Understanding how others experience our behaviour is important to self awareness and increasing our effectiveness. The Life Styles Inventory™ (LSI) 

**Breakouts** is a powerful way of obtaining additional insights from a range of groups within the organisation, in particular, High Level Managers, Peers, Direct Reports and other nominated groups, for example, Customers.

LSI Breakouts provide valuable information about your behaviour towards different groups of people – as we know that managers will often behave differently within these different groups. For example, it is not uncommon for a ‘boss’ you get along well with, to describe you as being Constructive, whilst your Peers see far more Competitive and Aggressive behaviours from you in team meetings.

**The Process**

LSI Breakouts intensifies the powerful Life Styles Inventory™ feedback process by adding feedback from a greater range of respondents. As the Focal Manager, you will be asked to nominate a greater range of respondents for this process.

**Higher Level Manager (HLM)** – you directly invite your ‘boss’ to give you feedback. This is a powerful and potentially challenging process for you and your HLM. Your HLM will be required to authorise the release of their individual feedback to you. You will see their individual responses to all 240 survey items – a real conversation starter!

It’s very important to brief your LSI respondents thoroughly about the collection process, and how the feedback is going to be handled – especially HLMs - as experience shows there tends to be apprehension in presenting potentially confronting behavioural feedback, which can therefore skew individual results.

Please note, without HLM permission the feedback process is terminated.

**Peers** – a minimum of 3 Peer respondents is required. Focussing on Peer relationships can be important where there are team conflicts. Where this is the focus, it is suggested all Peers are invited to give feedback on all team members.

**Direct Reports** – understanding how our Direct Reports see our behaviour is critical to our effectiveness as a manager. A minimum of 3 Direct Report respondents is required, however managers will often invite all Direct Reports to obtain a more complete picture.

**Standard LSI Breakouts package includes:**

- 1 × Self Description
- Up to 12 × Description by Others

Additional inventories can be added to increase the number of Peer and Direct Report samples. Additional groups can also be added, such as Customers.

**Uses**

LSI Breakouts is useful for exploring:

- How managers are interacting with, and need to adjust their behaviour towards, different groups within and outside the organisation
- Team dynamics within an executive team experiencing conflict
- Enhancing feedback and conversations between ‘bosses’ and their Direct Reports.
Organisation X
Sample A
November 2010
N=12

LSI2 Circumplex Comparison
Breakout Circumplexes

Description by Total N = 12

Description by HLMs N = 1

Description by Peers N = 5

Description by DR N = 6

For more information about the LSI
Refer to the following Product Information Sheets available at www.human-synergistics.com.au or www.hsnz.co.nz

› Life Styles Inventory™ 1
› Life Styles Inventory™ 2
› LSI Support Material

Confidentiality

Human Synergistics protects the rights of all participants by only reporting Breakouts subgroups of 3 or more respondents to maintain anonymity. The only exception to this is the HLM feedback which requires express permission for the presentation of individual data.