



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, which can be administered separately or together:

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 Synergetics 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-reflect and develop improvement strategies for building Constructive thinking and behaviour.

Why use the LSI?

Effective individuals are aware of how their own thinking influences and impacts their work, and they are aware of how they respond to others and the impact their behaviour has on others. The Life Styles Inventory™ (LSI) provides helpful

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feedback on the styles of thinking that hold us back, and others that we aware add to our effectiveness. 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 (“WE”)

Achievement, Self-Actualising, Humanistic-Encouraging, Affiliative



- Accomplish goals
- Strive
- Work well with others
- Innovation & creativity
- Develop others
- Effective strategy and planning
- Achieve outcomes

Passive/Defensive Styles (“YOU”)
Approval, Conventional, Dependent, Avoidant



- Keeping out of trouble
- Do what others want
- Avoid conflict
- Follow the rules
- Reliant on what others think
- Don't rock the boat

Aggressive Defensive Styles (“I”)
Oppositional, Power, Competitive, Perfectionistic



- Prove yourself

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- Critique ideas and others
- Control
- Dominate
- Overly focused on task
- Perfecting things

The importance of constructive thinking and behaviour

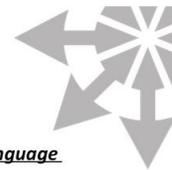
Life Styles Inventory™ (LSI1) is designed to measure how you perceive yourself on the basis of everything you believe you have learned about yourself over the entirety of your life.

How you think about yourself also known as self-concept, has a 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 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.

There are certain styles that are disempowering to use, as the diagram below reveals. They also create or feed physiological symptoms, feelings and dialogue that are unhelpful for your performance.

The beauty of the LSI is that it is a snapshot in time. The thinking and behaviours measured in the LSI are completely coachable and changeable. 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.



Traffic Lights – Signalling System

Responsibility	<u>Body</u>	<u>Feelings</u>	<u>Mind</u>	<u>Language</u>
	<ul style="list-style-type: none"> • Calm, even breaths • Steady gaze & eye contact • Relaxed posture • Interested alertness • Voice Steady matching contact 	<ul style="list-style-type: none"> • Curious • Compassionate • Empowered • Engaged • Enthusiastic • Passionate • Interested • Open • Strong 	<ul style="list-style-type: none"> • Where does my effort make a difference? • What's important to me? • How can I involve them? • How can I cooperate? 	<ul style="list-style-type: none"> • What, when, how questions • I statements for responsibility • Inclusive language • Replace "But" with "and" • Solution oriented – "what would it look like?"
	<ul style="list-style-type: none"> • Holding breath • Tension/tightening muscles • Flush • Pressure in head 	<ul style="list-style-type: none"> • Angry • Frustration • Impatient • Annoyed • Urgent • Resentful • Suspicious 	<ul style="list-style-type: none"> • They're wrong • Its got to be my way • I need more detail • My idea's better • What do I need to do to look good? 	<ul style="list-style-type: none"> • You have/must/should • Absolute language –always • "Yes but" • "We cant afford to stuff this up" • "Yeah right"
	<ul style="list-style-type: none"> • Shallow breaths • Anxious • Nausea • Butterflies in the stomach • Leaning or stepping away • Nodding • Plastered Smile 	<ul style="list-style-type: none"> • Worried • Nervous • Quiet • Tense • Dread • Apprehension • Fear • Disconnected 	<ul style="list-style-type: none"> • I better check just in case • I don't want to get into trouble • Maybe I should ask someone else? • What was that? 	<ul style="list-style-type: none"> • "Yes, no problem" – "its not my fault" • "This is probably stupid but..." • "can I ask..." • "If I do it, you go home"
Blame				



Changing the World – One Organization at a Time

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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 plus GST for the LSI1 diagnostic plus normal coaching fees to debrief your results via video or in person

LSI2

360 degree feedback

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

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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 plus GST for the LSII and 2 diagnostic plus normal coaching fees to debrief your results via video or in person

GSI

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.

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