



Life Styles Inventory LSI ©

The Life Styles Inventory (LSI) identifies the underlying thoughts and motivations that guide an individual's behaviour. Often referred to as personal styles, management styles and leadership styles, these styles represent the essence of an individual's effectiveness. People do have the power to change ineffective thinking and behaviour but first they need to know if what they're doing now is supporting or detracting from their performance before beginning a process of personal change.

The Life Styles Inventory (LSI) is based around the Human Synergistics Circumplex, describing **constructive**, **passive/defensive** and **aggressive/defensive** behaviours. In the LSI, the feedback is normed against how 9,000 individuals have described themselves (LSI 1) and how 5,000 individuals have been described by 25,000 others (LSI 2). Human Synergistics' distinctive circumplex represents a synthesis of a collection of research on human thinking and behaviour, including the relationship between task and interpersonal orientations and the impact of constructive versus defensive need fulfilment as drivers of human behaviour. The circumplex brings together twelve styles of thinking and behaving and clusters these into three general orientations.

Constructive (blue) styles reflect a healthy balance of people and task-related concerns and promote the fulfilment of higher order needs. Styles associated with this orientation are directed toward the attainment of organisational goals through the development of people. Constructive styles account for synergy and explain why certain individuals, groups and organisations are particularly effective in terms of performance, growth and work quality. The key descriptors most commonly associated with the constructive styles include achievement, self-actualising, humanistic-encouraging, and affiliative.

Passive/Defensive (green) styles represent a strong orientation toward people as opposed to tasks, fuelled by and reinforcing individual insecurity. These styles characterise people who tend to subordinate themselves to the organisation but, in the process, may end up creating stress for themselves and allowing the organisation to stagnate. Passive/Defensive styles can produce a predictable and secure situation, but at the cost of learning, adaptability and ultimately survival. The key descriptors most commonly associated with the passive/defensive styles include approval, conventional, dependence and avoidance.

Aggressive/Defensive (red) styles emphasise tasks over people and are driven by underlying insecurities. In the extreme, these styles lead people to focus on their own needs at the expense of those of the group. Though sometimes temporarily effective, aggressive/defensive styles may lead to stress, decisions based on status rather than expertise and conflict rather than collaboration. The key descriptors most commonly associated with the aggressive/defensive styles include oppositional, power, competitive and perfectionistic.

The LSI provides for self-description (LSI 1) and feedback from others (LSI 2) and the inventories can be administered through either scannable paper questionnaires or internet-based questionnaires. If you would like more information, please go to www.human-synergistics.com.au.