy relationships and work effectively with **people**, and proficiency at accomplishing **tasks**.

The PASSIVE/DEFENSIVE Styles (3, 4, 5, and 6 o'clock positions) represent self-protecting thinking and behavior that promote the fulfillment of **security** needs through interaction with **people**.

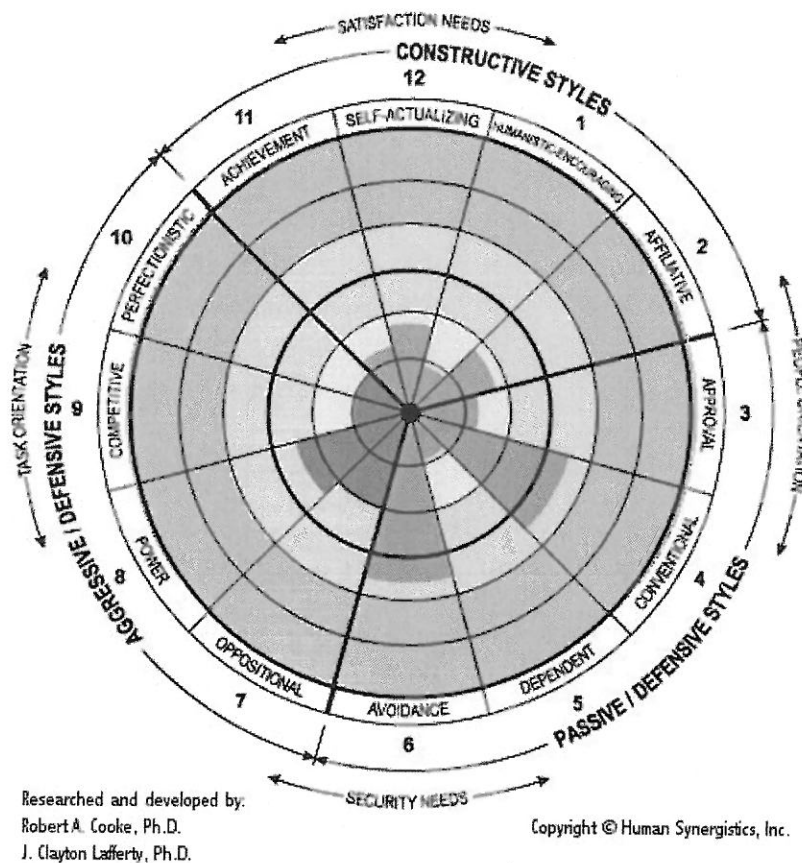
The AGGRESSIVE/DEFENSIVE Styles (7, 8, 9, and 10 o'clock positions) describe self-promoting thinking and behavior used to maintain status/position and fulfill **security** needs through **task**-related activities.

Position	Style	Score	Percentile
1	Humanistic-Encouraging	21	9
2	Affiliative	22	22
3	Approval	7	15
4	Conventional	16	63
5	Dependent	7	9
6	Avoidance	8	65
7	Oppositional	4	25
8	Power	4	34
9	Competitive	6	10
10	Perfectionistic	13	10
11	Achievement	20	15
12	Self-Actualizing	20	21

The raw scores potentially range from 0 to 40. The percentile scores represent your results compared to those of 9,207 individuals who previously completed the *Life Styles Inventory*. For example, a percentile score of 75 means that you scored higher along a particular position than 75% of the other respondents in the sample and, in turn, indicates that the style represented by that position is strongly descriptive of you. In contrast, a score of 25 means that you scored higher than only about 25% of the other respondents and therefore indicates that the style represented by that position is not very descriptive of you.

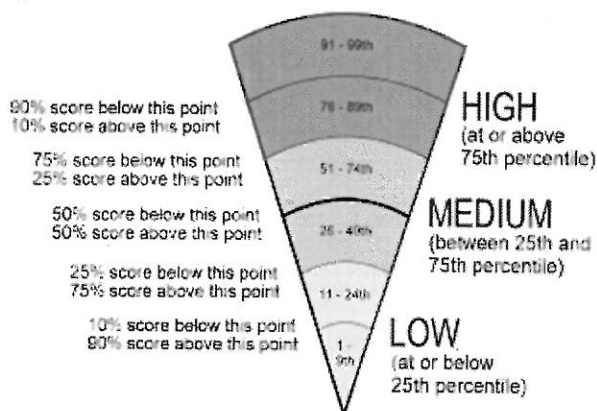
Your LSI Styles Circumplex

For detailed descriptions of each of these 12 styles, click on the circumplex graphic in each of the 12 sections.

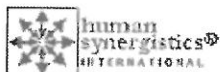


Examining your Circumplex

To accurately interpret your LSI results, it is important for you to consider your score on each style in terms of its range (high, medium, or low) on the profile. The three ranges correspond to the percentile points in the circumplex and in the table above.



Print PDF Report



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Life Styles Inventory™ (LSI): Self-Description

Feedback for: D01423152

Date survey taken:

The raw and percentile scores in the table below and the extensions on the circumplex shown on the next page depict your perceptions of how you think and behave.

The CONSTRUCTIVE Styles (11, 12, 1, and 2 o'clock positions) reflect self-enhancing thinking and behavior that contribute to one's level of **satisfaction**, ability to develop healthy relationships and work effectively with **people**, and proficiency at accomplishing **tasks**.

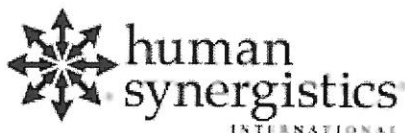
The PASSIVE/DEFENSIVE Styles (3, 4, 5, and 6 o'clock positions) represent self-protecting thinking and behavior that promote the fulfillment of **security** needs through interaction with **people**.

The AGGRESSIVE/DEFENSIVE Styles (7, 8, 9, and 10 o'clock positions) reflect self-promoting thinking and behavior used to maintain one's status/position and fulfill **security** needs through **task**-related activities.

Your LSI Results

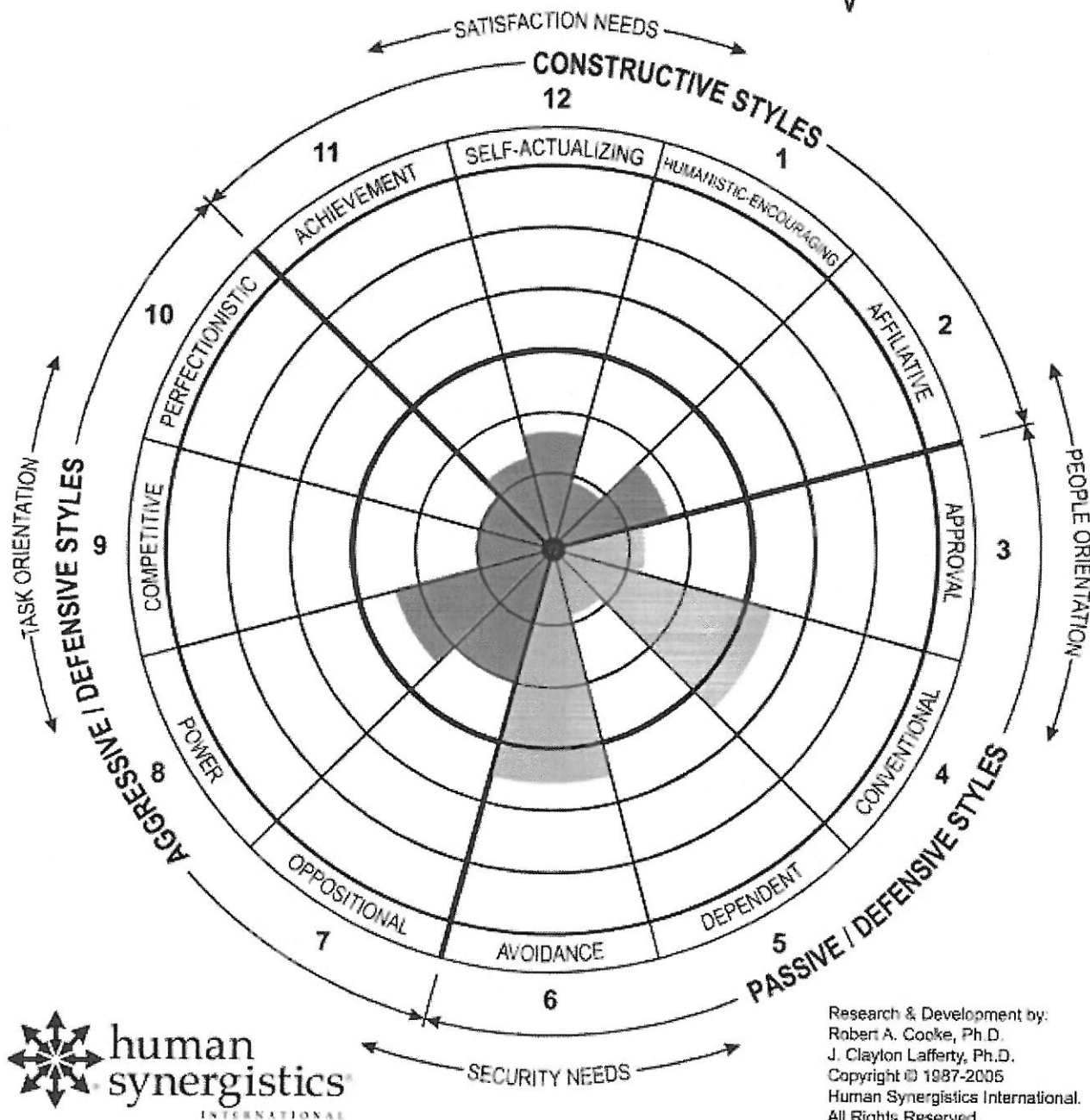
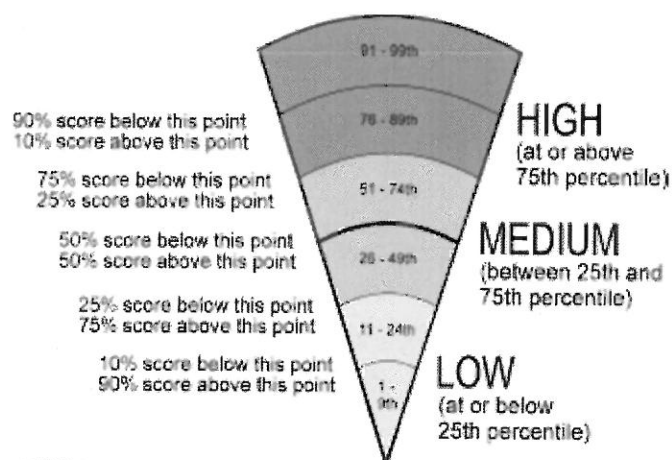
Position	Style	Raw Score	Percentile Score
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Your LSI Styles Circumplex

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Research & Development by:
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J. Clayton Lafferty, Ph.D.
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Section	Points	Description
		personal thinking styles as shown in your circumplex? Discuss how your primary and backup personal styles are manifested in your life and work (see the LSI Self Development Guide online). Using the style interpretations in the LSI Guide, describe the styles and give your perceptions about the results. Do you agree or disagree with them and why? Identify your limiting style: Identify and illustrate one style you think might be working against you to reduce your overall effectiveness. Name the style you have chosen, make a few remarks about why you are choosing this style as limiting your professional effectiveness in organizations. Select one behavior associated with this style that you think you would like to change and the difference it will make. Be sure to support your interpretation with examples, etc. LSI Style Interpretations: Go to the LSI1 Results page, find your circumplex profile, and click on the circumplex "slice" of one of the styles. The site will bring you to a customized interpretation of the style you clicked on. Click on each of the 12 "slices" to see all of the customized style description pages.
Impact on Management Style	35	What impact do your personal styles have on your management style? Explore and assess the impact of your personal styles on your effectiveness as a manager in terms of the four functions of management:

Section	Points	Description
		a. Planning; b. Organizing; c. Leading; and d. Controlling. If you are currently not a manager, assume you are and predict your effectiveness as such.
Genesis of Personal Style	35	Critically evaluate and explain on how you developed the personal styles that were revealed in your LSI. What role, for example, did family relationships, school, organizational memberships, culture, etc. have in shaping your personal style?
Conclusion and Reflection	25	Think about your LSI results and your responses to the above questions. Summarize any concluding comments. Close your paper with a statement of at least one question or goal you hope your work in MGMT591 will help you to address and comment with a few sentences to describe the value of this exercise to your personal and professional development. Please note: The LSI Self-Development Guide is integrated into the LSI1 Participant account, and is available after you complete the LSI Survey and have access to your results. In-depth and personalized style descriptions can be found by clicking on the style "slices" of the circumplex. For example, if you would like to learn more about the Humanistic-Encouraging style (Style 1),

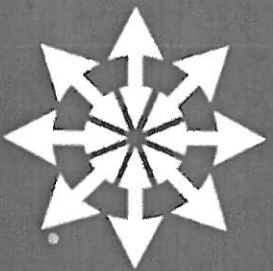
Section	Points	Description
		you simply click on the circumplex "slice" for that style. The same goes for the other 11 styles. You can find the Challenge of Change and the Self-Improvement Plan information by using two of the additional links that become available in you LSI online account after the survey is complete. These links are "The Challenge of Change" and "Your Self-Improvement Plan." Good luck with the exercise!

LSI Grading Rubric:

WRITTEN LSI PAPER RUBRIC

Criteria	Failed to Meet Minimum Standards	Met Minimum Standards (60% = 72 pts) D	Satisfactory (70% = 84 pts) C	Good (80 % = 96 pts) B	Superior (90% = 108 pts) A
Part I: Personal Thinking Styles (25 Points)	Results not apparent 0	Mentions style names; does not describe; does not evaluate 17.0	Defines styles; reflects barely adequate information to acquaint the reader with the style's application 19.5	Contains a focus and provides sufficient detail to set the stage for the analysis but may not support evaluative statements 22.0	Defines styles; validates results; supports impressions; complete information 25.0
Part II: Impact On Management	No managerial impact	Gives examples of behaviors, but does not	Mentions the management functions with	Loosely connects management functions	Shows clear connection between styles and

Criteria	Failed to Meet Minimum Standards	Met Minimum Standards (60% = 72 pts) D	Satisfactory (70% = 84 pts) C	Good (80 % = 96 pts) B	Superior (90% = 108 pts) A
Style (35 Points)	apparent 0	relate them to the managment functions or the personal styles 21.5	examples or relates to the personal styles, but not both 24.5	and styles; uses vague examples or examples lacking depth of application 28.0	their impact on the management styles; uses specific examples 35.0
Part III: Genesis of Personal Styles (35 Points)	None provided 0	Too shallow; insufficient depth; provides only one example to support development 21.5	Provides a review of 2–3 supporting experiences; does not relate them to style development 24.5	Loosely connects personal experiences to style results; uses vague examples lacking depth of application 28.0	Gives a clear and focused analysis; uses several specific examples; directly relates experiences to how styles were formed 35.0
Part IV: Conclusion and Reflection (25 Points)	No reflective statement or summary offered 0	Perfunctory effort at drawing lessons from the assignment 17.0	One key lesson; no other insights offered 19.5	Good faith effort in discussing the lessons from the assignment; some insights are included 22.0	Well presented insights on how the assignment influenced personal, academic, and professional development; includes statement regarding MGMT591 25.0



Informational MGMT 591: Leadership and Organizational Behavior

Life Styles Inventory Overview

“Good leaders learn their specific personal strengths and weaknesses, especially in dealing with other people, then build on the strengths and correct the weaknesses.”

~ Larry Bossidy and Ram Charan
Execution: The Discipline of Getting Things Done



LSI Premise

The LSI is based on the knowledge that in order to understand and change behavior, we must first examine the feelings and thoughts that underlie and motivate everything we do.



LIFE STYLES INVENTORY™ : SELF-DESCRIPTION

Results on the Life Styles Inventory are exclusively for purposes of *self-improvement* in the context of organizational and management development programs.

Your personal profile reflects only *what you* have said about *yourself* plotted against what others have said about themselves.

All styles measured by the Inventory are within the realm of *normal human behaviors and personal orientations*.

Most managers show significant extensions along *one or more defensive, security-oriented, styles*.



LIFE STYLES INVENTORY TM :

SELF-DESCRIPTION

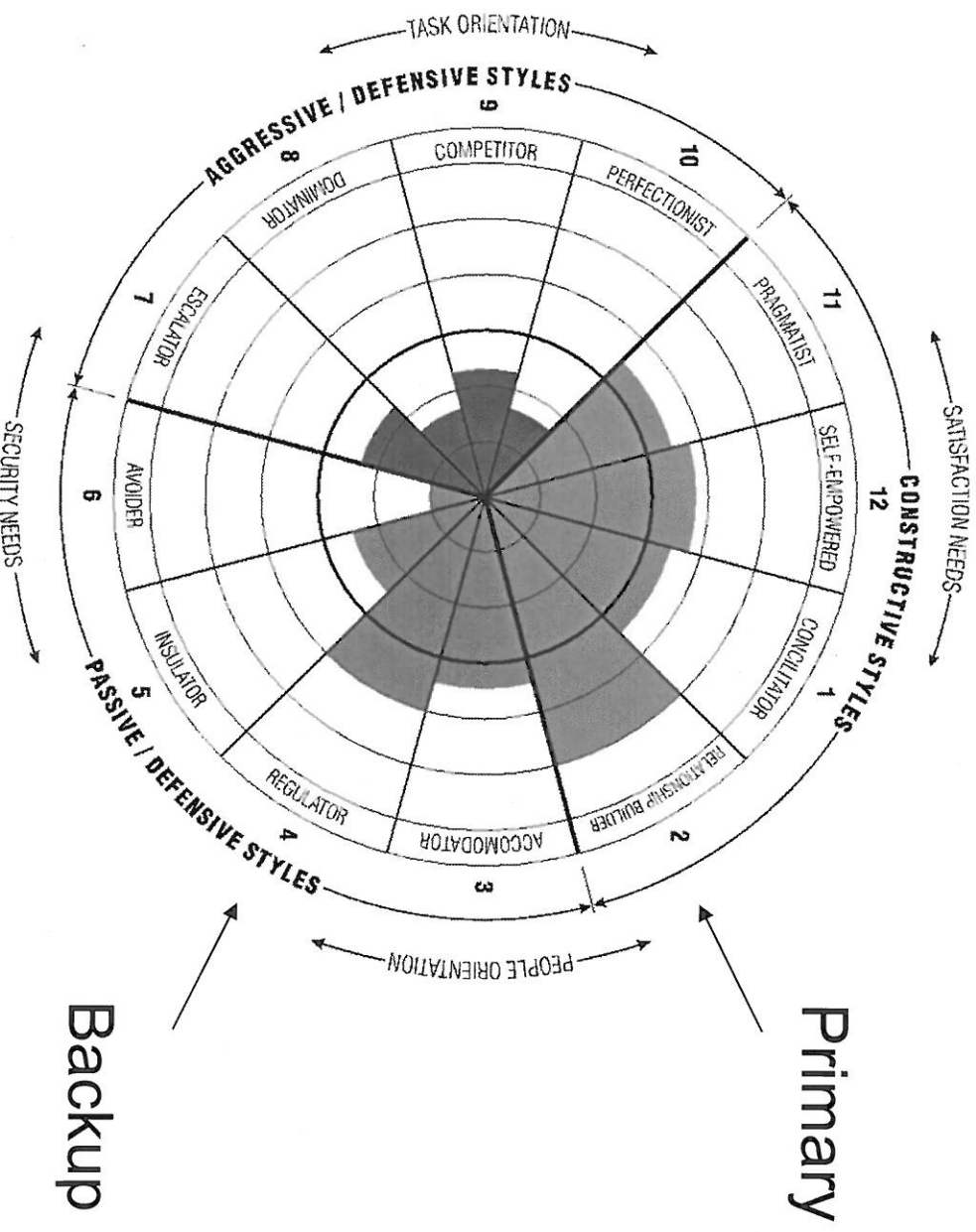
The styles are *neither* permanent personality characteristics nor intractable; they can change as a result of new roles, environmental changes, and *personal development efforts*.

Development of constructive, satisfaction-oriented, styles can be beneficial with respect to *personal effectiveness and individual well-being*.

The most effective and enduring individual change efforts are those that are *self-motivated and self-directed*.

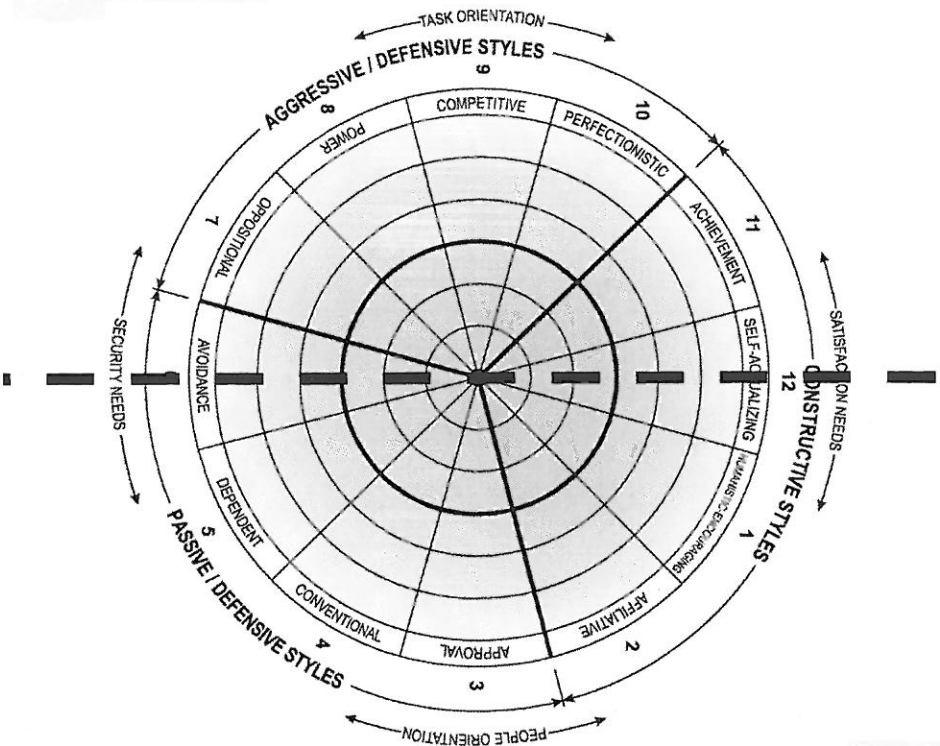


Primary and Backup Styles

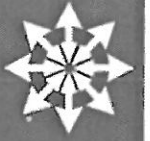




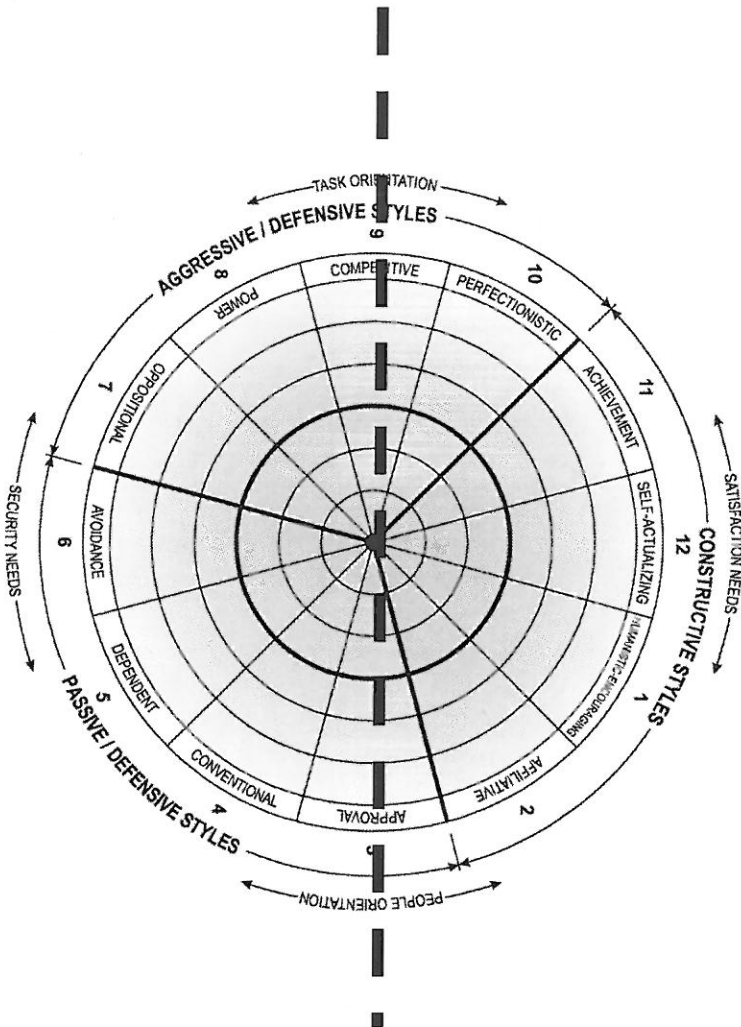
Task Centered Theory X



People Centered Theory Y



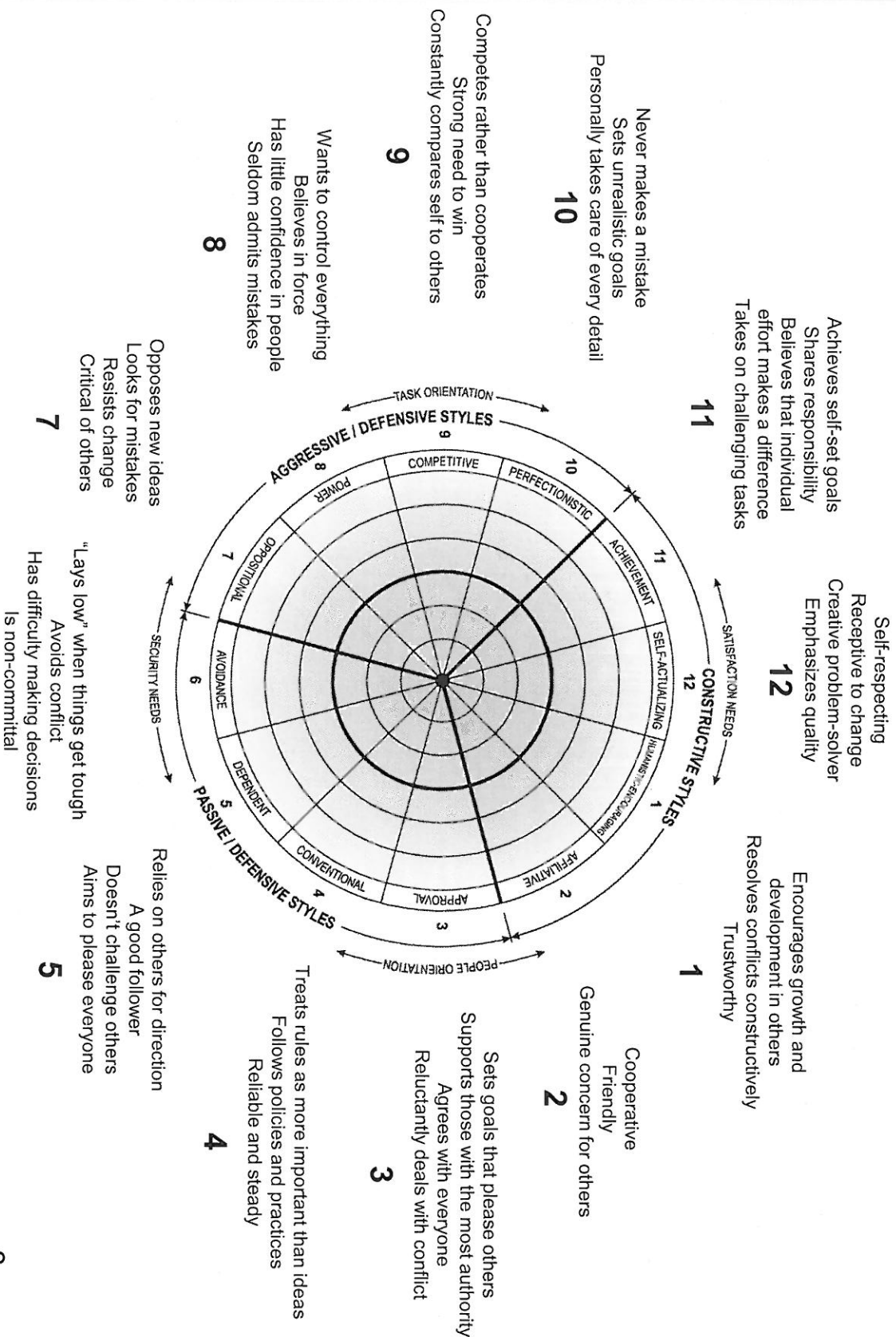
Higher Order Needs



Lower Order Needs

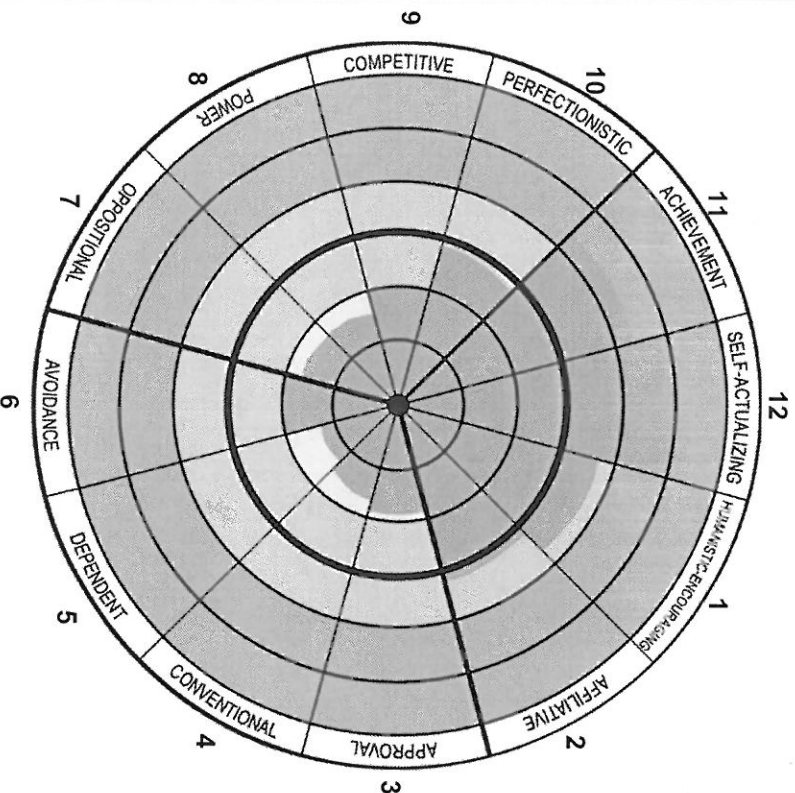


Human Synergistics Circumplex

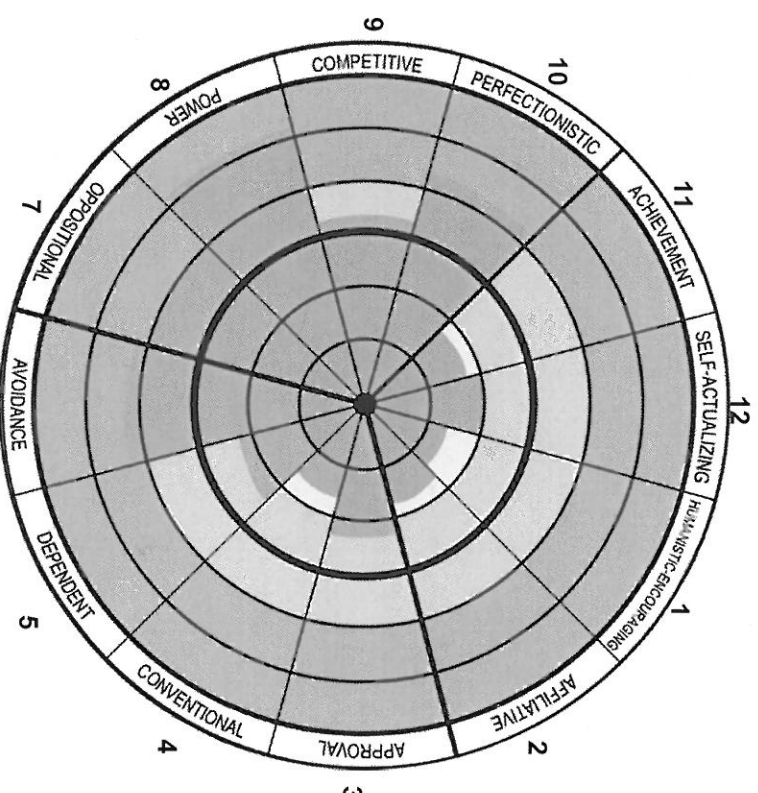




Life Styles Inventory Profiles



Successful Chairman of the Board of a
Highly Profitable/Innovative Public Unity



Corporation Presidents who
Failed in Their Jobs



Benefits of the LSI Exercise

- Understand what you are like now and what causes you to be that way
- Accept your current thinking and behavior as assessed by the LSI
- Pinpoint your strengths and “problem” areas
- Recognize the benefits of improving your thinking and behavior
- Commit yourself to making some positive and constructive changes
- Plan what you want to change
- Develop a strategy to bring these changes about



Keep in Mind....

This exercise is about **YOU**: your thoughts, feelings, attitudes, beliefs, and values--in short, all that makes you different from anyone else.

- What **you** put in this exercise is up to you.
- What **you** share about yourself is up to you.
- What **you** get out of this exercise is also up to you!