Life Styles Inventory™

LSI Individual Feedback Report

A Sample

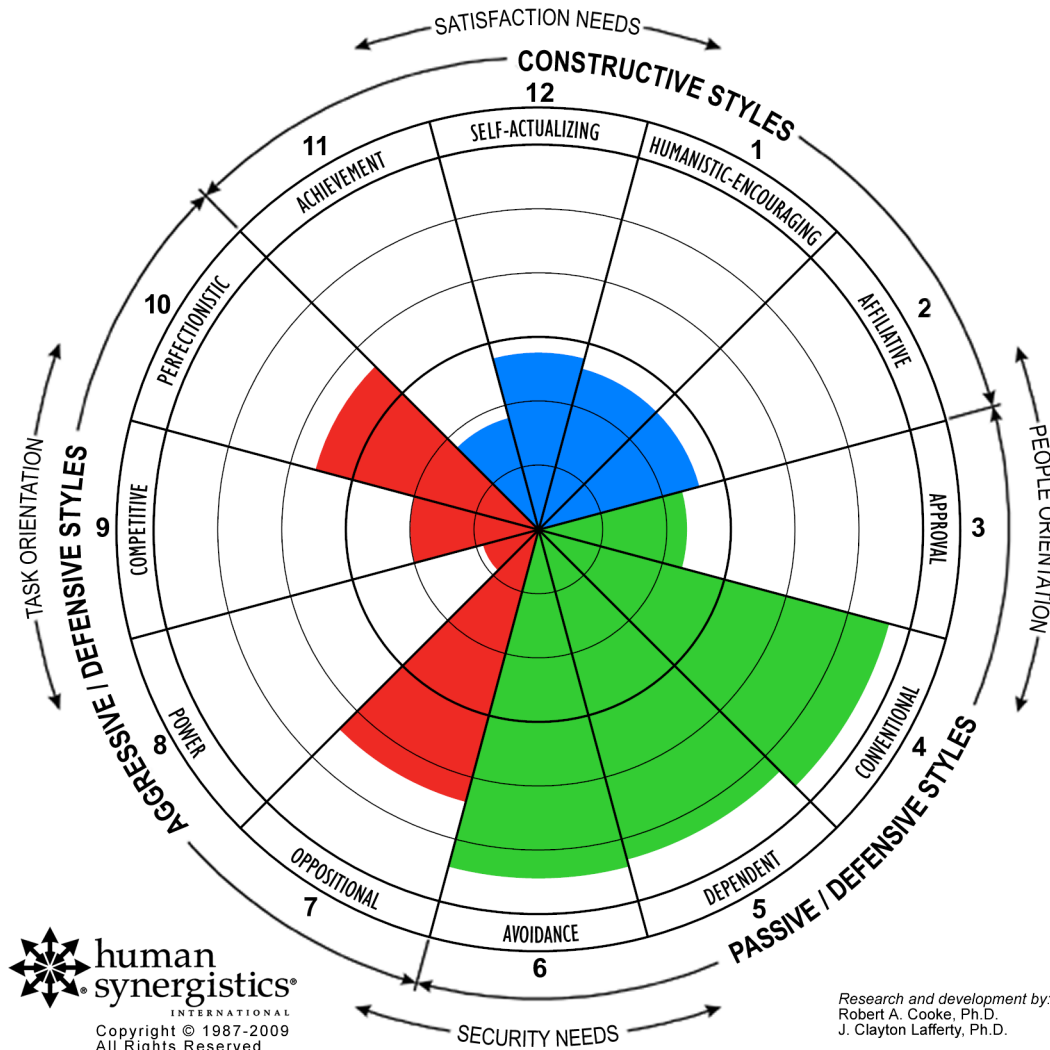February 2017

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INTERNATIONAL

Table of Contents

Self-Description Profile

Overall, the strongest extensions are in the **Passive/Defensive** cluster.

With respect to the twelve specific thinking and behavioral styles measured, your...

Primary Style is **Conventional**

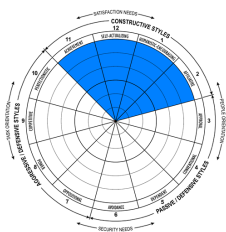Items measuring this style include:

- conforming
- tends to accept the status quo
- thinks rules more important than ideas

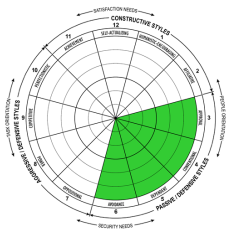Secondary Style is **Avoidance**

Items measuring this style include:

- self-depreciative
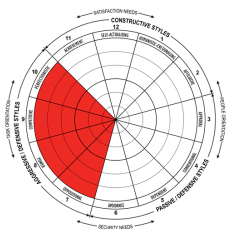- evasive
- leaves decisions to others

Self-Description Profile

Constructive Styles	Percentile Score	Raw Score
Humanistic-Encouraging	40%	28
Affiliative	40%	28
Achievement	22%	25
Self-Actualizing	44%	26

Passive / Defensive Styles	Percentile Score	Raw Score
Approval	33%	9
Conventional	96%	24
Dependent	93%	23
Avoidance	94%	15

Aggressive / Defensive Styles	Percentile Score	Raw Score
Oppositional	81%	10
Power	9%	0
Competitive	25%	6
Perfectionistic	65%	20

Description-by-Others Profile
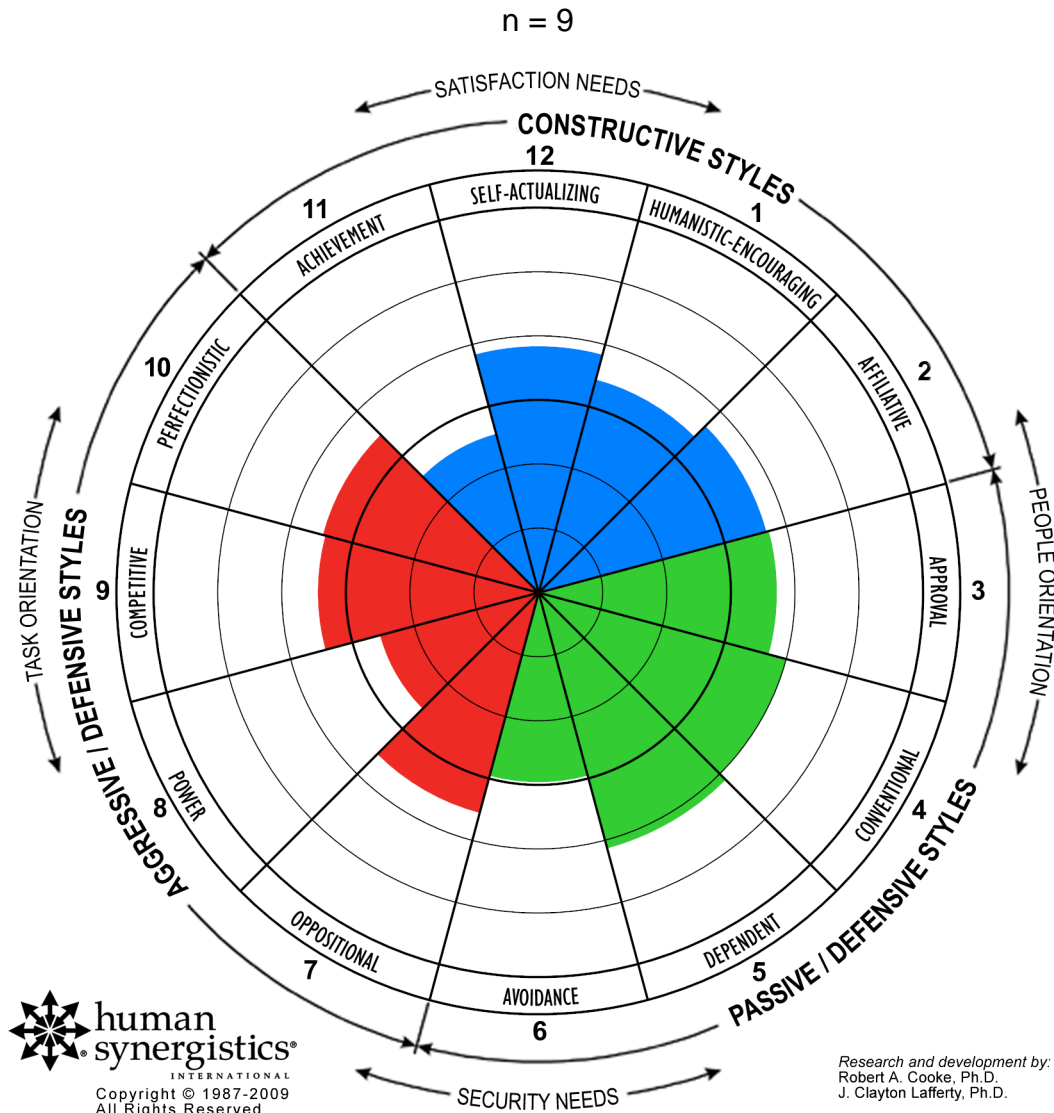
n = 9

Overall, the strongest extensions are in the **Passive/Defensive** cluster.

With respect to the twelve specific thinking and behavioral styles measured, your...

Primary Style is **Dependent**

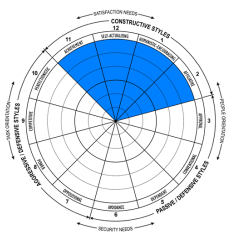Items measuring this style include:

- obeys too willingly
- very respectful to superiors
- seeks help from others

Secondary Style is **Conventional**

Items measuring this style include:

- conforming
- tends to accept the status quo
- thinks rules more important than ideas

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Description-by-Others Profile

Constructive Styles	Percentile Score	Raw Score	Standard Deviation
Humanistic-Encouraging	61%	29.64	7.58
Affiliative	67%	31.00	6.32
Achievement	39%	27.88	7.50
Self-Actualizing	71%	29.53	6.77
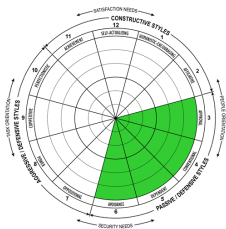
Passive / Defensive Styles	Percentile Score	Raw Score	Standard Deviation
Approval	68%	13.00	6.60
Conventional	75%	16.25	8.11
Dependent	77%	16.67	5.84
Avoidance	49%	5.95	5.37
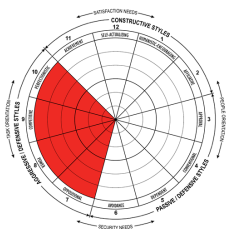
Aggressive / Defensive Styles	Percentile Score	Raw Score	Standard Deviation
Oppositional	64%	7.11	8.82
Power	39%	3.60	4.09
Competitive	61%	11.77	5.55
Perfectionistic	62%	17.96	6.08

Comparative Profiles

Self-Description Profile
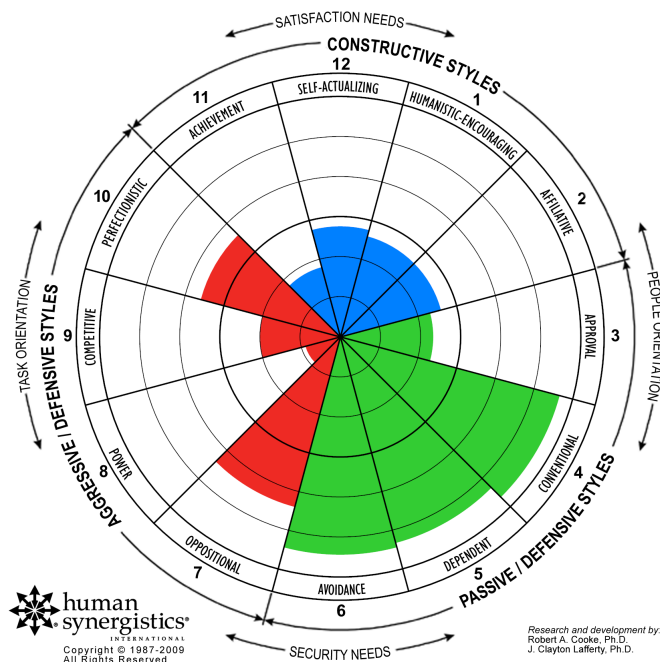
Description-by-Others Profile

Comparative Profiles
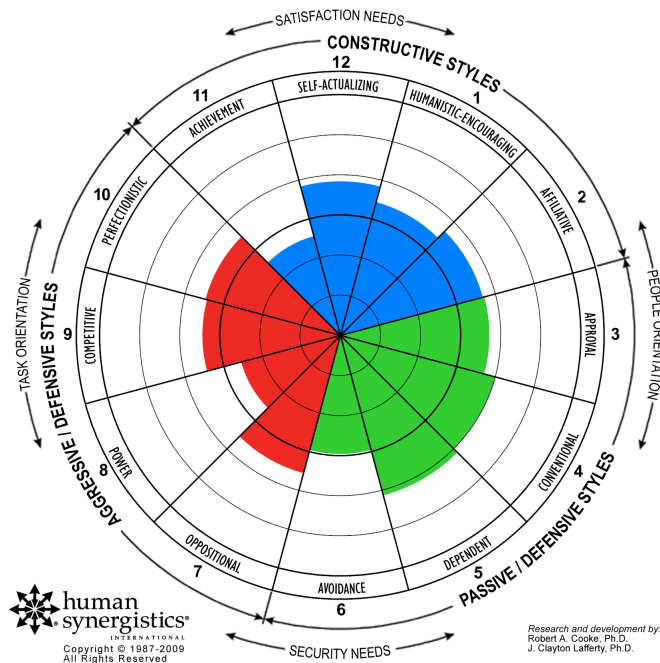
Comparative Profiles
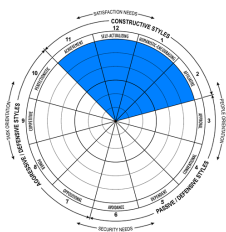
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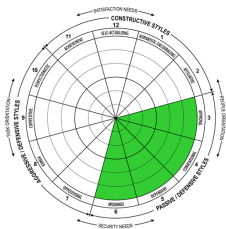
Passive / Defensive Styles	Self-Description Percentile	Description-by-Others Percentile
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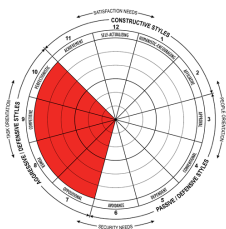
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Oppositional	81%	64%
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Comparative Profiles

Spread of Opinion

n = 9
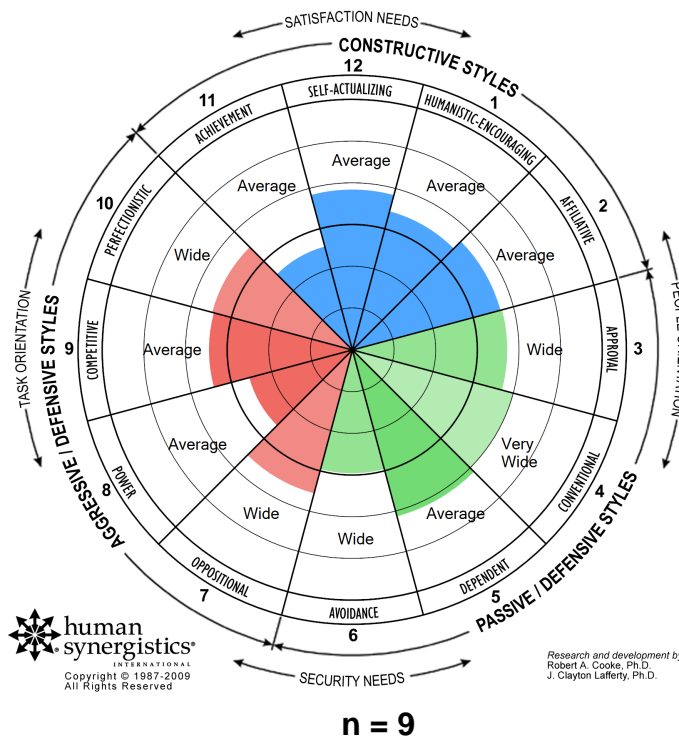
Dark shading represents a very narrow or narrow spread of opinion and denotes a standard deviation among respondents' ratings that is lower than that for 10% or 25%, respectively, of the sets of respondents in the sample. In contrast, light shading represents a wide or very wide spread and a numerically high standard deviation (greater than that for 75% or 90% of the people in our sample). Moderate shading represents an average spread of opinion, with your standard deviation falling between the 25th and 75th percentiles on the distribution.

Your styles are listed in the table below, starting at the top with those with the strongest agreement (narrow spread of opinion) and ending with those with the weakest agreement (wide spread of opinion).

## Spread of Opinion among the People Describing You

The profile above builds on your Description-by-Others results by showing the spread of opinion among those who described you.

- The styles with dark shading are those along which the spread of opinion is narrow (your respondents agree);

- the styles with light shading are those along which the spread is wide (your respondents disagree);

- and the styles with moderate shading are those along which there is neither strong agreement nor disagreement.

More technically, the shading depicts the amount of variation in respondents' descriptions of you along each style (i.e., the standard deviation). The length of the extensions reflects the relative extent to which the styles characterize you; in contrast, the shading reflects the extent to which your respondents' descriptions vary compared to the variance in the descriptions of about half of the people (n=7284) in the norming sample.

STYLE	SPREAD OF OPINION
2 Affiliative	Average
8 Power	Average
9 Competitive	Average
12 Self-Actualizing	Average
1 Humanistic-Encouraging	Average
5 Dependent	Average
11 Achievement	Average
6 Avoidance	Wide
10 Perfectionistic	Wide
3 Approval	Wide
7 Oppositional	Wide
4 Conventional	Very Wide

Spread of Opinion

LSI 1 & 2 Summary Grid

High ← Others' Reports of Your Defensive Styles (LSI 2) → Low
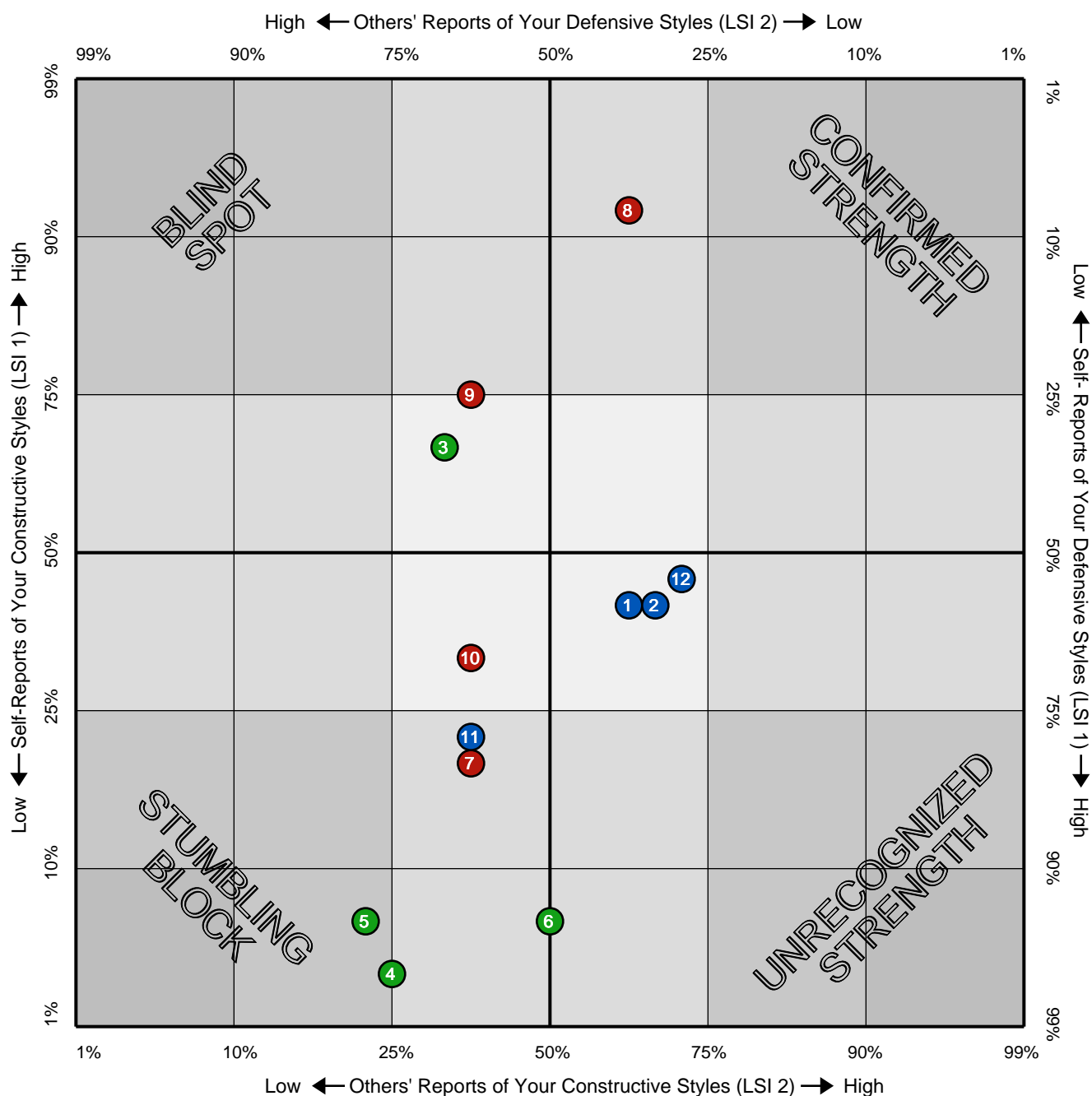
You should use the results presented on this Grid rather than the Comparison Graphs in the LSI Self-Development Guide to identify your confirmed strengths, unrecognized strengths, stumbling blocks, and blind spots. (Your LSI results are based on a newer set of statistical norms than those on which the Comparison Graphs in the Guide are based.)

Styles along which Self and Others either strongly agree or disagree, if any, fall in the dark gray cells near the corners. Agreement or disagreement is more moderate for styles plotted in the lighter cells toward the middle of the Grid.

● Constructive	● Passive/Defensive	● Aggressive/Defensive
(1) Humanistic-Encouraging	(3) Approval	(7) Oppositional
(2) Affiliative	(4) Conventional	(8) Power
(11) Achievement	(5) Dependent	(9) Competitive
(12) Self-Actualizing	(6) Avoidance	(10) Perfectionistic

LSI 1 & 2 Summary Grid

Interpreting the Summary Grid

CONSTRUCTIVE

Self **BLIND SPOT** *Others*

DEFENSIVE

Others disagree with Self
that a Constructive style is strong
or a Defensive style is weak

CONSTRUCTIVE

Self **CONFIRMED STRENGTH** *Others*

DEFENSIVE

Self and Others Agree
that a Constructive style is strong
or a Defensive style is weak

CONSTRUCTIVE

Self **STUMBLING BLOCK** *Others*

DEFENSIVE

Self and Others Agree
a Constructive style is weak
or a Defensive style is strong

CONSTRUCTIVE

Self **UNRECOGNIZED STRENGTH** *Others*

DEFENSIVE

Others Disagree with Self
that a Constructive style is weak
or a Defensive style is strong

Denotes strong Self extension

Denotes weak Self extension

Denotes strong Others extension

Denotes weak Others extension

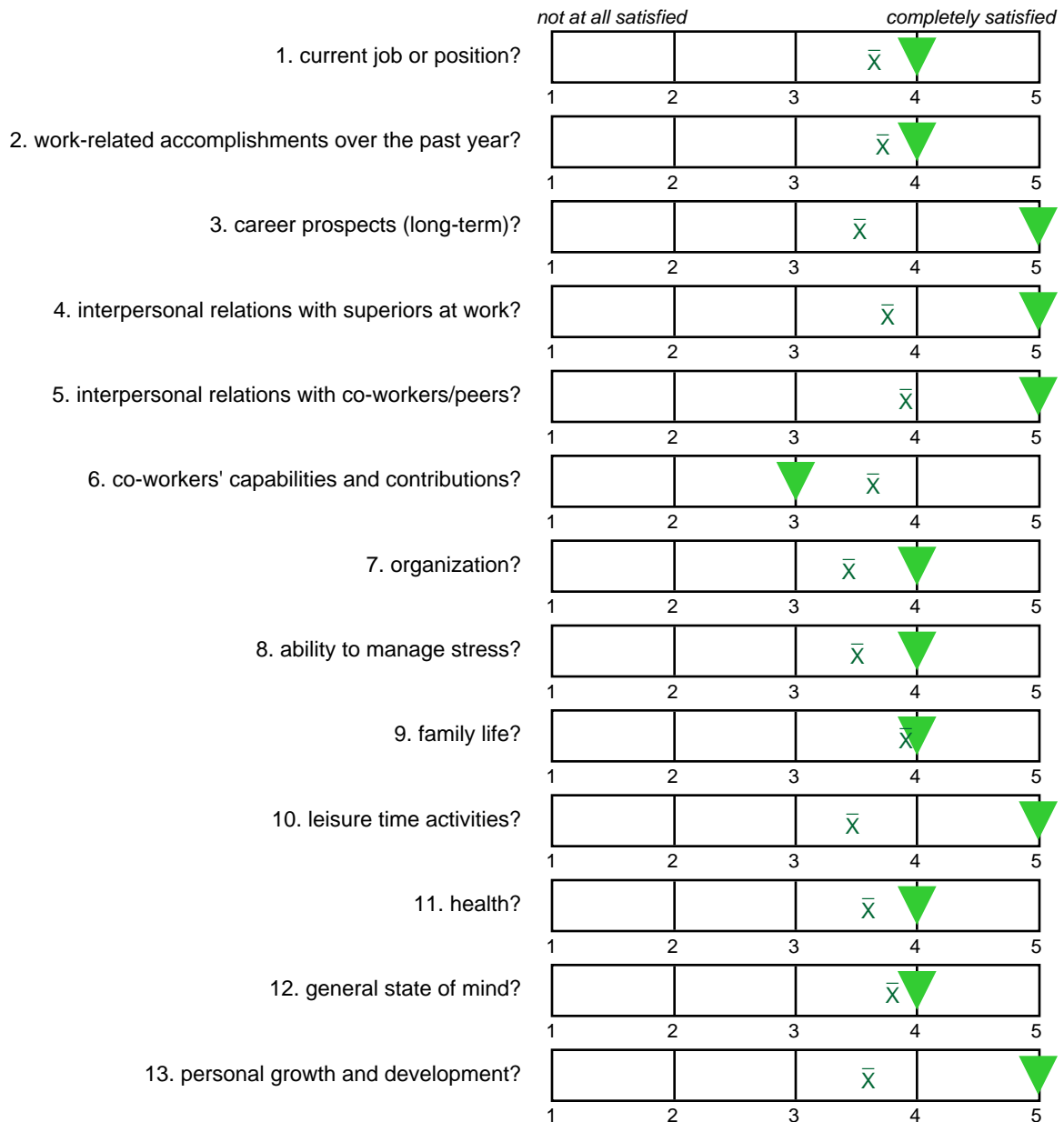LSI 1 & 2 Summary Grid

Satisfaction Items

▼ Indicates Self Scores

X̄ Indicates Average Scores *

How *satisfied* would you say you are with your...

not at all satisfied   *completely satisfied*

1. current job or position?
2. work-related accomplishments over the past year?
3. career prospects (long-term)?
4. interpersonal relations with superiors at work?
5. interpersonal relations with co-workers/peers?
6. co-workers' capabilities and contributions?
7. organization?
8. ability to manage stress?
9. family life?
10. leisure time activities?
11. health?
12. general state of mind?
13. personal growth and development?

Key:
1. not at all satisfied
2. not too satisfied
3. somewhat satisfied
4. very satisfied
5. completely satisfied

* Mean scores for 14,000 individuals in the norming data set.
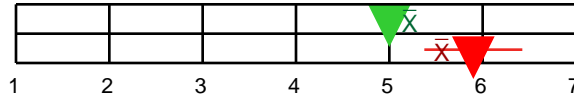
Summary Perceptions

▼ Indicates Self Scores
▼ Indicates Others' Scores
— Indicates Others' Standard Deviation
X̄ Indicates Average Scores *
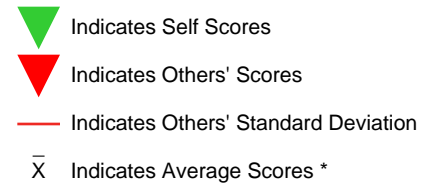
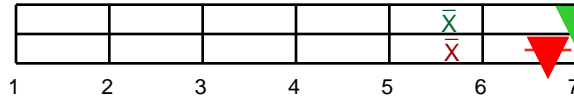How do you view this person's level of effectiveness in his/her job or assignment?

Marginal; not as effective as he/she could be | *Excellent; gets things done and maintains high standards*
1 2 3 4 5 6 7

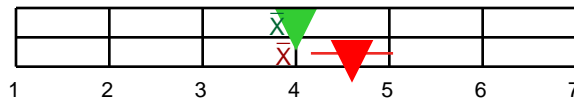How would you describe the quality of this person's work relationships with others?

Does not get along with others; is better off working alone | *Gets along well with others*
1 2 3 4 5 6 7

How do you view this person's level of stress and tension on the job?
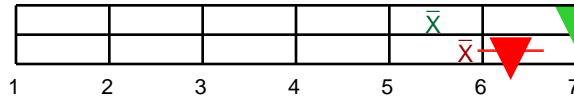
Relaxed; at ease | *Tense; under stress*
1 2 3 4 5 6 7

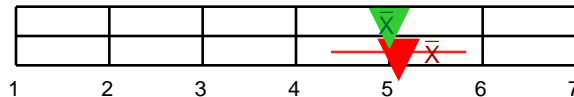How well do you think this person "fits in" as a member of his/her organization?

Not well at all; would be better off somewhere else | *Extremely well; a perfect fit with the organization*
1 2 3 4 5 6 7

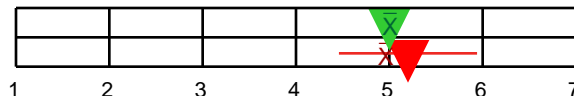How well do you think this person manages his/her time?

Not well at all; manages time poorly | *Extremely well; manages time effectively*
1 2 3 4 5 6 7

Do you think this person is ready for a promotion to a position of greater responsibility?

Not ready; might never be ready | *Should be promoted now*
1 2 3 4 5 6 7

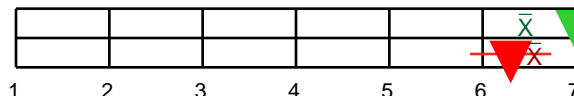Do you think this person's organization provides the necessary support for him/her to do well?

Organization provides little or no support/encouragement | *Organization provides a great deal of support/encouragement*
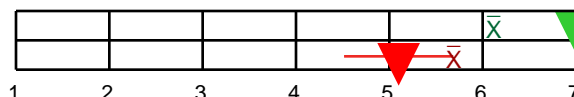1 2 3 4 5 6 7

How open and truthful were you in completing this inventory?

Guarded; felt uncomfortable answering honestly | *Open; felt comfortable answering honestly*
1 2 3 4 5 6 7

How do you think this person would react to any negative feedback received from this program?
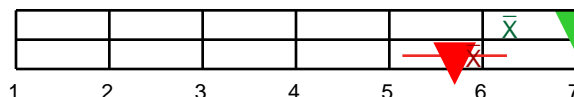
Defensively; may become angry or deny it | *Constructively; would accept and use it*
1 2 3 4 5 6 7

How interested does this person appear to be in improving him/her self?

Not interested at all; is mostly concerned with "getting by" | *Extremely interested; actively seeks ideas for self-improvement*
1 2 3 4 5 6 7

* Mean scores for 14,000 individuals in the norming data set.

Summary Perceptions

▼ Indicates Self Scores

▼ Indicates Others' Scores

— Indicates Others' Standard Deviation

$\overline{X}$ Indicates Average Scores *

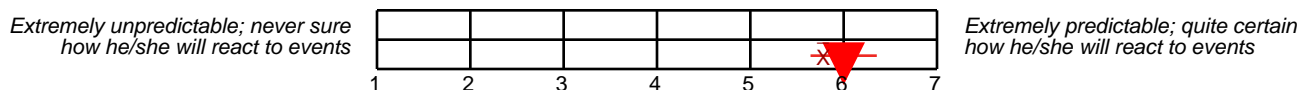## *Question asked only of Self*

Do you think you would be able to change your behavior – adjust your personal style – if you desired to do so?
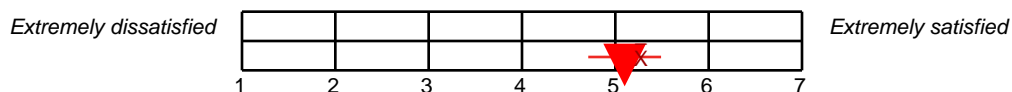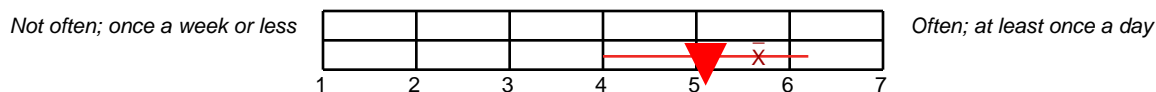
Probably not

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Definitely yes
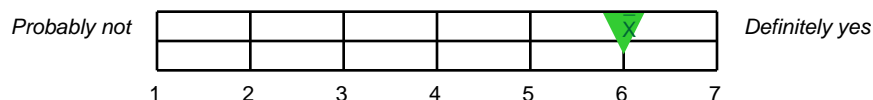
Questions asked only of Others

Do you think this person is consistent, steady and predictable in the way he/she behaves at work?

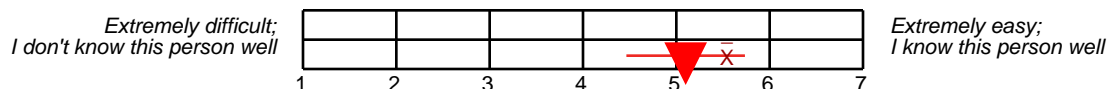*Extremely unpredictable; never sure how he/she will react to events*

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Extremely predictable; quite certain how he/she will react to events

How would you describe this person's level of job satisfaction?

Extremely dissatisfied

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Extremely satisfied

How frequently do you come into contact with this person?

Not often; once a week or less

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Often; at least once a day

How difficult was it for you to describe this person?

Extremely difficult; I don't know this person well

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Extremely easy; I know this person well

* Mean scores for 14,000 individuals in the norming data set.

Life Styles Inventory™

and other training and development materials
can be ordered from:

human
synergistics®
I N T E R N A T I O N A L

www.humansynergistics.com

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