

*Strengthen your organization through individual development. Give your managers and employees the opportunity to learn about themselves, initiate positive changes, and improve their performance with the Life Styles Inventory.*



## Life Styles Inventory™ 1 (LSI 1)

*A versatile assessment for organization development and change, beginning with individual members.*

The *Life Styles Inventory 1* provides people with insightful and otherwise unavailable information on their thinking and behavioral styles—information that can be used for self discovery, self monitoring, and self development.

### “Know Thyself,” Socrates

LSI helps people to get to know themselves. It provides feedback on patterns of thinking that are Constructive and productive as well as those that are Defensive and counter-productive. Guided by this feedback, the individual can improve upon what is good and work to change what could be better. The results: improved individual well-being and enhanced performance.

### PRODUCT APPLICATION

#### Use the LSI to:

- Initiate self-development efforts by organizational members—regardless of their level in the hierarchy, functional specialization, or tenure with the organization
- Sharpen interpersonal skills by enabling people to recognize and redirect defensive behaviors, as well as strengthen behaviors that enhance communication and improve relationships
- Increase productivity through self-awareness; enable people to change their behavior so that they accomplish tasks more effectively and efficiently

### How the LSI 1 Works

LSI 1 is a validated self-report survey that enables people to take a close, revealing look at themselves. In 20-30 minutes, a participant completes the LSI by responding to words and short phrases in terms of the extent to which they describe him or her. These items measure patterns of thinking and behavior corresponding to the 12 styles on the Circumplex (see pages 7-12).

By transferring LSI scores to the Circumplex, respondents are provided with a “picture” of the ways in which they approach their work and interact with others. The profile enables respondents to see how they described themselves in relation to the self-descriptions of 9,000 other respondents.

The completed profile reveals the extent to which the individual’s styles are **Constructive**, **Passive/Defensive**, or **Aggressive/Defensive**. On the basis of this feedback, respondents can elect to change their thinking and embark on personal development programs to enhance their effectiveness.

A 70-page Self-Development Guide is provided to help respondents understand the significance and implications of their profiles. The Guide explains the possible “roots” of the 12 thinking styles, discusses their effects, and offers strategies for self development.

**Options for Administering the LSI 1**

LSI can be administered and scored in paper & pencil format, through Internet Data Collection (IDC), or via our new Web-based sites.

The traditional **paper & pencil** version of the LSI, printed on NCR (no carbon required) paper, allows respondents to hand score the survey and profile their results. This version of the LSI is ideal for program designs that call for the administration and scoring of the survey on-site during the session, class, or conference.

The **IDC** option is appropriate for large-scale administrations of the survey. Human Synergetics emails participants invitations to fill out the survey together with a Web link, user name and password. Respondents complete the LSI at their convenience, prior to the program. Profiles are generated and provided to the facilitator within 7 to 10 business days after the surveys are completed.

The new **Web-based** version of the LSI is the most versatile. Like the IDC option, respondents are provided a user name and password to complete the LSI online. (Facilitators are provided with an account to set up these names and passwords.) Unlike the IDC, however, results are real time and can be provided in three different ways.

**LSI 1 Survey Online** makes results available to the facilitator, who can then provide participants with their results along with paper-based copies of the Self-Development Guide.

**LSI 1 Profile Online** provides results immediately, online, to the participant and the facilitator. Participants are provided with paper-based Self-Development Guides, either before or after receiving their feedback.

**LSI 1 Kit Online** is totally Web-based and provides participants with their results along with an interactive Self-Development Guide, customized to emphasize their strongest styles.

*individual development*

Please refer to the back of the catalog for the Pricing Guide.

**Life Styles Inventory™ (LSI)****PARTICIPANT MATERIALS****LSI 1 Full Kit**

- DI 95100
  - Self-Description Inventory
  - LSI 1 Self-Development Guide (SDG)
  - Profile Summary Cards

**LSI 1 Basic Kit**

- DI 99100
  - Self-Description Inventory
  - LSI 1 Self-Development Guide

**LSI Profile Summary Cards w/Folder**

- DI 95101
  - 36-card deck provides "at-a-glance" interpretation of LSI scores.

**LSI Post Test**

- DI 98101

**LSI Prescription for Change**

- DI 96100
  - Guides formation of a development plan based on LSI scores.

**LSI 1 Survey (Online)**

- DI 95401
  - Online profile available to consultant only. Includes paper SDG.

**LSI 1 Profile (Online)**

- DI 95402
  - Online profile available to consultant and participant. Includes paper SDG.

**LSI 1 Kit (Online)**

- DI 95404
  - Online profile available to consultant and participant. Includes online, interactive SDG.

**SCORING****LSI 1 per inventory**

- CS 89001

**LSI 1 per group profile**

- CS 89025

**FACILITATOR MATERIALS****LSI Leader's Guide**

- DI 99110
  - Everything you need to conduct interesting and effective LSI programs.

**LSI Mastery Cards**

- DI 12100
  - Fun and informative team exercise for learning about and understanding the 12 styles.

**LSI Transparencies**

- DI 05111
  - Set of 20 attractive, full-color transparencies assists with LSI scoring and debriefing of results.

**LSI 1 PowerPoint® Presentation**

- DI 05108
  - Set of 21 full-color slides assists with LSI scoring and debriefing of results.

**LSI 1 Blank Profile Transparency**

- DI 05104

**LSI Flipchart Pad**

- DI 99120
  - The LSI Circumplex on 25 large sheets for easy profiling and display.