

LSI Approval-based Leadership Style

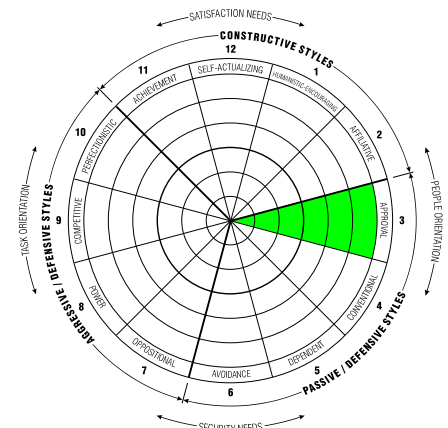
Themes and Forced Ranked Behavioural Effectiveness

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

Key Non-Approval-based Themes

1. Focussed on Relating With Others While Staying Confident in Self.
(versus: ties one's self-worth to being liked by and approved by others)
2. Constructively Differs to Build Understandings / Consensus During Conflicts.
(versus: climate without conflict, tasks can be neglected)
3. Shares Ones Voice, Perspectives and Opinions.
(versus: becoming too preoccupied with the opinions of others, wishy-washy)
4. Stays Attuned to Personal Needs and Values - Negotiates When Necessary.
(versus: trying too hard to please others, ends up disrespecting oneself)

Approval 3 o'clock	
Item	
wants to be trusted, but it's hard	
vague and uncertain	
does things for approval only	
naive	
upset if not accepted by others	
needs others' approval	
upset by conflict	
needs to be liked by everyone	
wants to be liked	
over-optimistic	
dependent on family and friends	
thinks in terms of what others think	
seeks approval from others	
overly sympathetic	
agrees with everyone	
spoils people with kindness	
generous to a fault	
forgives anything	
friendly all the time	
accepts others' values easily	



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