

# 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 Synergetics Circumplex.

### APPLICATIONS

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

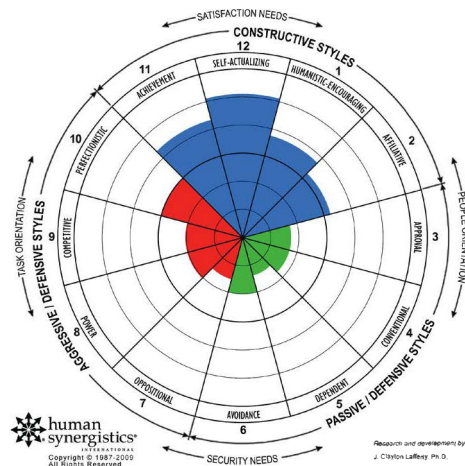
- Enhance self-understanding
- Increase productivity
- Strengthen leadership capabilities
- Sharpen interpersonal skills
- Improve individual health and well-being

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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**Figure 1: Successful Chairman of the Board**



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Research & Development by: Robert A. Cooke, Ph.D. and  
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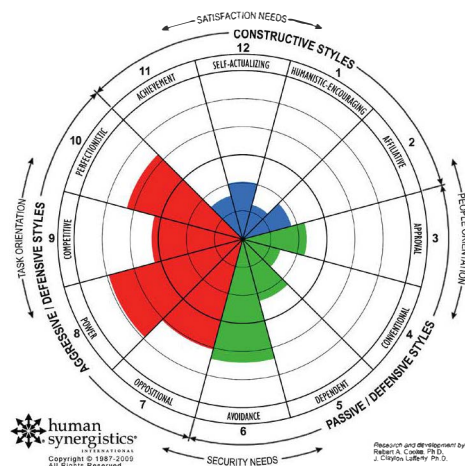
## THE LSI AND PERFORMANCE

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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*This program has been approved for 21.75 (HR (General)) recertification credit hours toward*

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**Continuing Coach Education**

International Coach Federation

Designed for managers, leaders, students, and those in professional and technical roles, the LSI empowers people to actualize their potential and contribute to the success of their organization. It's particularly valuable for helping individuals:

- discover new and/or different ways of thinking and behaving
- increase effectiveness in their roles
- reduce and cope better with stress and the effects of pressure and change
- achieve self-set goals
- think more creatively
- improve interpersonal skills and relationships
- increase their overall satisfaction and well-being

The LSI self-description and/or 360 degree feedback assessments are best facilitated by a coach or training specialist qualified to use the tools. Sansom Consulting is an accredited and experienced Human Synergistics consultant who can help your leaders and team members interpret the LSI results and create a plan for self-development. Contact us to set up a consultation.

# SANSOM

## CONSULTING

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