

Life Styles Inventory™ Breakouts



Computer Scored



Accredited Only

Individual Development

Understanding how others experience our behaviour is important to self awareness and increasing our effectiveness. The Life Styles Inventory™ (LSI) **Breakouts** is a powerful way of obtaining additional insights from a range of groups within the organisation, in particular, High Level Managers, Peers, Direct Reports and other nominated groups, for example, Customers.

LSI Breakouts provide valuable information about your behaviour towards different groups of people – as we know that managers will often behave differently within these different groups. For example, it is not uncommon for a 'boss' you get along well with, to describe you as being Constructive, whilst your Peers see far more Competitive and Aggressive behaviours from you in team meetings.

The Process

LSI Breakouts intensifies the powerful Life Styles Inventory™ feedback process by adding feedback from a greater range of respondents. As the Focal Manager, you will be asked to nominate a greater range of respondents for this process.

Higher Level Manager (HLM) – you directly invite your 'boss' to give you feedback. This is a powerful and potentially challenging process for you and your HLM. Your HLM will be required to authorise the release of their individual feedback to you. You will see their individual responses to all 240 survey items – a real conversation starter!

It's very important to brief your LSI respondents thoroughly about the collection process, and how the feedback is going to be handled – especially HLMs - as experience shows there tends to be apprehension in presenting potentially confronting behavioural feedback, which can therefore skew individual results.

Please note, without HLM permission the feedback process is terminated.

Peers – a minimum of 3 Peer respondents is required. Focussing on Peer relationships can be important where there are team conflicts. Where this is the focus, it is suggested all Peers are invited to give feedback on all team members.

Direct Reports – understanding how our Direct Reports see our behaviour is critical to our effectiveness as a manager. A minimum of 3 Direct Report respondents is required, however managers will often invite all Direct Reports to obtain a more complete picture.

Standard LSI Breakouts package includes:

- ▶ 1 × Self Description
- ▶ Up to 12 × Description by Others

Additional inventories can be added to increase the number of Peer and Direct Report samples. Additional groups can also be added, such as Customers.

Uses

LSI Breakouts is useful for exploring:

- ▶ How managers are interacting with, and need to adjust their behaviour towards, different groups within and outside the organisation
- ▶ Team dynamics within an executive team experiencing conflict
- ▶ Enhancing feedback and conversations between 'bosses' and their Direct Reports.

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how others see
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Life Styles Inventory™ Breakout

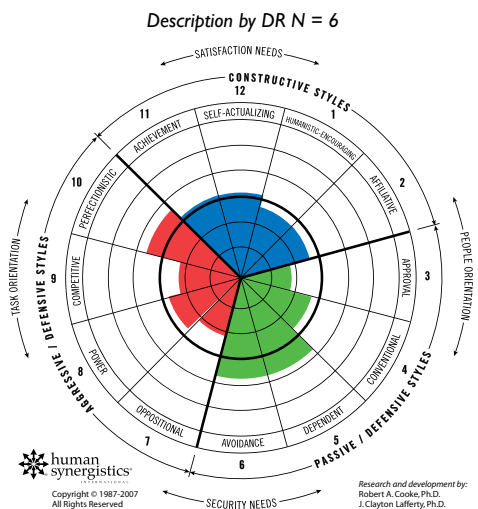
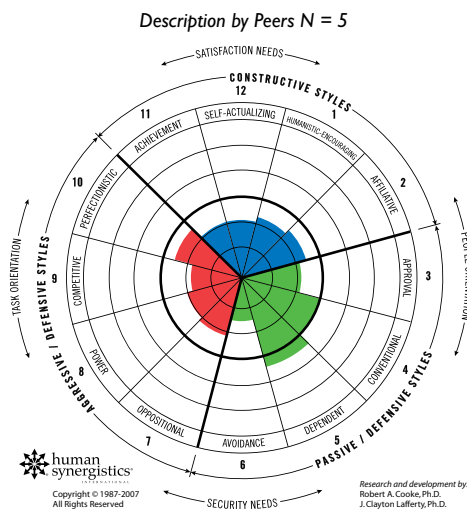
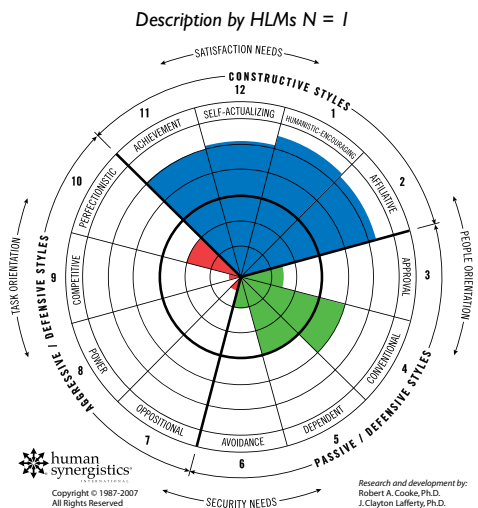
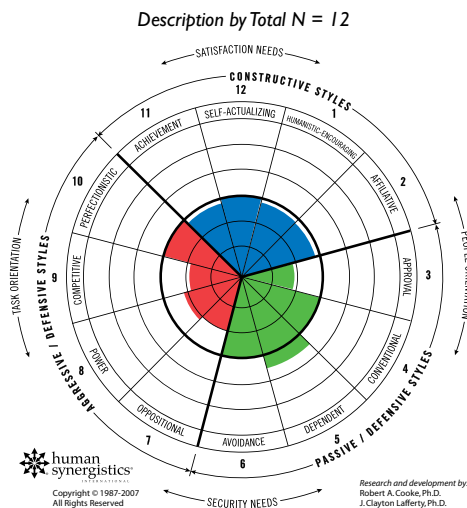
Organisation X

Sample A
November 2010

N=12

LSI2 Circumplex Comparison

Breakout Circumplexes



For more information about the LSI

Refer to the following Product Information Sheets available at www.human-synergistics.com.au or www.hsnz.co.nz

- ▶ Life Styles Inventory™ 1
- ▶ Life Styles Inventory™ 2
- ▶ LSI Support Material

Confidentiality

Human Synergistics protects the rights of all participants by only reporting Breakouts subgroups of 3 or more respondents to maintain anonymity. The only exception to this is the HLM feedback which requires express permission for the presentation of individual data.



Auckland
1/30 Augustus Terrace
Parnell, 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
8 Windmill Street
Millers Point NSW 2000
Telephone 02 9271 5900
Facsimile 02 9247 6310

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