



LSI Leadership Development Workshop

The Mind Set Advantage

LSI Leadership Effectiveness Assessment

A Psychological Primer

Attitudes – Values - Beliefs

The LSI defensive styles represents a series of strategies chosen (by the child) to cope with the various challenges they face at an early age and to manage their way through life.

These behaviors and attitudes typically assemble before the age of five and are elaborated upon in an astonishing range of strategic variables with a common motive of personal satisfaction (styles 11,12, 1, 2) or self-protection (defensiveness – styles 3,4,5,6 and 7,8,9,10).

Our Primary Influence

During ones upbringing, the primary influence in most of our lives is the role of the parent / child relationship often responsible for forming our predominate forms of thinking.

The LSI leadership assessment tool measures the basis of your personal thinking styles. These “styles” are represented on a circumplex outlined with the language of 12 forms of human motivation that create the underpinnings and health of our attitudes, values and belief systems.

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|----------------|---|
| Constructive | – leading to high levels of satisfaction. |
| Security-based | – leading to defensive and self defeating behaviours. |

Trust and Personal Experience

When we interpret these earlier experiences, life is predictable nurturing or uncertain, painful or precarious.

This primal perception shapes our capacity to TRUST and therefore we internalize conclusions about ourselves and the world at large... developing perspectives on what is safe or not.

These attitudes help form the basis of our values and belief systems.

Constructive Thinking Styles

The CONSTRUCTIVE areas of the LSI reflect positive mechanisms of earlier experiences in our lives – either from childhood and/or from our adult interactions.

The stronger the trust interwoven into these experiences, the more constructive our underlying attitudes, values and beliefs – and ultimately the effectiveness of our personal leadership style.

Passive / Aggressive Thinking Styles

The passive / aggressive areas of the LSI reflect defensive mechanisms of earlier experiences in our lives – either from childhood and/or from our adult interactions.

The stronger these negative experiences felt (because of the negative impact and the emotional memory), the more powerful the consequence on ones thinking styles.

The more distrust (in self or others) the less constructive or more defensive our underlying attitudes, values and beliefs – and ultimately the in-effectiveness of our personal leadership style (at home, work or in the community.)

Invisible to You, Transparent to Others

These thinking styles and the associated behaviours affect our choices and may dominate a persons' life.

Most individuals live their passive or aggressive behavior in an unconscious manner until interactions with others brings it into the conscious mind.
(awareness)

This unconsciousness allow us to live our lives feeling like we are healthy, ok and effective.

Emotional Triggers

External stimulus that come into our adult world may remotely or strongly trigger events from the past. If this external stimulus creates a feeling or negative emotion and the “emotionally” you connects with the emotional memories (stored in the amygdala) the individual will most often mobilize;

1. Un-Constructive response
2. Passive/Defensive response, or
3. Aggressive/Defensive response.

This is especially true if the individual does not take personal responsibility / ownership for the emotion state (especially the depth and duration of the emotion) **within 90 seconds**. The negative emotion most often stimulates a common responses that looks very much like the “coping” response used in childhood when you felt the same way.

Humans Desire Growth

Depth psychologists know that our capacity for growth relates to our ability to internalize and take personal responsibility for the following three parts of our lives –

- a) insight (self awareness and motivation to grow and transform is essential here – LSI helps by providing a language and framework);
- b) endurance (courage helps here);
- c) action (moral strength and motivation to grow / learn helps here)

Motivation – Courage – Moral Strength

Understanding human motivation is needed in the first part of the transformational process, then courage and moral strength plays a main role.

The invitation of the LSI leadership assessment process is to become conscious and accept responsibility for ones self, behavior and our impact on others.

Once conscious, people better understand the risks necessary for the making personal decisions that impact their lives.

The Importance of the Examination of Self

The LSI assessment opportunity presents us with an opportunity to reexamine, celebrate our lives and to ask the sometimes frightening and always liberating questions – who am I apart from my history and the roles I have played up to this part in my life.

Examination of Self at the Middle Passage

The Middle Passage shows how we may pass through midlife (approx. age 40-60) consciously, rendering our lives more meaningful and the second half of life immeasurably richer – also creating more effective leadership styles.

Those who render the passage find their lives more meaningful and lead their lives more effectively.

Those who are under the age of 40 can pro-active prepare themselves for a passage.

Those who are over the age of 60 can examine what they are willing to explore and change.

Examination of Self at the Middle Passage

Those who render the passage find their lives more meaningful and lead their lives more effectively.

0 - 2 - 5 20 - Adult Phase I - 40
40 – 60 (middle passage) 60+ - Adult Phase II -

Those who do not remain prisoners' of childhood and culture no matter how successful they may appear in outer life.

Re-visit and Revision our Sense of Selves.

The LSI assessment process is a wonderful, though often painful opportunity to re-visit and revision our sense of selves.

Accordingly, this workshop will address the following...

Key Questions:

- How did we acquire our original sense of self?
- How do we re-define sense of self?
- What is the relationship between the LSI and our relationship with self and others
- What are the mental models, attitudes and beliefs that support effective leadership
- What are the changes that herald the middle passage (if appropriate)

How We Often See The World

People are seduced into Anthropocentrism tending to defend their world as superior to that of others, so as we come to believe that how we see the world is the only way to see it, the right way to see it.

We seldom suspect the conditional nature of our perceptions.

Potential Growth?

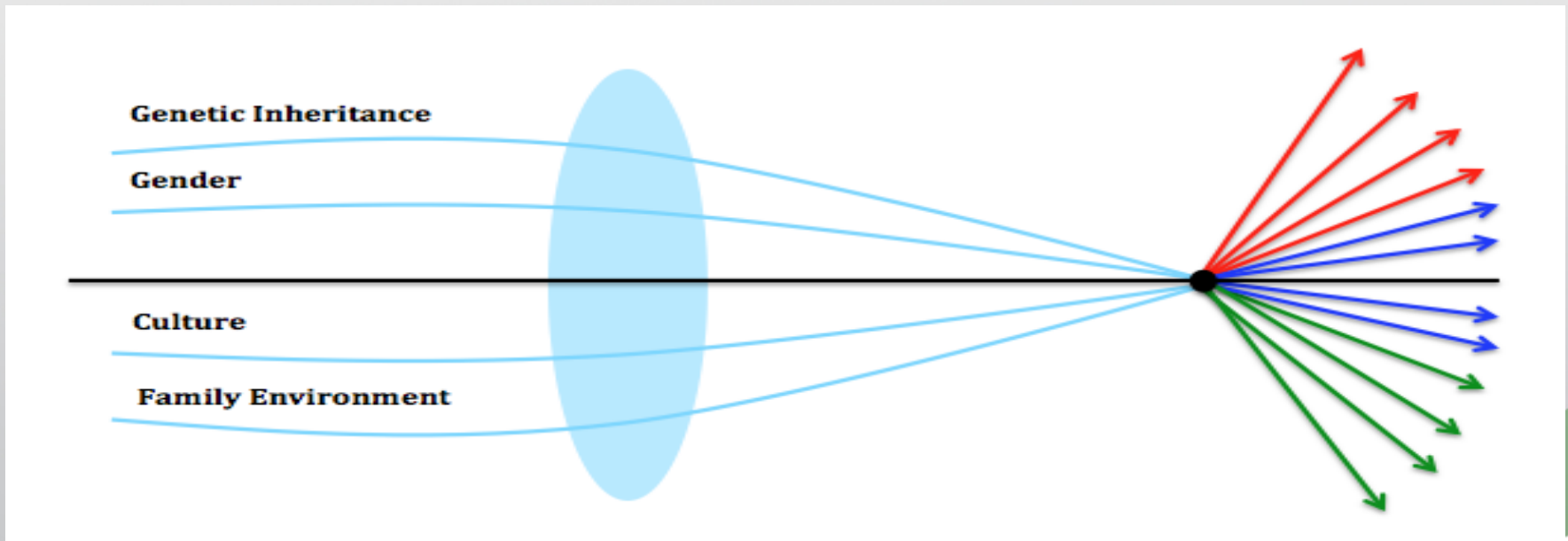
The initial experiences in the world can negatively affect our sense of self. We create ways to defend ourselves from further hurt.

The potential for growth declines. Opening ones self to pain, which is where growth reigns can be too frightening. Most of us stay stuck between the intrinsic nature of the child and the world where we were socialized.

Lenses into the World

In growing up we are handed a multitude of lenses – genetic inheritance, gender, specific cultures, and the variables of our family environment.

All of which constitutes our sense of reality.



LSI as a Lens into Self

Looking back begs a question, have we been living less from our true nature or simply thru the reality gained by the lens (LSI) in which have become us.

Genetics plays a small role, the largest being families as they transmit their vision of the world / life from generation to generation, the lens passes from parent to child. And out of all that refracted perspectives, choices and consequences.

The first stop is to acknowledge the partiality of the lens we were given by family and culture.

If we were born into a different family / culture we could possibly have an entire different lense.

Our lenses helps us reflect on how we see life and make choices.

Courage to Live the Integrity of Ones Values

There in lies the key to personal integrity. It takes courage to face ones emotional states directly and for dialogue with them.

In the swamp land of the soul there is meaning and the call to larger / greater consciousnesss. Fear is compensated by face to face dialogue.

“The Mindset Advantage”

Our thoughts characterize who we are and shape our lives.

How we think determines how we perceive reality and relate to others, as well as how we solve problems and make decisions.

Thus, how we live our lives is directly related to the quality of our thoughts.



For More Information:

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