LPI®: Leadership Practices Inventory®

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Re-Assessment Report

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Re-Assessment Data by Leadership Practice

This page compares your most recent scores with the scores from your previous LPI, grouped by Observer type. The Change column shows the difference in Self responses and Observers' responses for each practice between your most recent and second most recent completed assessments.

		CHANGE	MAY	AUG
	RESPONDED/INVITED		**7/7**	**7/7**
Model the Way	Self	6.0	52	46
	Average	3.0	50.1	47.1
	Manager	2.0	50	48
	Direct Report	−3.5	44	47.5
	Co-Worker	9.4	54.7	45.3
	Other	−2.0	49	51
Inspire a Shared Vision	Self	8.0	52	46
	Average	1.4	41.4	40
	Manager	−7.0	31	38
	Direct Report	−7.5	40	47.5
	Co-Worker	10.7	48	37.3
	Other	−8.0	35	43
Challenge the Process	Self	1.0	45	44
	Average	0.0	45.9	45.9
	Manager	−11.0	38	49
	Direct Report	−7.5	39	46.5
	Co-Worker	7.3	51.3	44
	Other	5.0	51	46
Enable Others to Act	Self	−1.0	52	53
	Average	2.8	52.7	50.9
	Manager	2.0	52	50
	Direct Report	3.0	53	50
	Co-Worker	2.0	53	51
	Other	−1.0	52	53
Encourage the Heart	Self	4.0	54	50
	Average	2.9	50	47.1
	Manager	−6.0	48	54
	Direct Report	1.5	49	47.5
	Co-Worker	5.7	50.7	45
	Other	6.0	52	46

INVITED—Number of Observers invited   RESPONDED—Number of Observers who responded   AVERAGE—Average of all Observer responses

LPI 360
LEADERSHIP PRACTICES INVENTORY

Re-Assessment Data by Leadership Behavior

This page compares your most recent responses with the responses from your previous LPIs, **sorted from most frequent to least frequent by the most recent average Observer responses**. The Change (CHG) column shows the difference in Self responses and Observers' average responses for each behavior between your most recent and second most recent completed assessments.

		CHG	MAY	AUG
14. Treats others with dignity and respect	S	−1.0	9.0	10.0
	AVG	**0.2**	9.6	9.4
	M	−1.0	9.0	10.0
11 Follows through on promises and commitments he/she makes	S	1.0	9.0	8.0
	AVG	**0.4**	9.4	9.0
	M	−1.0	9.0	10.0
23. Identifies measurable milestones that keep projects moving forward*	S	1.0	8.0	7.0
	AVG	**0.1**	9.1	9.0
	M	−1.0	8.0	9.0
5. Praises people for a job well done	S	0.0	9.0	9.0
	AVG	**0.0**	9.0	9.0
	M	−1.0	8.0	9.0
4. Develops cooperative relationships among the people he/she works with	S	−1.0	9.0	10.0
	AVG	**−0.1**	8.9	9.0
	M	1.0	9.0	8.0
24. Gives people a great deal of freedom and choice in deciding how to do their work	S	0.0	9.0	9.0
	AVG	**0.9**	8.9	8.0
	M	0.0	8.0	8.0
6. Makes certain that people adhere to the principles and standards that have been agreed upon	S	1.0	8.0	7.0
	AVG	**0.0**	8.7	8.7
	M	0.0	9.0	9.0
29. Ensures that people grow in their jobs by learning new skills and developing themselves	S	2.0	9.0	7.0
	AVG	**0.6**	8.7	8.1
	M	0.0	9.0	9.0
27. Speaks with genuine conviction about the higher meaning and purpose of our work	S	0.0	9.0	9.0
	AVG	**1.2**	8.6	7.4
	M	0.0	6.0	6.0
30. Gets personally involved in recognizing people and celebrating accomplishments*	S	−1.0	9.0	10.0
	AVG	**−0.1**	8.6	8.7
	M	−2.0	8.0	10.0
3. Seeks out challenging opportunities that test his/her own skills and abilities	S	0.0	9.0	9.0
	AVG	**−0.3**	8.4	8.7
	M	−1.0	8.0	9.0

S—Self	M—Manager	AVG—Average of all Observer responses	CHG—Change

Re-Assessment Data by Leadership Behavior (cont.)

		CHG	MAY	AUG
9. Actively listens to diverse points of view	S	−1.0	9.0	10.0
	AVG	**−0.2**	8.4	8.6
	M	0.0	8.0	8.0
20. Publicly recognizes people who exemplify commitment to shared values	S	2.0	9.0	7.0
	AVG	**1.0**	8.4	7.4
	M	−1.0	8.0	9.0
10. Makes it a point to let people know about his/her confi dence in their abilities	S	1.0	8.0	7.0
	AVG	**1.2**	8.3	7.1
	M	1.0	8.0	7.0
19. Involves people in the decisions that directly impact their job performance	S	0.0	7.0	7.0
	AVG	**0.6**	8.3	7.7
	M	2.0	9.0	7.0
21. Builds consensus around a common set of values for running our organization	S	0.0	8.0	8.0
	AVG	**0.2**	8.3	8.1
	M	2.0	8.0	6.0
26. Is clear about his/her philosophy of leadership	S	1.0	9.0	8.0
	AVG	**0.2**	8.3	8.1
	M	0.0	8.0	8.0
15. Makes sure that people are creatively recognized for their contributions to the success of our projects	S	1.0	10.0	9.0
	AVG	**−0.9**	8.0	8.9
	M	−4.0	6.0	10.0
1. Sets a personal example of what he/she expects of others	S	1.0	9.0	8.0
	AVG	**0.4**	7.7	7.3
	M	−1.0	8.0	9.0
8. Challenges people to try out new and innovative ways to do their work	S	−1.0	6.0	7.0
	AVG	**0.6**	7.7	7.1
	M	−3.0	5.0	8.0
16. Asks for feedback on how his/her actions affect other people's performance	S	2.0	9.0	7.0
	AVG	**1.8**	7.7	5.9
	M	2.0	8.0	6.0
18. Asks "What can we learn?" when things don't go as expected	S	0.0	7.0	7.0
	AVG	**−0.3**	7.7	8.0
	M	0.0	8.0	8.0
22. Paints the "big picture" of what we aspire to accomplish	S	1.0	9.0	8.0
	AVG	**0.7**	7.6	6.9
	M	2.0	8.0	6.0

S—Self	M—Manager	AVG—Average of all Observer responses	CHG—Change

Re-Assessment Data by Leadership Behavior (cont.)

		CHG	MAY	AUG
28. Takes initiative in anticipating and responding to change*	S	0.0	8.0	8.0
	AVG	**1.0**	7.6	6.6
	M	−2.0	5.0	7.0
25. Tells stories of encouragement about the good work of others*	S	1.0	9.0	8.0
	AVG	**1.1**	7.1	6.0
	M	−3.0	6.0	9.0
2. Talks about future trends that will infl uence how our work gets done	S	0.0	8.0	8.0
	AVG	**−0.7**	6.6	7.3
	M	−3.0	5.0	8.0
12 Appeals to others to share an exciting dream of the future	S	1.0	8.0	7.0
	AVG	**0.0**	6.4	6.4
	M	−3.0	4.0	7.0
17. Shows others how their long-term interests can be realized by enlisting in a common vision	S	1.0	9.0	8.0
	AVG	**0.8**	6.4	5.6
	M	−1.0	4.0	5.0
7. Describes a compelling image of what our future could be like	S	3.0	9.0	6.0
	AVG	**−0.5**	5.9	6.4
	M	−2.0	4.0	6.0
13. Actively searches for innovative ways to improve what we do	S	1.0	7.0	6.0
	AVG	**−0.8**	5.6	6.4
	M	−4.0	4.0	8.0

S—Self   M—Manager   AVG—Average of all Observer responses   CHG—Change