



Life Style Inventory (LSI)

*From the suite of individual and organisational assessments offered by **oztrain***

The LSI has been developed for senior leaders and used with over 30,000 executives in Australia and New Zealand. Adshel, ING DIRECT, Kennards Self Storage, Lion Nathan, Yarra Valley Water, Parks Victoria and The City of Marion are some of the clients of the approach.

The methodology is credible, provides results that have strong 'face validity' and leads directly to planning for improvement and personal development. The **oztrain** consultants who administer and debrief the LSI are accredited in the method, and are accustomed to debriefing senior people. The LSI provides specific feedback about how individuals are seen by others in relation to how they see themselves. The feedback is always rigorous and sometimes disconfirming. It is not a 'warm and fuzzy' process but a challenging call to action.

The LSI survey process is time effective. It takes the 5 people providing the feedback to the individual about 20 minutes each to provide the feedback using an on line psychometric survey, and the rest of the process is handled by **oztrain**. This is followed by an intensive 2 hour debriefing.

What the individual will get out of it

The individual will get a two hour discussion based on the results, a circumplex (map) of their results, a self development guide, and a five page written summary of the results (the written summary is an **oztrain** speciality).

The Circumplex provides a graphical representation of the individual's results in 12 leadership styles and the debriefing process leads the individual through a deep analysis of the results. The self development guide provides direct, practical advice for improvement in the areas that need it, and we recommend that the Circumplex and the individual's self development plan are used as a basis for performance development planning.

How it can be used with an exec team

The results of the individual Circumplexes can be collated into one Circumplex. This gives a picture of the characteristic leadership styles of the group as a whole and a basis for discussion and group development. It also provides an insight into the dynamics of the group, and a basis for individuals in the group to be assisted to overcome unconstructive behaviours and patterns.

oztrain has successfully used the LSI as the starting point for working with an executive group, using the first set of a results as a performance benchmark.

The benefits are that all the executive members will have gone through the same experience, and that the group will have a common language to discuss individual and collective leadership styles. The LSI also includes an excellent personal development guide for individuals to plan for performance development.

Contact Dr Alastair Dow for more information about the LSI