



PEAK EXPERIENCES

LSI Leadership Development Action Plan Guide – Step by Step

The Challenge of Change

“There is nothing permanent except change.” Heraclitus

The Value of Change

Why are some people more successful and content in life than others? The answer lies in their ability to advance aspects of a positive / constructive mindset and work to recognize and *change* self-defeating behaviors and thinking styles.

Rather than merely living or ignoring characteristics that impede personal and professional performance, those who are most effective take action to continually improve themselves.

Developing the internal motivation and initiative necessary to make positive behavioral changes can result in:

- Greater satisfaction with personal and professional life;
- More opportunities for advancement at work on projects that are personally meaningful;
- Improve the relationships with family, friends, and coworkers;
- Increased productivity and improved quality of products or services;
- Heightened self-esteem and confidence to do the things you want to do;
- A fuller, more rewarding and satisfying life.

You Can Change

As human beings, we are capable of re-directing our lives simply by altering the way we think. It is this fact it makes change possible - if you first take the time to understand yourself, and then make a serious effort to use what you learn. Ultimately, the choice is yours; you can become complacent with yourself as you are (not investing your growth and development), or explore your growth, potential and make the most of your abilities.

Change can be threatening to many people – however it does not have to be that way. Fear about changing, resisting to new ways of doing things, and the simplicity of sticking with what may have worked in the past are just a few of the many ideas that prevent us from making changes. The old adage, this is how I have always done things often needs to be closely examined.

In addition to being highly productive and rewarding, the process of change can actually be exciting and fun. The benefits achieved through the process of change far outweigh the perceived risks. One of the greatest benefits is decreasing the negative signs and symptoms of stress related impacts on health.

What Can You Change?

You can't always change or influence the people around you, but you can control your reactions to them. These reactions originate in your *thoughts*, or the way you perceive and process information and experiences. Your thoughts are powerful resources; what you think defines who you are and what you do in every aspect of your life. By modifying what you think, you can change how you behave.

Using the LSI to Initiate Change

Completing and reviewing your LSI / LSI 360 is the vital first step in the process of changing your behavior. The inventory has undergone years of research, and has been established as a valid, reliable way to help you take an objective look at yourself.

You can use the LSI to:

- Understand what you were like now, and will cause you to be that way.
- Recognize the consequences of your behavior and how it affects yourself and others.
- Pinpoint your own unique strengths, as well as any "stumbling blocks" to your effectiveness.
- Identifying more constructive ways of thinking and behaving.
- Decide what aspects of your behavior you want to change.
- Develop a specific strategy to help bring those changes about.

Moving from Thought to Action

Merely completing the LSI / LSI 360 will do little to advance your desire to improve yourself. To receive the fullest benefit from the inventory, devote some time to interpreting your LSI / LSI 360 scores (by reading your customized leadership assessment report), thinking about what you learned, and setting goals around what you want to change.

Below are some helpful change guidelines to assist you, followed by a thorough plan of action you can complete to most effectively direct your efforts.

Change Guidelines

1. Acknowledge and except all aspects of yourself. Remember, the question is not "am I a good or bad person?" but rather "what is preventing me from being more effective, and what can I do to improve?"
2. Recognize that your sense of self-worth *is not* connected to your LSI scores or the impressions others have of you on an LSI 360 assessment. You are worthwhile because you were a human being - tying your self-worth to outside factors can limit your ability to make positive changes in your behavior.

3. Specifically define what you want to change and why. Clearly describing an aspect of your behavior, stating the problems it creates for you, listing why you want to change it, and detailing the actions you plan to take will properly focus the change process.
4. Increase your confidence by concentrating on what you do well. Overcome your preoccupation with failure by focusing on your successes. Make a list of all you do well, and read it when you were feeling under confident.
5. Practice using more effective behavior in your mind. These "practice sessions" will gradually begin to affect your real-life performance. Picture yourself deliberately changing what you decided to change. Then, imagine yourself as you will be after successfully making the change.
6. Discipline yourself to consistently monitoring your thoughts and constantly testing your assumptions. This can be done most easily by observing the situations in which cause you discomfort or stress.
7. Remember that you cannot change overnight. It is taken years to develop your current behaviour; it will take some time to modify it. Your progress will deepen on how dedicated and sincere you are in your commitment to improving yourself. Move towards an image of your "ideal self" one step at a time.

Your Self Improvement Plan

Step 1:

Looking at your LSI / LSI 360 customized profiles, you will notice it each styles extension from the center of the circumflex varies in length. The furthest extensions from the center indicate style center predominant in your profile. You're two longest style extensions have the greatest influence on your behavior, and are called your *primary and backup* styles. List them below.

Primary _____ (_____ o'clock position)

Back up _____ (_____ o'clock position)

Step 2:

Using the style interpretations in your customized reports, decide which styles are working for you (your strengths), and which styles might be working against you (styles that may be reducing your effectiveness). Based on what you learn, choose one style from those you've listed to start with first. Select one behavior associated with this style that you would like to change. You may choose to eliminate a characteristic you feel the self-defeating, or to strengthen something about yourself that you see as a positive and effective.

The style I have chosen to work on is _____

(_____ o'clock position).

What does a style mean *to you*?

My score for the _____ style means I tend to believe that:

Step 3:

We think and behave as we do because we have been influenced by significant people and situations in our lives. Consider *your* life: try to identify and isolate the influences you've experienced that may be associated with the style.

Significant Person (or situation)

Ideas / Behaviors You Might Have Learned

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<hr/>	<hr/>
<hr/>	<hr/>
<hr/>	<hr/>
<hr/>	<hr/>

Step 4:

Consider the consequences of using the style and list them as indicated below.

Personally

Positive Consequences

Self-Defeating Consequences

<hr/>	<hr/>
<hr/>	<hr/>
<hr/>	<hr/>
<hr/>	<hr/>

Professionally

Positive Consequences

Self-Defeating Consequences

Step 5:

Consider how your life would be different if you change your behavior in this area.

Some Positive Differences

Some Negative Differences

Step 6:

Review the interpretation pertaining to the style you've selected. Find the style you have chosen on the chart below and note it's alternative in the next column. Write down thoughts and behaviors you could use as more effective substitutes for (or enhancements of) the thoughts and behaviors associated with your style.

Defensive Style

Alternative Style

Alternative Thoughts and Behaviors

3 o'clock

1 o'clock

4 o'clock

2 o'clock

5 o'clock

11 o'clock

6 o'clock	12 o'clock	_____
7 o'clock	1 o'clock	_____
8 o'clock	2 o'clock	_____
9 o'clock	1 o'clock	_____
10 o'clock	11 o'clock	_____
Constructive Style	Complementary Style	
11 or 12 o'clock	1 o'clock	_____
1 or 2 o'clock	11 o'clock	_____

Step 7:

Changing your behavior involves changing your mind regarding some ideas you hold. Consider what you will have to give up. What cherished ideas must you challenge? Go back to your LSI and LSI reports and review both the words and statements that identify this style and your responses to them.

How would you like things to be different?

Step 8:

What barriers now exist to making this change?

- a) _____
- b) _____
- c) _____

Step 9:

How can you overcome these barriers? Try to *challenge your assumptions* about this behavior.

a) _____

b) _____

c) _____

Step 10:

What will you gain by making this change?

What do you plan to do to bring this change about?

1) _____

2) _____

3) _____

4) _____

5) _____

Seek support for your change efforts. Ask one or two trusted family members, friends or work members for their help. Solicit feedback from them on your progress.

With whom will you share your intentions and plans to change? _____

By what date do you intend to take action? _____

Lastly, monitor your progress.