



Student Leadership Practices Inventory® 360



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Group Assessment Report



Group Summary by Leadership Practice

This page displays the average Self and Observer responses for all individuals participating in this group. The AVG column shows the averages of each type of Observer responses for each of The Five Practices. Responses can range from 6 to 30. The STD DEV measures the distribution of scores around the mean (average score). The standard deviation is a measure of how spread out the responses are on your group's combined Student LPI 360 report. A low standard deviation indicates that observers gave similar responses to the items on the Student LPI 360; a high standard deviation indicates that observers' responses varied quite a bit.

		AVG	STD DEV
 Model the Way	Self	19.0	1.4
	All Observers	23.1	4.4
 Inspire a Shared Vision	Self	17.5	2.1
	All Observers	24.1	4.1
 Challenge the Process	Self	19.5	0.7
	All Observers	24.3	4.1
 Enable Others to Act	Self	18.5	6.4
	All Observers	23.6	3.6
 Encourage the Heart	Self	17.0	4.2
	All Observers	21.1	6.2

ALL OBSERVERS SURVEYS TALLIED: 8 | SELF SURVEYS TALLIED: 2

AVG—Average of all Observer Responses STD DEV—Standard Deviation

Group Leadership Behaviors Ranking

The following page shows the ranking, from most frequent to least frequent, of all 30 leadership behaviors based on the average of your group's Observers' responses. Horizontal lines separate the 10 most and the 10 least frequent behaviors from the middle 10. The response scale runs from 1-Rarely or Seldom to 5-Very Frequently.

	LEADERSHIP PRACTICE	SELF	OBSERVERS' AVERAGE
22. Paints "big picture" of group aspirations	Inspire	2	3.8 *
1. Sets personal example	Model	5	4.7

The average Self responses of the group

Student LPI behavior # and statement

Indicates the behavior is related to the Practice of Inspire a Shared Vision

Asterisk indicates difference between Observer's and Self rating was greater than 1.5

Indicates the behavior is related to the Practice of Model the Way

RESPONSE SCALE	1-Rarely or Seldom	2-Once in a While	3-Sometimes	4-Often	5-Very Frequently
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MOST FREQUENT	LEADERSHIP PRACTICE	SELF	OBSERVERS' AVERAGE
11. Follows through on promises	Model	3.5	4.9
2. Looks ahead and communicates future	Inspire	3.0	4.8 *
14. Treats others with respect	Enable	3.5	4.6
8. Helps others try out new ideas	Challenge	4.5	4.4
4. Fosters cooperative relationships	Enable	3.5	4.4
22. Is upbeat and positive	Inspire	2.5	4.4 *
6. Aligns others with principles and standards	Model	4.0	4.3
9. Actively listens to diverse viewpoints	Enable	3.5	4.3
28. Takes initiative in experimenting	Challenge	2.0	4.3 *
13. Searches for innovative ways to improve	Challenge	3.5	4.1
23. Breaks projects into smaller do-able portions	Challenge	3.5	4.1
7. Describes ideal capabilities	Inspire	3.5	4.0
12. Talks about how future could be better	Inspire	3.5	4.0
15. Expresses appreciation for people's contributions	Encourage	2.5	4.0
1. Sets personal example	Model	4.0	3.9
18. Asks "What can we learn?"	Challenge	3.5	3.9
10. Encourages others	Encourage	3.0	3.9
19. Supports decisions other people make	Enable	2.5	3.9
21. Makes sure people support common values	Model	2.0	3.9 *
27. Communicates purpose and meaning	Inspire	2.5	3.8
5. Praises people	Encourage	4.5	3.6
3. Challenges skills and abilities	Challenge	2.5	3.5
20. Publicly recognizes alignment with values	Encourage	1.0	3.5 *
16. Seeks feedback about impact of actions	Model	2.0	3.4
24. Gives others freedom and choice	Enable	1.5	3.4 *
17. Shows others how their interests can be realized	Inspire	2.5	3.3
29. Provides leadership opportunities for others	Enable	4.0	3.1
25. Celebrates accomplishments	Encourage	3.0	3.1
30. Creatively recognizes people's contributions	Encourage	3.0	3.0
26. Talks about values and principles	Model	3.5	2.9

LEAST FREQUENT

Percentile Ranking

The more than 110,000 students who make up the Student LPI 360 database include a mix of young men and women, ranging in age from their early teens through late twenties, involved in all types of student organizations, and from all over the globe. This page compares the responses of the group, the Self and Observer respondents, on the Student LPI 360.

The horizontal lines at the 30th and 70th percentiles divide the graph into three segments, roughly approximating a "normal or bell-shaped distribution" of responses. Comparing where the group score on each leadership Practice lines up with the percentiles on the vertical axis, gives you an approximation for how frequently the group engages in this leadership Practice in relationship to all the other students who have completed the Student LPI 360. For example, if the group score for Model the Way is at the 55th percentile, this means that 45 percent of all the students who have completed the Student LPI 360 have rated themselves as responding more frequently than this group has on this leadership Practice; or, alternatively, that 55 percent of the students who have completed the Student LPI 360 have rated themselves as responding at or below this level of frequency in this leadership Practice. Similarly, if the score from the Observers is at the 35th percentile, this means that this group views the use of this leadership Practice at the same level of frequency as do 35 percent of all respondents, or below the level of frequency of 65 percent of those who have completed the Student LPI 360.

