THE STUDENT LEADERSHIP CHALLENGE®

Student Leadership Practices Inventory® 360

BY JAMES M. KOUZES & BARRY Z. POSNER

Group Assessment Report

October 18, 2024

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	9.5	0.7
		All Observers	14.0	0.0
	Inspire a Shared Vision	Self	10.5	4.9
		All Observers	16.0	0.0
	Challenge the Process	Self	8.0	1.4
		All Observers	16.0	0.0
	Enable Others to Act	Self	9.0	1.4
		All Observers	9.0	0.0
	Encourage the Heart	Self	10.5	4.9
		All Observers	19.0	0.0

ALL OBSERVERS SURVEYS TALLIED: 1 | **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.

The average Self responses of the group

	LEADERSHIP PRACTICE	SELF	OBSERVERS' AVERAGE
22. Paints "big picture" of group aspirations	**Inspire**	2	3.8 *

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

	LEADERSHIP PRACTICE	SELF	OBSERVERS' AVERAGE
1. Sets personal example	**Model**	5	4.7

RESPONSE SCALE	1-Rarely or Seldom	2-Once in a While	3-Sometimes	4-Often	5-Very Frequently

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.

MOST FREQUENT

		LEADERSHIP PRACTICE	SELF	OBSERVERS' AVERAGE
7.	Describes ideal capabilities	Inspire	1.5	10.0 *
8.	Helps others try out new ideas	Challenge	1.0	10.0 *
25.	Celebrates accomplishments	Encourage	2.0	9.0 *
11.	Follows through on promises	Model	2.5	6.0 *
10.	Demonstrates confidence in people's abilities	Encourage	1.5	4.0 *
1.	Sets personal example	Model	2.0	2.0
21.	Takes actions to make sure people support common values	Model	2.0	2.0
5.	Praises people	Encourage	1.5	2.0
15.	Expresses appreciation for people's contributions	Encourage	1.5	2.0
18.	Asks, "What can be learned?"	Challenge	1.5	2.0
29.	Provides leadership opportunities for others	Enable	1.5	2.0
9.	Actively listens to diverse viewpoints	Enable	1.0	2.0
12.	Talks about how future could be better	Inspire	1.0	2.0
24.	Gives others freedom and choice	Enable	1.0	2.0
26.	Talks about values and principles	Model	1.0	2.0
17.	Shows others how their interests can be realized	Inspire	5.0	1.0 *
19.	Supports decisions other people make	Enable	2.5	1.0
30.	Creatively recognizes people's contributions	Encourage	2.5	1.0
4.	Fosters cooperative relationships	Enable	2.0	1.0
3.	Develops skills and abilities	Challenge	1.5	1.0
13.	Searches for innovative ways to improve	Challenge	1.5	1.0
20.	Publicly recognizes commitment to shared values	Encourage	1.5	1.0
28.	Takes initiative in experimenting	Challenge	1.5	1.0
2.	Looks ahead and communicates future	Inspire	1.0	1.0
6.	Aligns people with principles and standards	Model	1.0	1.0
14.	Treats people with respect	Enable	1.0	1.0
16.	Seeks feedback about impact of actions	Model	1.0	1.0
22.	Is upbeat and positive	Inspire	1.0	1.0
23.	Breaks projects into doable steps	Challenge	1.0	1.0
27.	Communicates purpose and meaning	Inspire	1.0	1.0

LEAST FREQUENT

Percentile Ranking

The more than 110,000 students who make up the Student LPI 360 database range in age from their early teens through late twenties, are involved in all types of student organizations, and come 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.

Legend:
▲ Average of all Self Respondents   ▼ Average of all Observers