

LSI Avoidance-based Leadership Style

Themes and Forced Ranked Behavioural Effectiveness

Do Less of These Behaviours and Your Leadership Effectiveness Drives...

Key Non-Avoidance-based Themes

1. Motivated to contribute and collaborate.

(versus: lack of motivation to work as a team, strong self-critic, focus on faults)

2. Promotes openness, transparency and growth.

(versus: avoids difficult situations, feelings of guilt, lack of self-disclosure, emotional isolation)

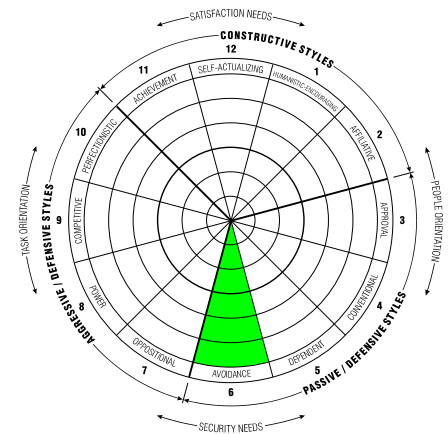
3. Willing to take calculated risks and address productivity / tasks concerns.

(versus: fear of failure, risk adverse and limited experimentation - not try anything new)

4. Decisive, open and effective communicator.

(versus: lack of effective communication, avoid decisions and / or taking personal responsibility)

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



Behavioural Rankings:

The behavioural items at the top of chart create more ineffective impact on the effectiveness of your leadership style than the behaviours at the bottom.

Rating Behaviours:

“0” essentially unlike me

“1” like me quite often

“2” like me most of the time