

## Training Workshop – Module Overview

The “Life Styles Inventory® (LSI)” is part of Innesskirk’s innovative Multi-Level Performance Improvement System. The system is based on extensive research, used by more than 5 million people world-wide and boasts more than 20 years data and history. The system includes multiple organizational behavior analysis tools for individuals, teams and organizations which reinforce and complement each other.

The “**LSI part 1 (LSI-1)**”, measures thinking styles and increases self-awareness. It covers how thinking and interpretation of situations affects behavior. It delivers an overview of strengths and developmental areas. The workshop provides individual measurement and a self-development guide and action plan based on the outcomes of the tests.

The “**LSI part 2 (LSI-2)**”, measures other’s interpretation of behavior. It covers how actual behavior is interpreted by others and how it differs from self-interpretation. The resulting gap analysis is used to plan and implement a personal behavior change plan.

This workshop allows individuals to become aware of their actual behavior and offers development plans to develop more positive achievement focused behavior. It can include analysis of behavior by different groups: All, direct reports, peers and managers

Pre-workshop online measurement surveys, tutorial sessions, case studies, practical exercises, presentations and syndicate work make this a proactive, hands-on course.

## Workshop Objectives – Delegates Will Be Able To...

- Understand how thinking styles and personal interpretation influences behavior
- Recognize the gaps between self-analysis and how actual behavior is interpreted by others
- Understand and recognize 12 human behavior styles, which define constructive, passive defensive and aggressive defensive behavior
- Understand differences between task, people, security and satisfaction related behavior
- Plan and implement a personal change plan to develop more positive achievement focused behavior
- Understand how to keep the change momentum intact through planning of behavior alternatives, positive rewards systems
- Set a clear personal behavior benchmark, which can be revisited in the future to show the effect of change plan implementation

## Workshop Agenda – Day One

### WELCOME

#### Introduction And Course Objectives

Agenda begins with the introduction of course objectives, materials, methodology and pedagogy. Instructor will include the introduction of delegates through icebreaker activity.

#### Doing The LSI-1

Segment introduces the measurement instrument, actually measuring self. Focus on explanation of the measuring instruments used and profile created.

#### Behavior And Thinking

Segment focuses on the relationship between thinking and behavior, interpretation of events determines behavior. Understanding of your thinking and its impact start the road to change.

#### Circumplex Interpretation

Interpretation of the Circumplex, what it measures, norming and percentiles, higher order and lower order needs, task and people orientation, constructive and defensive behavior.

### LUNCH

#### The 12 Behavior Styles

Segment describes each of the twelve organizational behavior styles in depth. Examples, role-plays and practical exercises ensure clear understanding of each of these behavior styles. Sample profiles are analyzed together.

#### Strengths And Weaknesses

Delegates learn to use the profile to determine their strengths and developmental areas.

#### Awareness – Acceptance – Action

The value of the LSI-1 as a tool for changing behavior is explored and action plans are described including identifying areas to focus on.

### CLOSING

Review the main points of interest of the day, identify possible work-projects and preview day two.



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## Workshop Agenda – Day Two

### WELCOME

#### LSI – 2 Description By Others

Segment reviews learning from Day One, introducing the instrument used for description by others. Reveal description by others. Sample profiles of common situations and common differences.

#### Comparing LSI-1 And LSI-2

Gap analysis, introduction of the Johari window theory, and understanding and interpreting your gaps. The value of coaching and the mentoring process is explored. Also addressed are awareness, acceptance and making change plans.

#### Composite Profiles

Analysis of composite profiles – direct reports, peers, managers – and understanding and interpreting differences

### LUNCH

#### Outcomes Associated By LSI

Understanding what makes someone effective. Common profiles and outcomes in terms of organization and career are reviewed, along with profiles of most effective employees.

#### Relation Of LSI To Other Measurement Instruments

LSI is focused on behavior unlike other instruments which are based on personality. Commonalities, differences and the most effective use of the outcomes are explored in order to develop more effective behavior traits.

#### Identification Of IMPACT™ Project

Delegates are assigned to groups and asked to create a personal development plan and identify a project which will require the use of the new knowledge and information acquired during the workshop. This will allow the delegates to transfer the new knowledge into skills and effective work habits.

### CLOSING

Review the main points of interest for the course, deliver course administration such as – evaluation, action plan and deliver delegate certificates.

## Post Workshop – IMPACT™ Program

**IMPACT™ Project** – Delegates identify a work related project during the last hour of the training that will be used as a measurable indicator of successful application and implementation of the training content.

**IMPACT™ Coaching** – The delegates participate in custom-designed coaching sessions to facilitate the completion of their **IMPACT™ Project**. Delegates document the project's life cycle and all related issues in the provided coaching booklet.

## Do You Have Specific Requirements?

### Tailoring For In-Company Delivery

Innesskirk is able to customize this workshop to adapt the content to meet your specific training objectives.

For more information about our In-Company specialized workshop services, email us at [info@innesskirk.com](mailto:info@innesskirk.com) to discuss your specific requirements further.



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