



The Lifestyles Inventory (LSI1 and 2)

The Life Styles Inventory™ (LSI) is a measurement and feedback tool designed to help identify how your thinking and behaviour are helping and hindering your effectiveness. It is made up of two parts:

LSI1: Self-Description. This can be a stand-alone instrument. It measures personal thinking styles and relates these to perceived effectiveness (self-efficacy) and satisfaction at work, in business and at home. Used in conjunction with LSI2 Description by Others it enables comparison of self perceptions and others perceptions of an individual's behaviours and effectiveness.

LSI2: Description by Others. For the LSI2, you are required to nominate colleagues or peers who then describe their experience of your behaviour. These observed behaviours can then be compared to your self perception, along with comparing self and others' rating to the effectiveness questions.

Developed 40 years ago, the Human Synergistics Circumplex provides a way to see, measure and change the thinking and behavioural styles that drive the performance of not only individuals but also groups and organisations. 3 general clusters break down the factors underlying effectiveness into 12 behaviour styles. They are arranged in a circular manner based on their relationship to needs (satisfaction vs. security), orientation (task vs. people) and themselves. Research shows that organisational (motivation, satisfaction), group (collaboration) & individual (task/interpersonal effectiveness) outcomes are increased when the primary cluster is constructive.

As part of the LSI process, you will receive a Self-Development Guide which provides an opportunity to self-direct and develop improvement strategies for building Constructive thinking and behaviour.



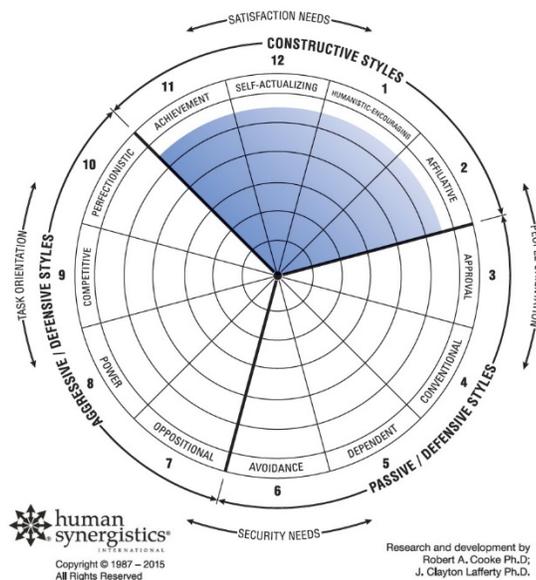
Why use the LSI?

Effective individuals are aware of how their own thinking influences their 'take on life' and they are aware of how they respond to others and the impact their behaviour has on others in their current roles. Providing such feedback to people, particularly those in a supervisory, managerial and/or leadership role, is an important part of developing effectiveness in the supervisory/managerial/leadership role. The Life Styles Inventory™ (LSI) is a personal styles tool. It measures the individual's generic ways of thinking and behaving that affect how they deal with events as they occur including task related work events and interpersonal relationships. Because of this, LSI is suitable for any individual looking to reflect on their own thinking and behaviour.

Constructive Styles

Achievement, Self-Actualising,
Humanistic-Encouraging, Affiliative

- Accomplish goals
- Strive
- Work well with others
- Innovation & creativity
- Develop others

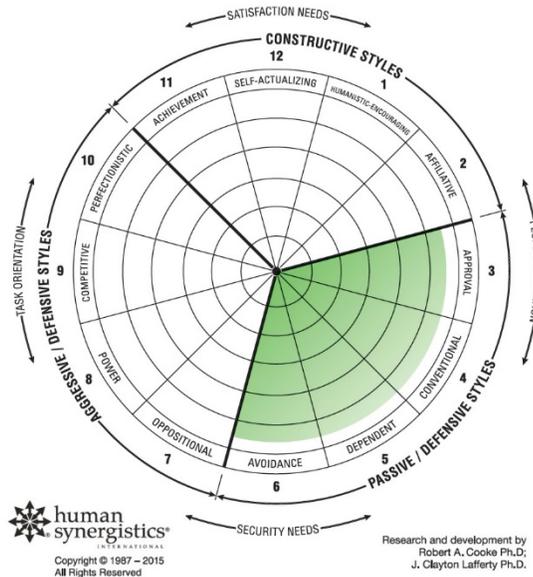




Passive/Defensive Styles

Approval, Conventional, Dependent, Avoidant

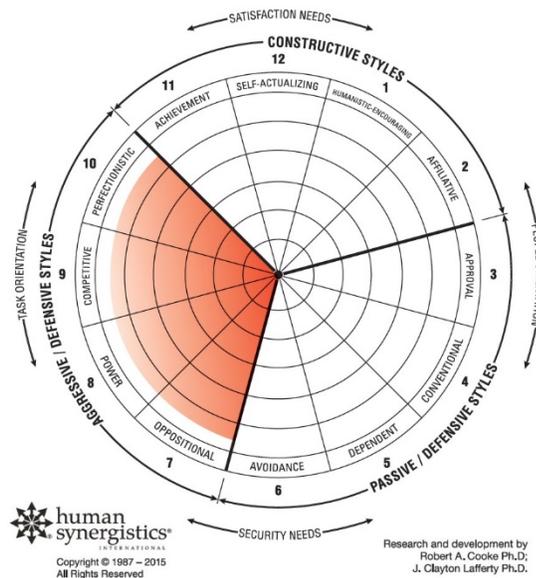
- Keep out of trouble
- Just do
- Avoid conflict
- Follow the rules
- Don't rock the boat



Aggressive Defensive Styles

Oppositional, Power, Competitive, Perfectionistic

- Prove yourself
- Look good
- Critique ideas and others
- Control
- Dominate





The importance of constructive thinking

Life Styles Inventory™ (LSI1) is designed to measure how you perceive yourself on the basis of everything you believe you have learned about yourself over the entirety of your life.

How you think about yourself also known as self-concept, has direct impact on your personal self-efficacy. The more effective we think we are at what we do, the more likely we are to undertake tasks and interact with others successfully.

The importance of constructive behaviour

The Life Styles Inventory™ (LSI2) is a description by others that measure your external personal behavioural styles and effectiveness. Your personal behavioural style (the way you approach tasks and interact with others) impacts how others see you in terms of your effectiveness.

The beauty of the LSI is that it is a snapshot in time. The thinking and behaviours measured in the LSI are completely coachable. Once we debrief your report, Craft will coach you through focusing on constructive thinking and behaviour in the future, rather than spending time on mitigating your perceived shortfalls.



Investment

LSI1

Self-Assessment

Survey is sent online and you spend 20-30 minutes filling out the survey from your own perspective, about you.

Craft Coaching and Development then receive your comprehensive report confidentially, and will bring it to you next coaching session. It is important you don't receive your report unsupported, to ensure you are reading the results correctly.

\$299 including 1 hour coaching session

LSI2

360 degree feedback

You nominate respondents to answer the same questions as the LSI1 on your behalf, about you.

The responses are then gathered, patterned, and put into a comprehensive report. Craft Coaching and Development then receive your report confidentially, and will bring it to you next coaching session.



\$499 which includes a 1.5 hour coaching session

CSI

Group Styles Inventory is a great team building exercise where a group can get to know each others working styles, thinking and behaviours and how they operate quickly and effectively. Usually run as a half day workshop, price varies depending on the size of the group.