

LSI Support Material



Computer Scored



Self-Scored



Accredited Only

Individual Development

Effective Life Styles Inventory™ (LSI) debriefs are tailored to the needs of the individual or group you are working with. Often, raising awareness, generating acceptance and encouraging action requires additional facilitator knowledge and extra participant resources. This is where Life Styles Inventory™ support materials can be invaluable.

Facilitating Understanding of the Circumplex Styles

Individuals most benefit from the Life Styles Inventory™ (LSI) process when they have a full understanding of the Circumplex styles and their relationship to everyday behaviour.

LSI Circumplex Summary sheets contain short descriptions of each behavioural style in a one page, glossy A4 format. They are an excellent reference point for participants whilst in a workshop or debrief situation, or to take away as an easy reference for the future.

LSI Profile Summary Cards & Folder assist individual awareness by providing an "at-a-glance" interpretation of LSI scores. Behaviours according to style scores – high, medium or low – are presented on separate cards such that the individual chooses those that most reflect current behaviour and/or how they would like to behave. These can also facilitate action planning.

Add fun and spontaneity to your workshop with the LSI Mastery Cards. A series of cards for one-on-one or team usage, they can be used as an introduction to, or reinforcement of, the circumplex styles. Each card contains a quote, song title or fact that corresponds with a particular style. Comes with an answer key.

The concepts of Achievement and Perfectionism are close in theory but worlds apart in action. The difference lies in the relationship to effectiveness, health and illness and satisfaction. The book, *Perfectionism: A Sure Cure for Happiness* exposes the destructive nature of perfectionism and how to correct it, with suggestions and techniques leading to awareness and constructive change.

Facilitating Action-Planning

A critical part of the LSI process is formulating strategies and goals for change that are specific, measurable and realistic. The **LSI Prescription for Change** activity provides individuals with a guide for developing such a plan. Based on an individual's current profile, it guides the choice of actions to achieve targets such that the value in self-setting goals is maintained.

Tools to assist people through awareness, acceptance into action



LSI Support Material

Facilitating Involvement and Interaction

Adults learn most effectively through a process of enquiry and discovery. This is where involvement and interaction becomes critical in your LSI workshop.

LSI Circumplex Wall Charts are poster-sized versions of the circumplex which are excellent for facilitating team discussion. Most often these are used for drawing up a perceived "ideal" profile of a manager or leader; for feedback and discussion between teams.

The recently developed **LSI Circumplex Mat** gets participants out of their chairs and into activity. Large enough for a medium-sized group to access, the mat can be used as a base for role-playing the styles, sharing experiences or simply as a unique way to introduce the circumplex.

Facilitating Understanding of Group Thinking and Behaviour

We strongly recommend usage of **LSI Group Data** in a workshop situation. Group Data helps participants understand how they compare to overall group behaviour and gives valuable insights into the organisation's dominant behavioural styles.

Group Data facilitates acceptance of feedback through relating behavioural styles to performance outcomes such as individual effectiveness, quality of relationships and readiness for promotion.

Understanding group strengths and blind spots also provides a useful reference for the facilitator in designing and running programmes that meet the organisation's needs.

Group Data is available in a variety of formats.

Meeting Particular Needs

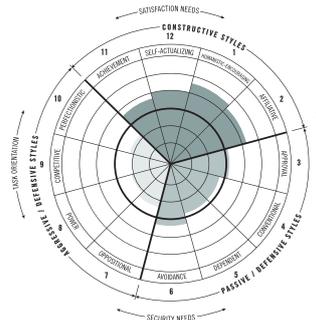
Many people look to self-development as a way to more effectively relate to others, particularly, to more effectively resolve conflicts in the workplace.

LSI Conflict is a specific application of the Life Styles Inventory™ (LSI), which helps individuals identify and understand how their instinctive thinking styles and coping behaviours influence how they deal with conflict. It teaches individuals to manage conflict in positive, non-defensive ways; improves the effectiveness of teams by identifying barriers to constructive communication; and facilitates cooperation and communication throughout an organisation.

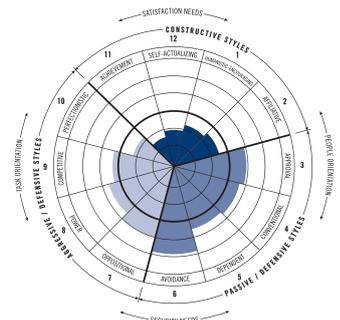
LSI Group Data

Progressional Circumplexes demonstrate that Constructive Behaviour leads to greater work effectiveness.

How do you view this person's level of effectiveness in his/her current job/assignment?



As rated by Others
Top 25% for this Question
Avg. Response = 6.45, N = 8



As rated by Others
Bottom 25% for this Question
Avg. Response = 4.20, N = 8

Research and development by Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D. © Human Synergistics International (and designs)

Summary of LSI Support Materials

- LSI Circumplex Summary
- LSI Circumplex Summary – Leadership
- LSI Circumplex Summary
- LSI Profile Summary Cards & Folder
- LSI Mastery Cards
- Perfectionism – A Sure Cure for Happiness
- LSI Prescription for Change
- LSI Analysis Cards
- LSI 1 Circumplex Wall Chart
- LSI 2 Circumplex Wall Chart
- LSI Circumplex Mat
- LSI Group Data
- LSI Conflict Kit – Inventory and Self-Development Guide
- LSI Conflict Leader's Guide



Auckland
10 York Street
PO Box 37-483
Telephone 09 309 9010
Facsimile 09 379 2263

Wellington
1 Willeston Street
PO Box 27-327
Telephone 04 470 7700
Facsimile 04 470 7711

Sydney
128 Kippax Street
Surry Hills, NSW 2010
Telephone 02 9281 5999
Facsimile 02 9281 7150

Melbourne
470 Collins Street
Melbourne, VIC 3000
Telephone 03 9675 0100
Facsimile 03 9629 3095