

Life Styles Inventory™

LSI Individual Feedback Report

A Sample

February 2017



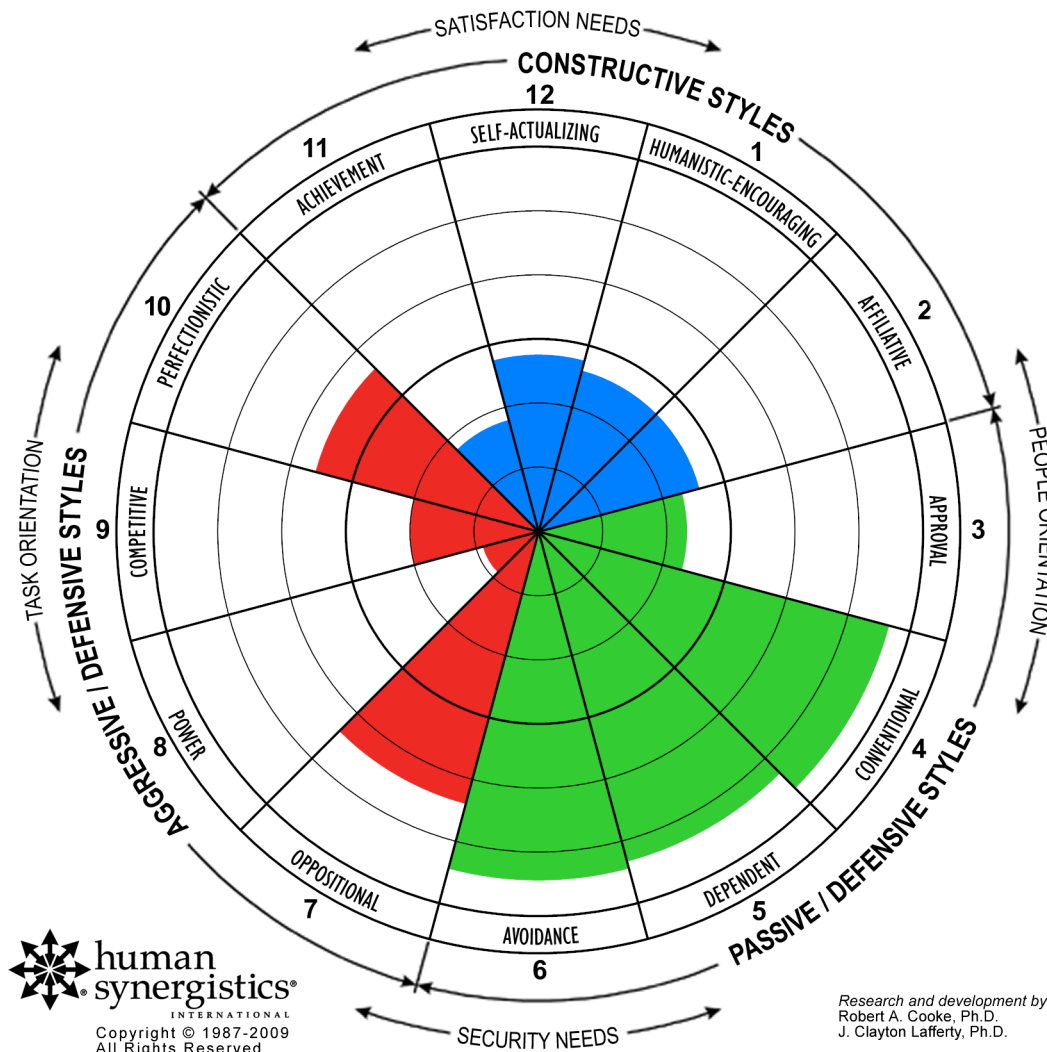
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All rights reserved. No part of this work may be reproduced, stored in a retrieval system, transcribed in any form or by any means, including, but not limited to electronic, mechanical, photocopying, recording or other means, without prior written permission. *While we're not vengeful, we are provokable.*®

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:

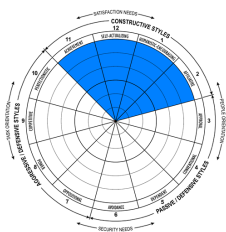
- conforming
- tends to accept the status quo
- thinks rules more important than ideas

Secondary Style is **Avoidance**

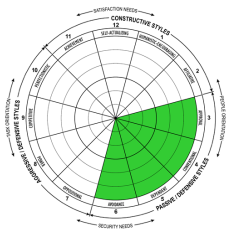
Items measuring this style include:

- self-depreciative
- evasive
- leaves decisions to others

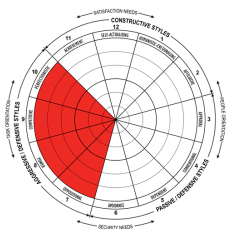
Self-Description Profile



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

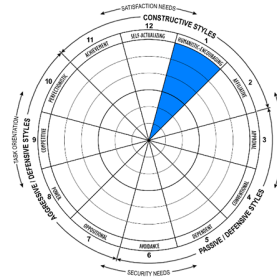


Aggressive / Defensive Styles	Percentile Score	Raw Score
Oppositional	81%	10
Power	9%	0
Competitive	25%	6
Perfectionistic	65%	20

Self-Description Item by Item

The following tables list by style your responses to the LSI items.

Constructive Styles



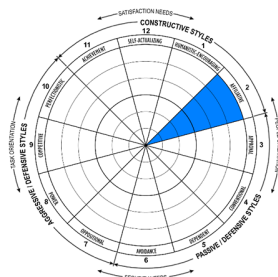
Humanistic-Encouraging 1 o'clock	
Item	Score
trusted by others	1
supportive of others	1
good teacher	2
sought out by others for assistance	2
popular leader	2
good listener	2
encourages others	1
knows people's needs	1
develops others	2
considerate	1
understanding	0
thinks of others	2
thoughtful	0
enjoys teaching others	2
willing to take time with people	2
respects confidences	1
makes others think for themselves	2
sees others as basically good	2
humanistic	0
enjoys settling disputes	2
Total	28

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

Note that the items are listed in order of the strength of their relationship to effectiveness (as reported by LSI 2 Description-by-Others respondents). The items near the top are more *strongly and positively* related to effectiveness than are those toward the bottom.

The Total above may not equal the style Raw Score reported in the *Self-Description Profile* table if you did not respond to all 20 items.

Constructive Styles



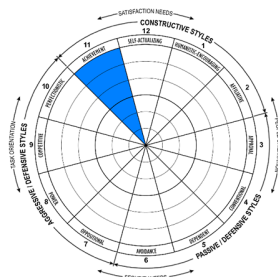
Affiliative 2 o'clock	
Item	Score
trusted by others	1
liked by others	2
good at interpersonal relations	2
tries to help others	1
cooperative	1
helpful	1
sincere	2
sees best in others	2
genuine concern for people	1
leads because liked by others	0
diplomatic, tactful	1
pleasant	1
relaxed, at ease with people	2
warm, open	2
likes to include others in activities	2
friendly	1
accepts change easily	2
thinks people more important than things	2
likes to share feelings and thoughts	2
judgment influenced by liking for people	0
Total	28

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

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Constructive Styles



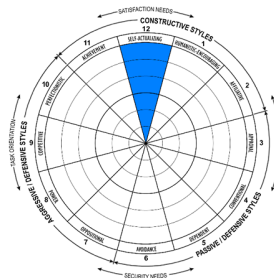
Achievement 11 o'clock	
Item	Score
earns others' confidence, respect	2
learns from mistakes, and corrects	1
shares responsibility well	1
goes to the heart of the matter	2
explores most alternatives before acting	1
realistic	1
usually thinks ahead	1
achieving	0
sets own goals	0
honest and direct in feelings	2
results-oriented leader	2
good analytic skills	2
enjoys a challenge	1
enthusiastic	2
enjoys planning	1
enjoys difficult tasks	2
likes tasks that require skill	1
thinks for self	1
high level of aspiration	1
ambitious	1
Total	25

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

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Constructive Styles



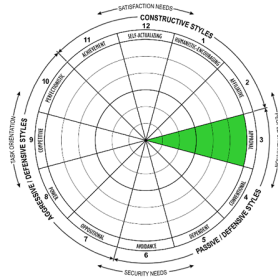
Self-Actualizing 12 o'clock	
Item	Score
respected and well-thought-of	1
good leader	0
optimistic and realistic	1
sound judgment	2
communicates ideas easily	2
high personal integrity	1
confident, relaxed	2
knows how people feel	2
exciting to know	2
self-respecting	1
likes responsibility	1
nondefensive	2
creative and original thinker	2
energetic, active	0
not easily upset	1
very alive kind of 'earthy' person	0
very aware of own feelings	2
open about self	2
unique and independent in thought	2
spontaneous	0
Total	26

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

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Passive / Defensive Styles



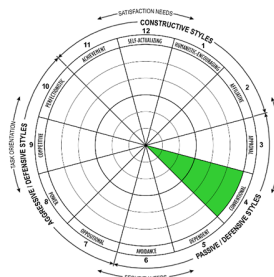
Approval 3 o'clock	
Item	Score
wants to be trusted, but it's hard	0
vague and uncertain	0
does things for approval only	0
naive	0
upset if not accepted by others	0
needs others' approval	0
upset by conflict	0
needs to be liked by everyone	2
wants to be liked	2
over-optimistic	0
dependent on family and friends	0
thinks in terms of what others think	0
seeks approval from others	2
overly sympathetic	0
agrees with everyone	2
spoils people with kindness	0
generous to a fault	0
forgives anything	0
friendly all the time	1
accepts others' values easily	0
Total	9

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

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Passive / Defensive Styles



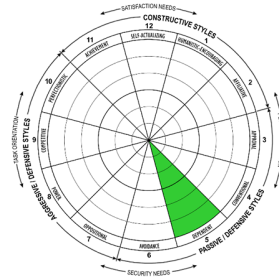
Conventional 4 o'clock	
Item	Score
inconsistent	0
seems to understand others but doesn't	0
often uncertain	0
indecisive	0
offers tentative ideas mostly	2
too concerned with looking good	0
thinks rules more important than ideas	2
tends to accept the status quo	2
enjoys being recognized by superiors	2
achieves by conforming	2
concerned with what others think	1
very conventional	2
avoids conflict	1
suggestible	2
conservative	2
conforming	2
restrained	1
agreeable	1
very respectful to others	1
reliable and steady	1
Total	24

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

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Passive / Defensive Styles



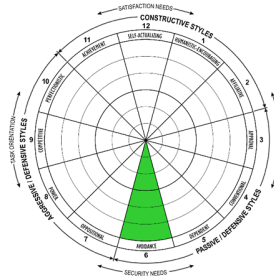
Dependent 5 o'clock	
Item	Score
reacts rather than initiates	2
dependent on others	0
easily fooled	0
self-doubting	0
easily influenced by friends	0
worries a lot	2
obeys too willingly	2
over-cautious	1
predictable	2
says what's expected	2
meek	1
apologetic	2
compliant	1
a good follower	2
eager to please	1
does things by the book	2
seeks help from others	0
very respectful to superiors	1
modest	1
very tactful	1
Total	23

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Passive / Defensive Styles



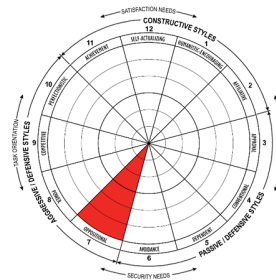
Avoidance 6 o'clock	
Item	Score
doesn't relate well to others	0
has difficulty being accepted	0
seems to have strong conflicts	0
evasive	0
narrow interests	0
avoids decisions	0
easily upset in most situations	0
leaves decisions to others	2
concerned with own problems	0
tense, uneasy	0
lacks self-confidence	2
little interest in achievement	0
takes few chances	2
self-condemning	0
easily led	2
easily embarrassed	2
self-depreciative	0
presents safe ideas	2
reserved	1
not aggressive	2
Total	15

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Aggressive / Defensive Styles



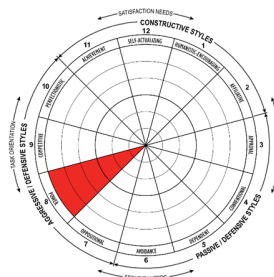
Oppositional 7 o'clock	
Item	Score
doesn't accept criticism well	0
blames others for own mistakes	0
negative	0
critical of others behind their backs	0
complaining	0
distrusts others	0
opposes things indirectly	0
usually against things	0
doesn't talk about things directly	0
opposes new ideas	0
unfeeling	0
resentful	0
cynical	0
suspicious	2
slow to forgive a wrong	0
stubborn	2
snobbish	0
concerned with status	2
hard to impress	2
never opposes authority directly	2
Total	10

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Aggressive / Defensive Styles



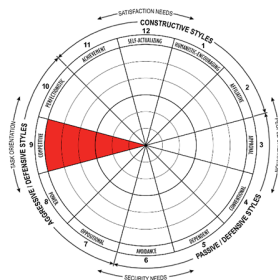
Power 8 o'clock	
Item	Score
seldom admits mistakes	0
resists suggestions made by others	0
little confidence in people	0
dogmatic and rigid	0
easily offended	0
abrupt	0
dictatorial	0
critical of others	0
gets angry easily	0
hostile, aggressive	0
on the offensive	0
sees others as selfish	0
needs to control others	0
vengeful and mean	0
argumentative	0
bossy	0
dominating	0
believes in force	0
runs things by self	0
hard, tough	0
Total	0

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Aggressive / Defensive Styles



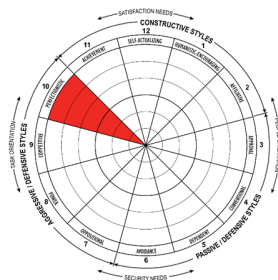
Competitive 9 o'clock	
Item	Score
thinks only of self	0
makes snap judgments	0
overestimates ability	0
egotistical	0
always has to be right	0
tries to maintain a sense of superiority	0
inclined to be reckless	0
constantly comparing self to others	0
boastful	0
expects to be admired by others	0
gets upset over losing	2
tries hard to impress others	0
likes to be seen and noticed	0
tries to be too successful	1
builds self up	0
everything is a challenge	0
strong need to win	1
likes to compete	1
proud, self-sufficient	1
self-assertive	0
Total	6

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The Total above may not equal the style Raw Score reported in the *Self-Description Profile* table if you did not respond to all 20 items.

Aggressive / Defensive Styles



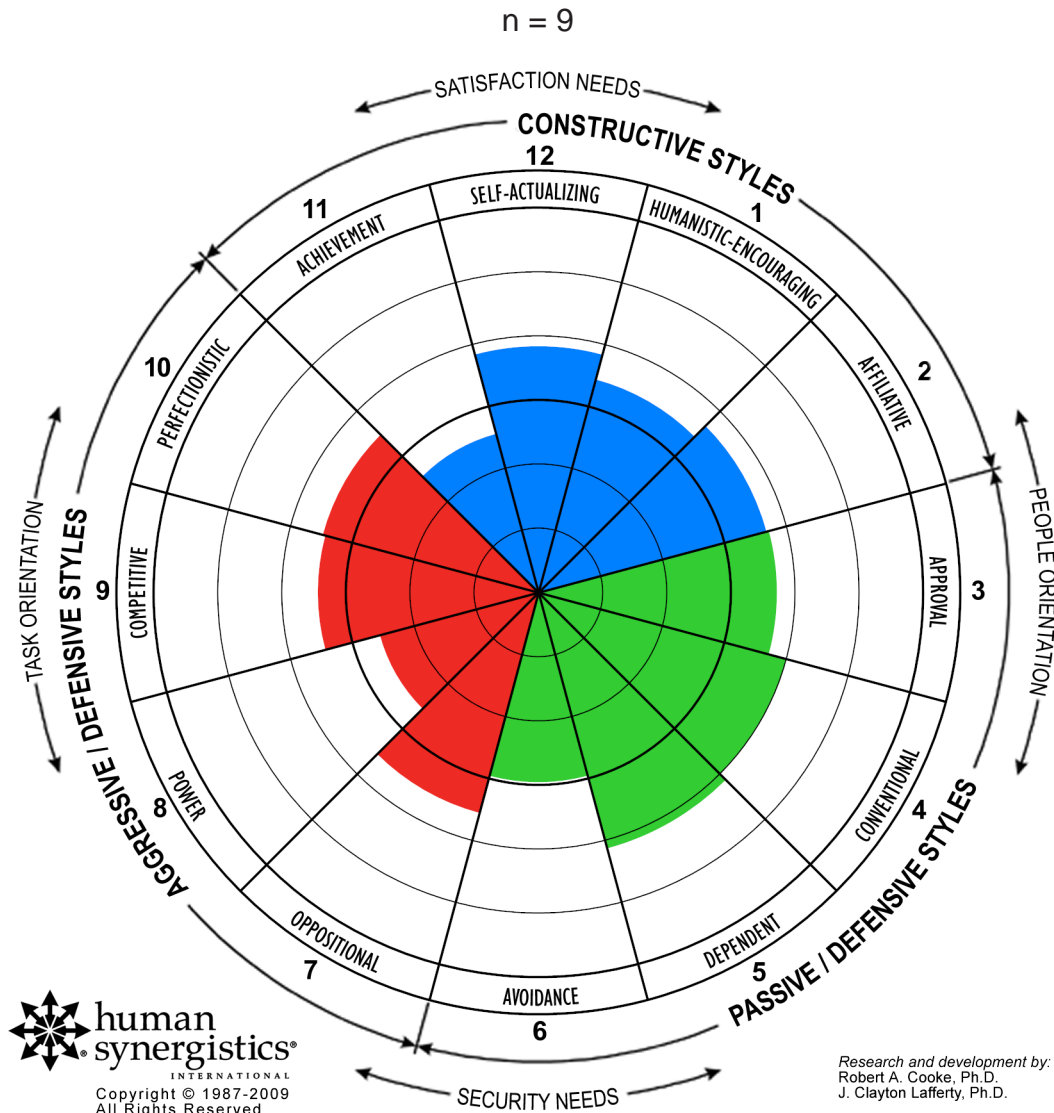
Perfectionistic 10 o'clock	
Item	Score
self-centered	0
can be indifferent	2
often seems unfriendly	0
doesn't seem to need others	2
forceful, direct, almost hostile	0
seeks recognition	0
de-emphasizes feelings	2
tries hard to prove self	1
shrewd and calculative	0
impatient with own errors	2
tends to be perfectionistic	1
seems to be driven to succeed	1
tries to be best at things	1
stern but fair	0
believes in action, not words	1
persistent, enduring	2
businesslike	1
practical	1
looks for challenges	2
competent	1
Total	20

Key: 0. essentially unlike you 1. like you quite often 2. like you most of the time

Note that the items are listed in order of the strength of their relationship to effectiveness (as reported by LSI 2 Description-by-Others respondents). The items near the top are more *strongly and negatively* related to effectiveness than are those toward the bottom.

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Description-by-Others 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 **Dependent**

Items measuring this style include:

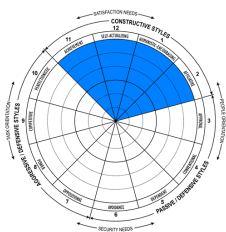
- obeys too willingly
- very respectful to superiors
- seeks help from others

Secondary Style is **Conventional**

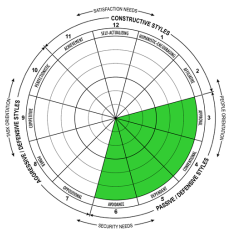
Items measuring this style include:

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

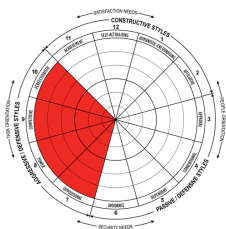
Description-by-Others Profile



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

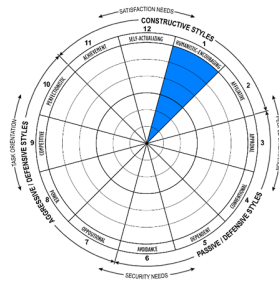


Aggressive / Defensive Styles	Percentile Score	Raw Score	Standard Deviation
Oppositional	64%	7.11	8.82
Power	39%	3.60	4.09
Competitive	61%	11.77	5.55
Perfectionistic	62%	17.96	6.08

Description-by-Others Item by Item

The following tables list by style your average scores for the LSI items.

Constructive Styles



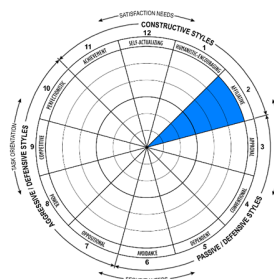
Humanistic-Encouraging 1 o'clock			
Item	Score	Median	Δ
trusted by others	1.89	1.60	0.29
supportive of others	1.44	1.50	-0.06
good teacher	1.50	1.29	0.21
sought out by others for assistance	1.89	1.40	0.49
popular leader	1.78	1.20	0.58
good listener	1.67	1.50	0.17
encourages others	1.33	1.50	-0.17
knows people's needs	1.22	1.20	0.02
develops others	0.78	1.25	-0.47
considerate	1.44	1.60	-0.16
understanding	1.44	1.60	-0.16
thinks of others	1.67	1.40	0.27
thoughtful	1.56	1.60	-0.04
enjoys teaching others	1.25	1.40	-0.15
willing to take time with people	1.67	1.56	0.11
respects confidences	1.78	1.60	0.18
makes others think for themselves	1.33	1.25	0.08
sees others as basically good	1.67	1.40	0.27
humanistic	1.44	1.57	-0.13
enjoys settling disputes	1.00	1.00	0.00
Total	29.75	28.42	1.33

Your item **scores** can range from 0.00 (essentially unlike you) to 2.00 (like you most of the time). Your Δ s represent your scores minus the **median** scores for the norming group. Positive Δ s indicate that the word or phrase is more like you than the average person; negative Δ s indicate that they are less like you and thus the behaviors described are potential targets for development.

Note that the items are listed in order of the strength of their relationship to effectiveness—with those near the top more **strongly and positively** related to effectiveness than those toward the bottom. Thus, the most meaningful targets for change are likely to be those near the top with negative Δ scores.

The Total above may not equal the style Raw Score reported in the *Description-by-Others Profile* table if one or more of the people describing you did not respond to all 20 items.

Constructive Styles



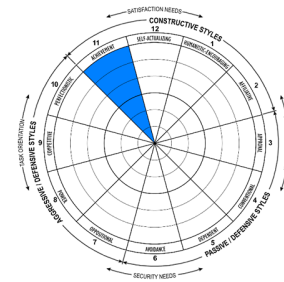
Affiliative 2 o'clock			
Item	Score	Median	Δ
trusted by others	2.00	1.60	0.40
liked by others	2.00	1.60	0.40
good at interpersonal relations	1.67	1.40	0.27
tries to help others	1.67	1.60	0.07
cooperative	1.67	1.60	0.07
helpful	1.78	1.75	0.03
sincere	1.44	1.60	-0.16
sees best in others	1.11	1.40	-0.29
genuine concern for people	1.56	1.50	0.06
leads because liked by others	1.67	1.00	0.67
diplomatic, tactful	1.56	1.40	0.16
pleasant	1.89	1.75	0.14
relaxed, at ease with people	1.67	1.50	0.17
warm, open	1.56	1.40	0.16
likes to include others in activities	1.11	1.40	-0.29
friendly	1.89	1.75	0.14
accepts change easily	1.22	1.20	0.02
thinks people more important than things	1.22	1.43	-0.21
likes to share feelings and thoughts	1.33	1.20	0.13
judgment influenced by liking for people	1.00	0.60	0.40
Total	31.02	28.68	2.34

Your item **scores** can range from 0.00 (essentially unlike you) to 2.00 (like you most of the time). Your Δ s represent your scores minus the **median** scores for the norming group. Positive Δ s indicate that the word or phrase is more like you than the average person; negative Δ s indicate that they are less like you and thus the behaviors described are potential targets for development.

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Constructive Styles



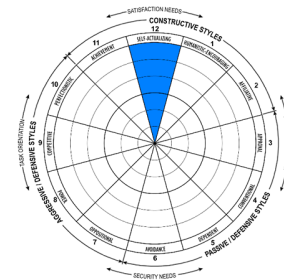
Achievement 11 o'clock			
Item	Score	Median	Δ
earns others' confidence, respect	1.56	1.57	-0.01
learns from mistakes, and corrects	1.33	1.50	-0.17
shares responsibility well	1.67	1.40	0.27
goes to the heart of the matter	1.44	1.40	0.04
explores most alternatives before acting	1.11	1.40	-0.29
realistic	1.67	1.50	0.17
usually thinks ahead	1.22	1.50	-0.28
achieving	1.44	1.60	-0.16
sets own goals	1.67	1.60	0.07
honest and direct in feelings	1.44	1.57	-0.13
results-oriented leader	1.56	1.50	0.06
good analytic skills	1.56	1.60	-0.04
enjoys a challenge	1.33	1.60	-0.27
enthusiastic	1.67	1.57	0.10
enjoys planning	0.88	1.33	-0.45
enjoys difficult tasks	0.89	1.40	-0.51
likes tasks that require skill	1.33	1.50	-0.17
thinks for self	1.44	1.50	-0.06
high level of aspiration	1.22	1.33	-0.11
ambitious	1.33	1.40	-0.07
Total	27.76	29.77	-2.01

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Constructive Styles



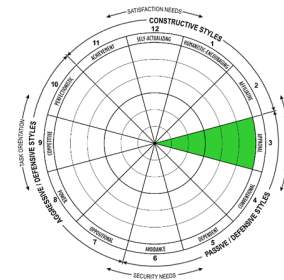
Self-Actualizing 12 o'clock			
Item	Score	Median	Δ
respected and well-thought-of	2.00	1.60	0.40
good leader	1.22	1.40	-0.18
optimistic and realistic	1.78	1.50	0.28
sound judgment	1.89	1.40	0.49
communicates ideas easily	1.56	1.40	0.16
high personal integrity	1.89	1.75	0.14
confident, relaxed	1.67	1.50	0.17
knows how people feel	1.33	1.20	0.13
exciting to know	1.44	1.40	0.04
self-respecting	1.89	1.60	0.29
likes responsibility	1.78	1.67	0.11
nondefensive	1.33	1.20	0.13
creative and original thinker	1.22	1.20	0.02
energetic, active	1.56	1.40	0.16
not easily upset	1.33	1.20	0.13
very alive kind of 'earthy' person	1.00	1.20	-0.20
very aware of own feelings	1.38	1.33	0.05
open about self	1.33	1.00	0.33
unique and independent in thought	1.00	1.00	0.00
spontaneous	0.88	1.00	-0.12
Total	29.48	26.95	2.53

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Passive / Defensive Styles



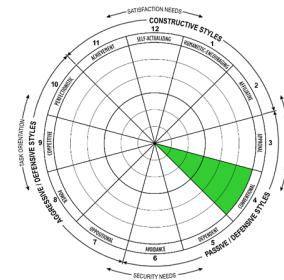
Approval 3 o'clock			
Item	Score	Median	Δ
wants to be trusted, but it's hard	0.33	0.25	0.08
vague and uncertain	0.11	0.17	-0.06
does things for approval only	0.11	0.00	0.11
naive	0.00	0.13	-0.13
upset if not accepted by others	0.50	0.40	0.10
needs others' approval	1.00	0.60	0.40
upset by conflict	0.44	0.50	-0.06
needs to be liked by everyone	1.00	0.60	0.40
wants to be liked	1.00	0.80	0.20
over-optimistic	0.44	0.33	0.11
dependent on family and friends	0.71	0.50	0.21
thinks in terms of what others think	0.67	0.60	0.07
seeks approval from others	1.22	1.00	0.22
overly sympathetic	0.22	0.25	-0.03
agrees with everyone	0.44	0.40	0.04
spoils people with kindness	0.44	0.25	0.19
generous to a fault	0.33	0.75	-0.42
forgives anything	1.11	0.75	0.36
friendly all the time	1.44	1.40	0.04
accepts others' values easily	1.33	1.20	0.13
Total	12.84	10.88	1.96

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Passive / Defensive Styles



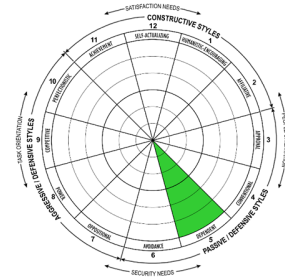
Conventional 4 o'clock			
Item	Score	Median	Δ
inconsistent	0.11	0.14	-0.03
seems to understand others but doesn't	0.38	0.20	0.18
often uncertain	0.22	0.00	0.22
indecisive	0.22	0.00	0.22
offers tentative ideas mostly	0.56	0.25	0.31
too concerned with looking good	0.56	0.20	0.36
thinks rules more important than ideas	0.33	0.25	0.08
tends to accept the status quo	0.89	0.50	0.39
enjoys being recognized by superiors	1.33	1.20	0.13
achieves by conforming	1.00	0.60	0.40
concerned with what others think	1.00	0.75	0.25
very conventional	0.56	0.60	-0.04
avoids conflict	0.67	0.75	-0.08
suggestible	0.56	0.80	-0.24
conservative	0.89	0.80	0.09
conforming	1.00	1.00	0.00
restrained	1.00	1.00	0.00
agreeable	1.33	1.20	0.13
very respectful to others	1.67	1.40	0.27
reliable and steady	1.89	1.60	0.29
Total	16.17	13.24	2.93

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Passive / Defensive Styles



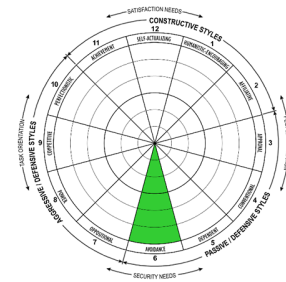
Dependent 5 o'clock			
Item	Score	Median	Δ
reacts rather than initiates	1.00	0.40	0.60
dependent on others	0.44	0.40	0.04
easily fooled	0.11	0.00	0.11
self-doubting	0.33	0.20	0.13
easily influenced by friends	0.63	0.20	0.43
worries a lot	0.78	0.50	0.28
obeys too willingly	0.89	0.25	0.64
over-cautious	0.78	0.60	0.18
predictable	0.67	0.80	-0.13
says what's expected	1.11	0.67	0.44
meek	0.33	0.22	0.11
apologetic	0.22	0.40	-0.18
compliant	1.25	0.80	0.45
a good follower	0.67	0.80	-0.13
eager to please	1.22	1.00	0.22
does things by the book	1.22	1.00	0.22
seeks help from others	1.22	1.00	0.22
very respectful to superiors	1.67	1.40	0.27
modest	0.78	1.20	-0.42
very tactful	1.33	1.20	0.13
Total	16.65	13.04	3.61

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Passive / Defensive Styles



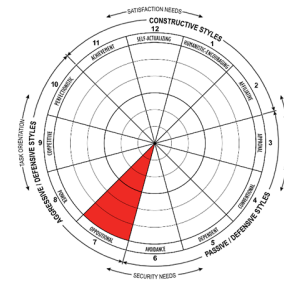
Avoidance 6 o'clock			
Item	Score	Median	Δ
doesn't relate well to others	0.00	0.00	0.00
has difficulty being accepted	0.00	0.00	0.00
seems to have strong conflicts	0.00	0.00	0.00
evasive	0.22	0.20	0.02
narrow interests	0.22	0.13	0.09
avoids decisions	0.56	0.18	0.38
easily upset in most situations	0.00	0.00	0.00
leaves decisions to others	0.33	0.20	0.13
concerned with own problems	0.38	0.33	0.05
tense, uneasy	0.11	0.20	-0.09
lacks self-confidence	0.00	0.13	-0.13
little interest in achievement	0.11	0.00	0.11
takes few chances	0.67	0.50	0.17
self-condemning	0.00	0.00	0.00
easily led	0.44	0.25	0.19
easily embarrassed	0.44	0.20	0.24
self-depreciative	0.22	0.20	0.02
presents safe ideas	0.56	0.75	-0.19
reserved	0.56	0.40	0.16
not aggressive	1.11	0.80	0.31
Total	5.93	4.47	1.46

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Aggressive / Defensive Styles



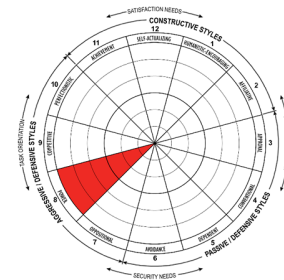
Oppositional 7 o'clock			
Item	Score	Median	Δ
doesn't accept criticism well	0.44	0.40	0.04
blames others for own mistakes	0.00	0.00	0.00
negative	0.33	0.00	0.33
critical of others behind their backs	0.11	0.20	-0.09
complaining	0.33	0.17	0.16
distrusts others	0.11	0.20	-0.09
opposes things indirectly	0.67	0.25	0.42
usually against things	0.22	0.00	0.22
doesn't talk about things directly	0.44	0.22	0.22
opposes new ideas	0.67	0.20	0.47
unfeeling	0.22	0.00	0.22
resentful	0.22	0.00	0.22
cynical	0.33	0.20	0.13
suspicious	0.22	0.33	-0.11
slow to forgive a wrong	0.11	0.25	-0.14
stubborn	0.56	0.50	0.06
snobbish	0.11	0.00	0.11
concerned with status	0.44	0.50	-0.06
hard to impress	0.67	0.57	0.10
never opposes authority directly	0.89	0.60	0.29
Total	7.09	4.59	2.50

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Aggressive / Defensive Styles



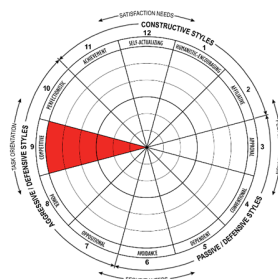
Power 8 o'clock			
Item	Score	Median	Δ
seldom admits mistakes	0.25	0.20	0.05
resists suggestions made by others	0.33	0.20	0.13
little confidence in people	0.11	0.20	-0.09
dogmatic and rigid	0.22	0.14	0.08
easily offended	0.00	0.20	-0.20
abrupt	0.00	0.17	-0.17
dictatorial	0.11	0.00	0.11
critical of others	0.11	0.29	-0.18
gets angry easily	0.11	0.00	0.11
hostile, aggressive	0.00	0.00	0.00
on the offensive	0.11	0.20	-0.09
sees others as selfish	0.22	0.00	0.22
needs to control others	0.11	0.20	-0.09
vengeful and mean	0.00	0.00	0.00
argumentative	0.11	0.25	-0.14
bossy	0.33	0.25	0.08
dominating	0.56	0.25	0.31
believes in force	0.00	0.17	-0.17
runs things by self	0.44	0.75	-0.31
hard, tough	0.44	0.43	0.01
Total	3.56	3.90	-0.34

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Aggressive / Defensive Styles



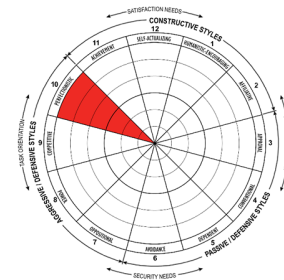
Competitive 9 o'clock			
Item	Score	Median	Δ
thinks only of self	0.44	0.17	0.27
makes snap judgments	0.67	0.25	0.42
overestimates ability	0.22	0.20	0.02
egotistical	0.11	0.20	-0.09
always has to be right	0.22	0.25	-0.03
tries to maintain a sense of superiority	0.44	0.40	0.04
inclined to be reckless	0.00	0.00	0.00
constantly comparing self to others	0.25	0.20	0.05
boastful	0.56	0.20	0.36
expects to be admired by others	0.56	0.40	0.16
gets upset over losing	0.56	0.50	0.06
tries hard to impress others	0.56	0.57	-0.01
likes to be seen and noticed	0.56	0.60	-0.04
tries to be too successful	0.56	0.40	0.16
builds self up	0.44	0.50	-0.06
everything is a challenge	0.22	0.40	-0.18
strong need to win	1.33	1.00	0.33
likes to compete	1.00	1.00	0.00
proud, self-sufficient	1.56	1.20	0.36
self-assertive	1.44	1.20	0.24
Total	11.70	9.64	2.06

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Aggressive / Defensive Styles



Perfectionistic 10 o'clock			
Item	Score	Median	Δ
self-centered	0.44	0.20	0.24
can be indifferent	0.63	0.40	0.23
often seems unfriendly	0.00	0.00	0.00
doesn't seem to need others	0.11	0.33	-0.22
forceful, direct, almost hostile	0.00	0.00	0.00
seeks recognition	0.78	0.75	0.03
de-emphasizes feelings	0.67	0.40	0.27
tries hard to prove self	0.78	0.80	-0.02
shrewd and calculative	0.44	0.33	0.11
impatient with own errors	0.78	0.67	0.11
tends to be perfectionistic	0.56	0.75	-0.19
seems to be driven to succeed	1.11	1.00	0.11
tries to be best at things	1.56	1.20	0.36
stern but fair	1.22	0.83	0.39
believes in action, not words	1.33	1.20	0.13
persistent, enduring	1.00	1.20	-0.20
businesslike	1.67	1.60	0.07
practical	1.67	1.50	0.17
looks for challenges	1.44	1.43	0.01
competent	1.78	1.75	0.03
Total	17.97	16.34	1.63

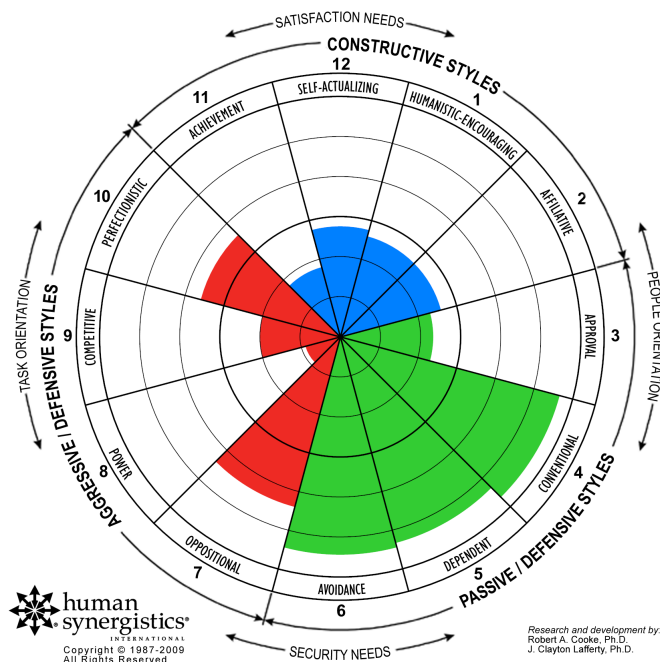
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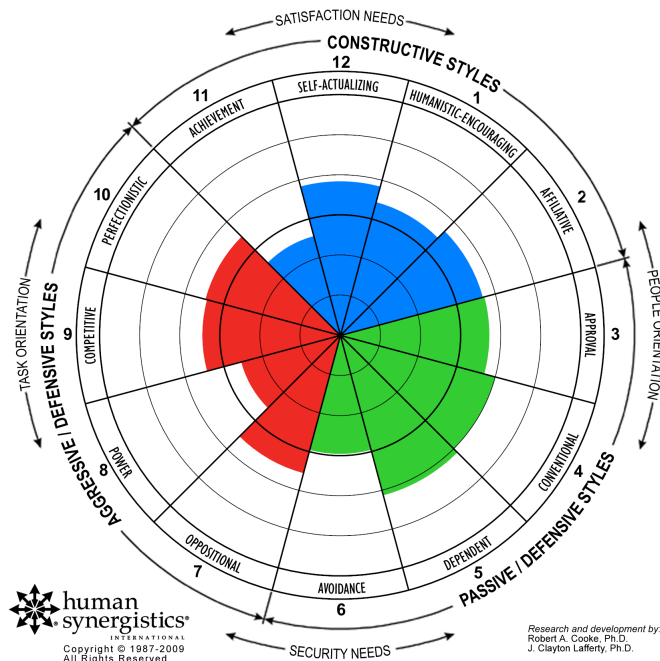
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Comparative Profiles

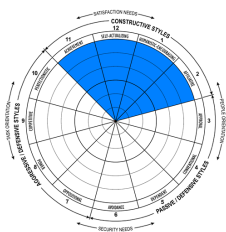
Self-Description Profile



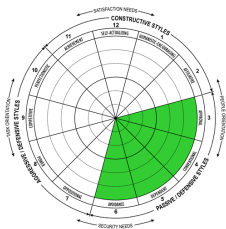
Description-by-Others Profile



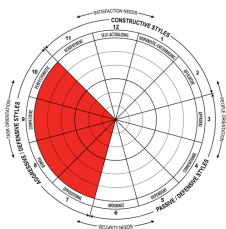
Comparative Profiles



Constructive Styles	Self-Description Percentile	Description-by-Others Percentile
Humanistic-Encouraging	40%	61%
Affiliative	40%	67%
Achievement	22%	39%
Self-Actualizing	44%	71%

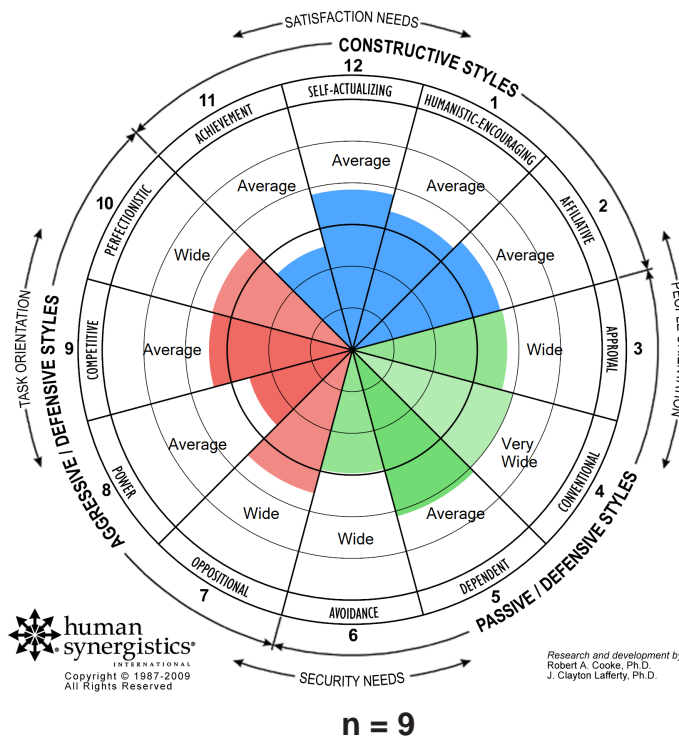


Passive / Defensive Styles	Self-Description Percentile	Description-by-Others Percentile
Approval	33%	68%
Conventional	96%	75%
Dependent	93%	77%
Avoidance	94%	49%



Aggressive / Defensive Styles	Self-Description Percentile	Description-by-Others Percentile
Oppositional	81%	64%
Power	9%	39%
Competitive	25%	61%
Perfectionistic	65%	62%

Spread of Opinion



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

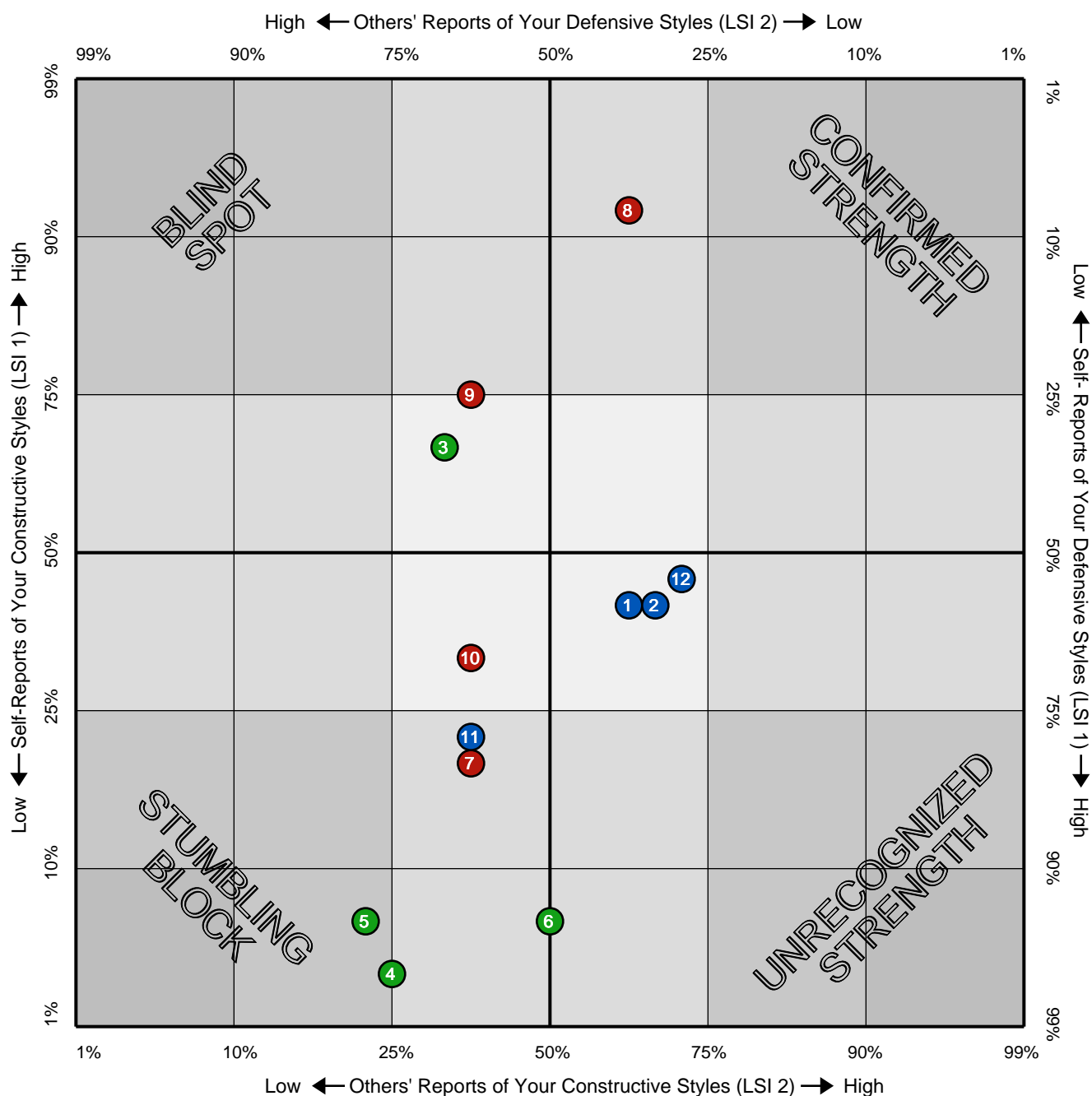
The profile above builds on your Description-by-Others results by showing the spread of opinion among those who described you.

- 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

LSI 1 & 2 Summary Grid



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

<div data-bbox="207 310 771 426">  CONSTRUCTIVE  </div> <div data-bbox="207 489 771 562"> <i>Self</i> BLIND SPOT <i>Others</i> </div> <div data-bbox="207 604 771 720">  DEFENSIVE  </div> <div data-bbox="267 751 706 846"> <p>Others disagree with Self that a Constructive style is strong or a Defensive style is weak</p> </div>	<div data-bbox="868 310 1432 426">  CONSTRUCTIVE  </div> <div data-bbox="868 489 1432 562"> <i>Self</i> CONFIRMED STRENGTH <i>Others</i> </div> <div data-bbox="868 604 1432 720">  DEFENSIVE  </div> <div data-bbox="928 751 1372 846"> <p>Self and Others Agree that a Constructive style is strong or a Defensive style is weak</p> </div>
<div data-bbox="207 972 771 1087">  CONSTRUCTIVE  </div> <div data-bbox="207 1150 771 1224"> <i>Self</i> STUMBLING BLOCK <i>Others</i> </div> <div data-bbox="207 1266 771 1381">  DEFENSIVE  </div> <div data-bbox="295 1413 678 1507"> <p>Self and Others Agree a Constructive style is weak or a Defensive style is strong</p> </div>	<div data-bbox="868 972 1432 1087">  CONSTRUCTIVE  </div> <div data-bbox="868 1150 1432 1224"> <i>Self</i> UNRECOGNIZED STRENGTH <i>Others</i> </div> <div data-bbox="868 1266 1432 1381">  DEFENSIVE  </div> <div data-bbox="933 1413 1367 1507"> <p>Others Disagree with Self that a Constructive style is weak or a Defensive style is strong</p> </div>



Denotes strong Self extension

Denotes weak Self extension

Denotes strong Others extension

Denotes weak Others extension



Satisfaction Items

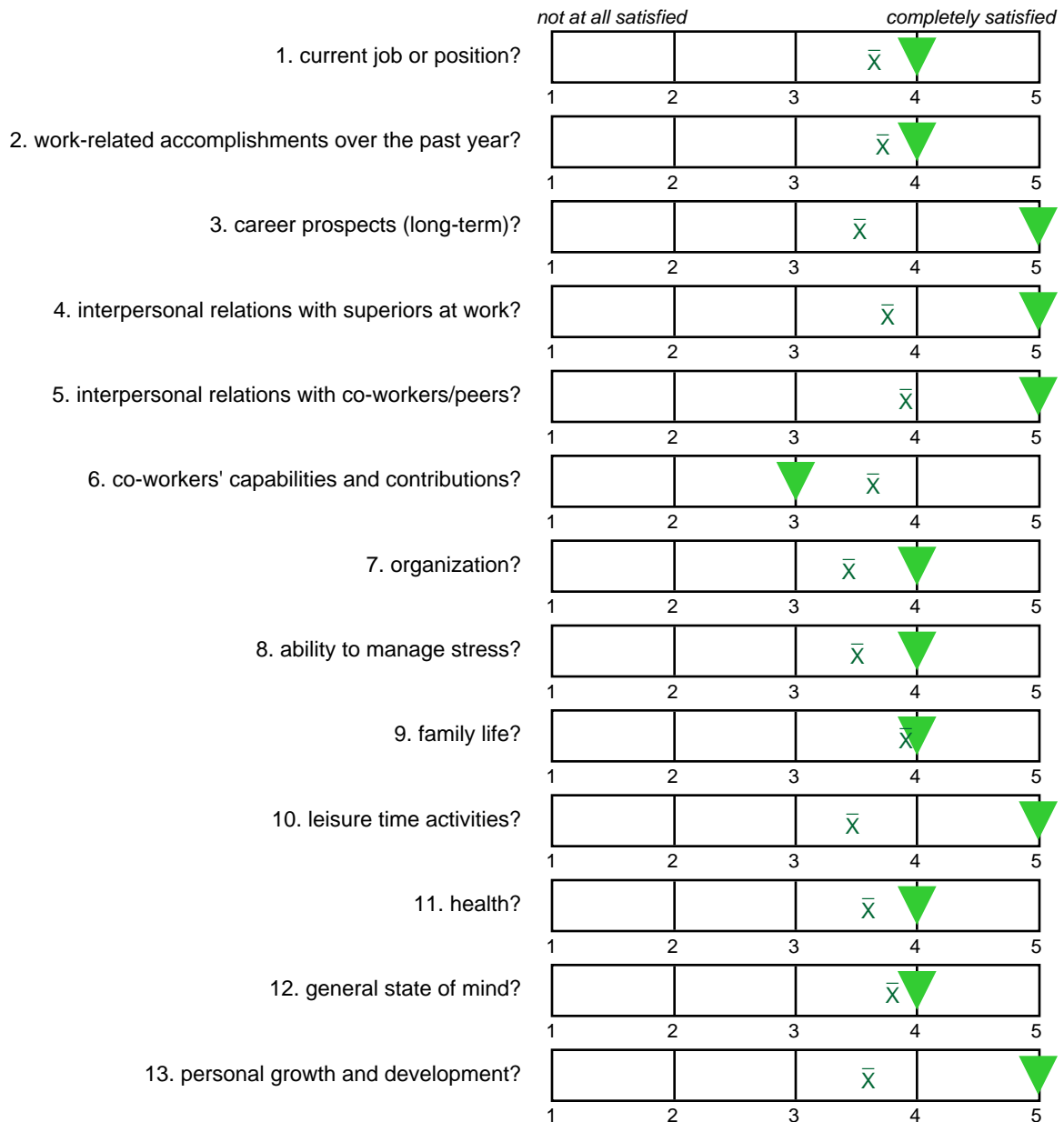


Indicates Self Scores

 \bar{X}

Indicates Average Scores *

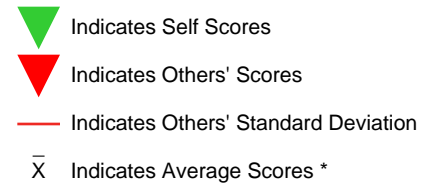
How *satisfied* would you say you are with your...


Key:

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

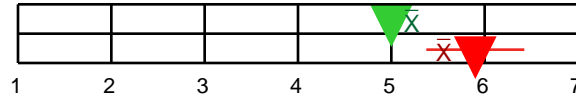
* Mean scores for 14,000 individuals in the norming data set.

Summary Perceptions



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

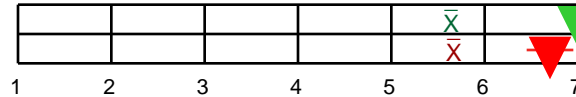
*Marginal; not as effective
as he/she could be*



*Excellent; gets things done and
maintains high standards*

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

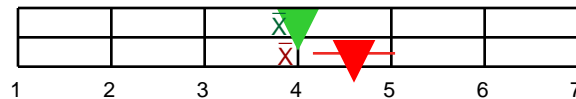
*Does not get along with others;
is better off working alone*



Gets along well with others

How do you view this person's level of stress and tension on the job?

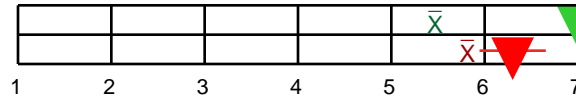
Relaxed; at ease



Tense; under stress

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

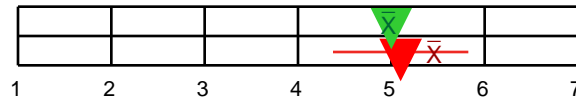
*Not well at all;
would be better off somewhere else*



*Extremely well;
a perfect fit with the organization*

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

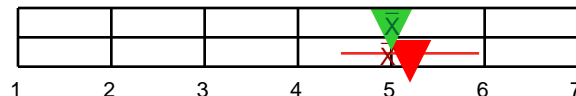
*Not well at all;
manages time poorly*



*Extremely well;
manages time effectively*

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

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

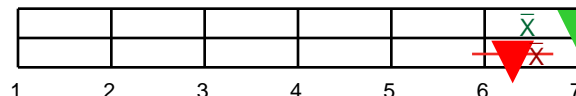
*Organization provides little or no
support/encouragement*



*Organization provides a great deal of
support/encouragement*

How open and truthful were you in completing this inventory?

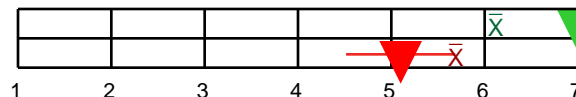
*Guarded; felt uncomfortable
answering honestly*



*Open; felt comfortable
answering honestly*

How do you think this person would react to any negative feedback received from this program? **

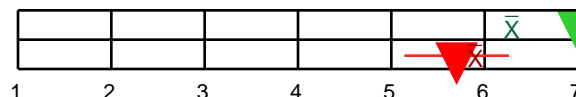
*Defensively;
may become angry or deny it*



*Constructively;
would accept and use it*

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*

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

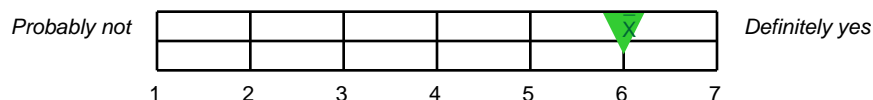
** These items are included in the measure used to order the LSI 2 items in terms of their relation to effectiveness (in the item-level feedback tables).

Summary Perceptions

-  Indicates Self Scores
-  Indicates Others' Scores
-  Indicates Others' Standard Deviation
- \bar{X} Indicates Average Scores *

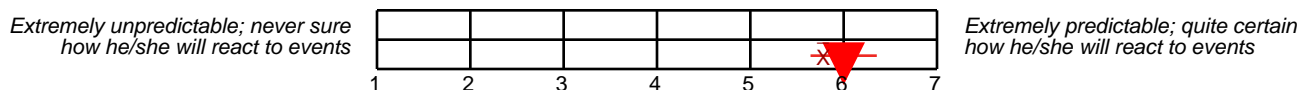
Question asked only of Self

Do you think you would be able to change your behavior – adjust your personal style – if you desired to do so?

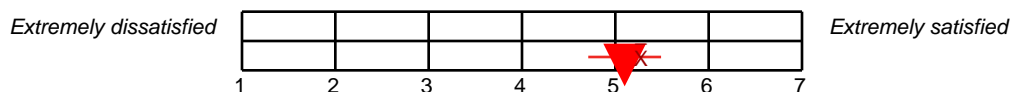


Questions asked only of Others

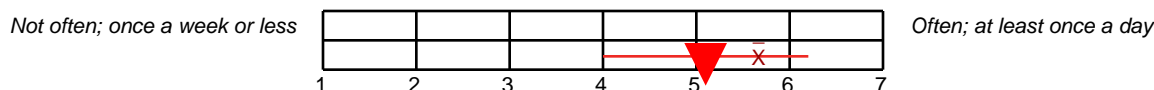
Do you think this person is consistent, steady and predictable in the way he/she behaves at work? **



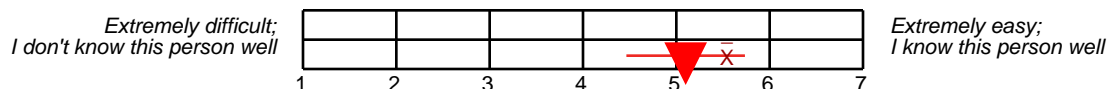
How would you describe this person's level of job satisfaction?



How frequently do you come into contact with this person?



How difficult was it for you to describe this person?



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

** These items are included in the measure used to order the LSI 2 items in terms of their relation to effectiveness (in the item-level feedback tables).

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