

LPI[®]: Leadership Practices Inventory[®]

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Reassessment Report

Prepared for Amanda Lopez | October 18, 2024



Reassessment 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	OCT 2024	OCT 2024
			6/9	9/9
 Model the Way	Self	-3.0	50.0	53.0
	Average	2.5	48.3	45.8
	Manager	-1.0	50.0	51.0
	Direct Report	4.7	50.0	45.3
	Co-Worker	3.8	48.5	44.7
	Other	-3.0	43.0	46.0
 Inspire a Shared Vision	Self	2.0	47.0	45.0
	Average	3.4	48.7	45.3
	Manager	-1.0	46.0	47.0
	Direct Report	6.5	52.0	45.5
	Co-Worker	2.7	46.0	43.3
	Other	1.0	50.0	49.0
 Challenge the Process	Self	-6.0	48.0	54.0
	Average	-1.4	47.8	49.2
	Manager	-1.0	48.0	49.0
	Direct Report	2.2	51.0	48.8
	Co-Worker	-1.2	46.5	47.7
	Other	-12.0	44.0	56.0
 Enable Others to Act	Self	-7.0	46.0	53.0
	Average	0.8	49.7	48.9
	Manager	0.0	50.0	50.0
	Direct Report	3.5	51.0	47.5
	Co-Worker	-0.7	48.0	48.7
	Other	-4.0	50.0	54.0
 Encourage the Heart	Self	9.0	48.0	39.0
	Average	8.4	49.2	40.8
	Manager	1.0	48.0	47.0
	Direct Report	17.5	54.0	36.5
	Co-Worker	4.0	46.0	42.0
	Other	-1.0	47.0	48.0

INVITED-Number of observers invited RESPONDED-Number of observers responded AVERAGE-Average of all Observer Responses

Reassessment 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 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	OCT 2024	OCT 2024
14. Treats people with dignity and respect.	S	0.0	10.0	10.0
	AVG	0.4	10.0	9.6
	M	0.0	10.0	10.0
1. Sets a personal example of what they expect of others.	S	0.0	10.0	10.0
	AVG	0.5	9.2	8.7
	M	0.0	10.0	10.0
30. Gets personally involved in recognizing people and celebrating accomplishments.*	S	2.0	10.0	8.0
	AVG	1.4	8.8	7.4
	M	1.0	9.0	8.0
11. Follows through on the promises and commitments they make.	S	-2.0	8.0	10.0
	AVG	-0.3	8.7	9.0
	M	0.0	10.0	10.0
15. Makes sure that people are creatively recognized for their contributions to the success of our projects.	S	1.0	6.0	5.0
	AVG	1.6	8.7	7.1
	M	-1.0	7.0	8.0
23. Identifies measurable milestones that keep projects moving forward.*	S	-1.0	9.0	10.0
	AVG	-0.1	8.3	8.4
	M	1.0	8.0	7.0
27. Speaks with genuine conviction about the higher meaning and purpose of the work.	S	3.0	9.0	6.0
	AVG	1.1	8.3	7.2
	M	0.0	7.0	7.0
17. Shows others how their long-term interests can be realized by enlisting in a common vision.	S	1.0	8.0	7.0
	AVG	1.0	8.3	7.3
	M	0.0	8.0	8.0
4. Develops cooperative relationships among the people they work with.	S	-1.0	7.0	8.0
	AVG	-0.1	8.3	8.4
	M	0.0	8.0	8.0
25. Tells stories of encouragement about the good work of others.*	S	3.0	9.0	6.0
	AVG	2.1	8.2	6.1
	M	0.0	8.0	8.0
7. Describes a compelling image of what the future could be like.	S	1.0	8.0	7.0
	AVG	0.3	8.2	7.9
	M	0.0	8.0	8.0
26. Is clear about their philosophy of leadership.	S	0.0	8.0	8.0
	AVG	0.6	8.2	7.6
	M	0.0	8.0	8.0
20. Publicly recognizes people who exemplify commitment to shared values.	S	2.0	7.0	5.0
	AVG	2.2	8.2	6.0
	M	0.0	8.0	8.0
18. Asks "What can be learned?" when things do not go as expected.	S	1.0	9.0	8.0
	AVG	0.7	8.0	7.3
	M	0.0	8.0	8.0

* This LPI statement was substantially updated as of May 2017.

S-Self	M-Manager	AVG-Average of all Observer Responses	CHG-Change
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Reassessment Data by Leadership Behavior (cont.)

		CHG	OCT 2024	OCT 2024
9. Actively listens to diverse points of view.	S	-1.0	8.0	9.0
	AVG	-0.2	8.0	8.2
	M	-2.0	7.0	9.0
2. Talks about future trends that will influence how work gets accomplished.	S	-3.0	7.0	10.0
	AVG	-0.6	8.0	8.6
	M	-3.0	7.0	10.0
12. Appeals to others to share an exciting dream of the future.	S	-2.0	7.0	9.0
	AVG	1.6	8.0	6.4
	M	2.0	8.0	6.0
19. Involves people in the decisions that directly impact their job performance.	S	-1.0	7.0	8.0
	AVG	0.2	8.0	7.8
	M	0.0	8.0	8.0
24. Gives people a great deal of freedom and choice in deciding how to do their work.	S	-3.0	7.0	10.0
	AVG	-0.1	8.0	8.1
	M	0.0	9.0	9.0
13. Actively searches for innovative ways to improve what is being done.	S	-2.0	6.0	8.0
	AVG	-0.2	8.0	8.2
	M	0.0	8.0	8.0
28. Takes initiative in anticipating and responding to change.*	S	-3.0	6.0	9.0
	AVG	-0.4	8.0	8.4
	M	-1.0	8.0	9.0
3. Seeks out challenging opportunities that test their own skills and abilities.	S	-1.0	9.0	10.0
	AVG	-1.1	7.8	8.9
	M	0.0	9.0	9.0
10. Makes a point to demonstrate confidence in the abilities of other people.	S	-1.0	8.0	9.0
	AVG	0.8	7.8	7.0
	M	1.0	8.0	7.0
22. Paints a "big picture" about what shared aspirations will look like in the future	S	2.0	8.0	6.0
	AVG	-0.1	7.8	7.9
	M	0.0	8.0	8.0
6. Makes certain that people adhere to the principles and standards that have been agreed upon.	S	0.0	9.0	9.0
	AVG	-0.4	7.7	8.1
	M	-1.0	7.0	8.0
8. Challenges people to try out new and innovative ways to do their work.	S	0.0	9.0	9.0
	AVG	-0.2	7.7	7.9
	M	-1.0	7.0	8.0
21. Builds consensus around a common set of values for running the organization.	S	-2.0	7.0	9.0
	AVG	0.3	7.7	7.4
	M	-1.0	7.0	8.0
5. Praises people for a job well done.	S	2.0	8.0	6.0
	AVG	0.4	7.5	7.1
	M	0.0	8.0	8.0
29. Ensures that people grow in their jobs by learning new skills and developing themselves.	S	-1.0	7.0	8.0
	AVG	0.5	7.3	6.8
	M	2.0	8.0	6.0
16. Asks for feedback on how their actions affect other people's performance.	S	1.0	8.0	7.0
	AVG	2.0	7.0	5.0
	M	1.0	8.0	7.0

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S-Self	M-Manager	AVG-Average of all Observer Responses	CHG-Change
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