

Life Styles Inventory 1 [LSI 1]



Individual Development

Knowing who you are now is the first and most important step in deciding who you will be in the future. Years of research have established that the information needed to allow insight, growth and self-improvement to occur is contained within our thoughts.

Human Synergistics believes that if you are provided with accurate information about the way you think, you can bring about positive change in your behaviour; and increase your overall effectiveness.

The more you know about how you think and behave, the better prepared you are to improve your performance. And that's where Human Synergistics' Life Styles Inventory I (LSI 1) can help.

Development of the individual is the key to organisational success

Increasing Personal Understanding of Individual Thinking and Behaviour

The LSI 1 is the first in a series of Human Synergistics' self-assessment tools specifically designed to help you answer the important question of "Who am I, and what causes me to act the way I do?"

Based on a combination of respected psychological and measurement theories, the LSI 1 measures the thoughts and attitudes which motivate your behaviour; how you relate to others as well as how you solve problems and make decisions.

The greatest value of LSI 1 lies in the fact that no other self-assessment tool actually reveals and measures the thinking and behavioural styles that help or hinder you in fulfilling your potential. You can use what you learn to initiate positive changes in how you think and act - changes that can increase your personal and professional effectiveness. And because inventory results remain confidential - for your eyes only - honesty and accuracy are greatly enhanced.

The Process

Through your responses to 240 inventory items, LSI 1 distinguishes and measures 12 key thinking patterns, or **styles**, that are either effective or ineffective. These styles represent specific ways in which we choose to think about ourselves and influence our behaviour in all areas of life.

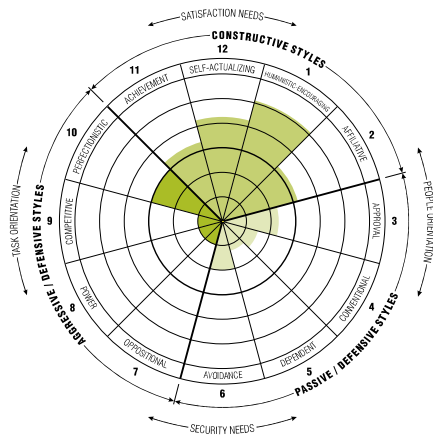


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Debriefing the LSI 1 Circumplex

Your LSI 1 results are plotted on a circumplex, or clock, thereby creating a visual profile of your current thinking patterns in each of the 12 styles.

- **constructive styles** include achievement, self-actualising, humanistic-encouraging, affiliative (11, 12, 1, 2 o'clock) - these styles represent self-enhancing thinking and behaviour that contribute to one's level of satisfaction, ability to develop healthy relationships and work effectively with people, and proficiency at accomplishing tasks
- **passive/defensive styles** include approval, conventional, dependent, avoidance (3, 4, 5, 6 o'clock) - self-protecting thinking and behaviour that promote the fulfilment of security needs through interaction with people
- **aggressive/defensive styles** include oppositional, power, competitive, perfectionistic (7, 8, 9, 10 o'clock) - self-promoting thinking and behaviour used to maintain status, position and fulfil security needs through task-related activities.



People shown to be particularly effective in their organisation are high in constructive styles and relatively low in passive/defensive and aggressive/defensive styles.

Completing your LSI 1 is the first vital step in the process of changing your behaviour. The inventory has undergone years of research, and has been established as a valid, reliable way to help you take an objective look at yourself. Using the information received from the LSI Circumplex, you can create change through:

- identifying the unique thinking patterns that characterise your current behaviour
- understanding which of your thinking patterns are effective, which aren't and why
- deciding which thinking and behaviour patterns you want to change
- defining optimal ways of thinking and approaching your work
- setting targeted improvement goals
- formulating specific strategies to bring about change

Results

LSI 1 provides you with the opportunity to take a close look at yourself. In a sense, it acts as a mirror, reflecting back the image you have of yourself. Sometimes this image is flattering and reassuring, sometimes surprising, and other times difficult to accept.

Whatever the results, there is no doubt that LSI 1 promotes lasting performance change and improvement by increasing personal understanding of your thinking and behaviour. The beauty of LSI 1 is that, unlike many other self-assessment tools, it provides a quantified measure for looking at strengths as well as self-defeating behaviours, so that you can further improve upon strengths and precisely target the areas in which you need to change. LSI 1 is part of the Life Styles System which has been successfully used by over 1,000,000 managers and 240,000 organisations in the past 20 years.

Their results have indicated that significant connections exist between individual LSI 1 scores and the development of:

- leadership effectiveness
- increased ability to cope with pressure and change
- achievement of set goals
- flexible and creative thinking
- improved relationships with others
- greater motivation to initiate change and make things happen

And the benefits of LSI 1 don't stop after the initial assessment - re-test packs also enable individuals to measure and monitor change at intervals of 3, 6 and/or 12 months after completion of their first LSI 1. This process also ensures that the organisation is able to measure the effectiveness of LSI development.

The Life Styles System

LSI 1 is the first of three levels in the Life Styles System developed by Human Synergistics to maximise the effectiveness and potential of an organisation's most valuable asset - its people. After completing LSI 1, participants can proceed to the next level with LSI 2 which incorporates feedback from five other people, and then on to the third level in the system which is Stylus®, a computer-generated report that allows you to compare your self-assessment to how others see you.



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