



## Leadership Practices Inventory LPI ©

The Leadership Practices Inventory (LPI) has its origins in a research project Jim Kouzes and Barry Posner began in 1983. They wanted to know what people did when they were at their "personal best" in leading others. They started with the assumption, however, that they did not have to interview and survey star performers in excellent companies to discover best practices. They assumed that by asking ordinary people to describe extraordinary experiences, they would find patterns of success. They were right. From an analysis of the personal-best cases, they developed a model of leadership that consists of what Kouzes and Posner call **The Five Practices**.

- Challenging the Process
- Inspiring a Shared Vision
- Enabling Others to Act
- Modelling the Way
- Encouraging the Heart

This led them to develop a quantitative instrument - the Leadership Practices Inventory (LPI) - that would measure the leadership practices they uncovered. Over its nearly 20-year history, the Leadership Practices Inventory (LPI) has become the most popular "off-the-shelf" leadership 360° feedback instrument in the world, used by nearly one million leaders worldwide.

Any good instrument should have sound psychometric properties, reliability, and validity. When Kouzes and Posner were developing the LPI, they conducted a number of tests to determine whether the inventory had sound psychometric properties. The LPI has been found to be internally reliable. The six statements pertaining to each leadership practice are highly correlated with one another. Test-retest reliability is high. The scores from one administration of the LPI to another within a short time span (a few months) and without any significant intervening event (such as a leadership training program) are consistent and stable. The LPI has predictive validity and the results are significantly correlated with various performance measures and can be used to make predictions about leadership effectiveness. Ultimately though, the LPI is intended as an exceptional leadership development tool.

The Leadership Practices Inventory (LPI) comprises of a self and multi-rater questionnaire which can be completed online. If you would like more information, please go to [www.lpionline.com](http://www.lpionline.com) .