

# LPI®: Leadership Practices Inventory®

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## Reassessment Report

Prepared for Amanda Lopez | December 12, 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	DEC 2024	OCT 2023
		<b>RESPONDED/INVITED</b>	<b>6/9</b>	<b>9/9</b>
	<b>Model the Way</b>	Self	-3.0	50.0
		Average	2.5	48.3
		Manager	-1.0	50.0
		Direct Report	4.7	50.0
		Co-Worker	3.8	48.5
		Other	-3.0	43.0
	<b>Inspire a Shared Vision</b>	Self	2.0	47.0
		Average	3.4	48.7
		Manager	-1.0	46.0
		Direct Report	6.5	52.0
		Co-Worker	2.7	46.0
		Other	1.0	50.0
	<b>Challenge the Process</b>	Self	-6.0	48.0
		Average	-1.4	47.8
		Manager	-1.0	48.0
		Direct Report	2.2	51.0
		Co-Worker	-1.2	46.5
		Other	-12.0	44.0
	<b>Enable Others to Act</b>	Self	-7.0	46.0
		Average	0.8	49.7
		Manager	0.0	50.0
		Direct Report	3.5	51.0
		Co-Worker	-0.7	48.0
		Other	-4.0	50.0
	<b>Encourage the Heart</b>	Self	9.0	48.0
		Average	8.4	49.2
		Manager	1.0	48.0
		Direct Report	17.5	54.0
		Co-Worker	4.0	46.0
		Other	-1.0	47.0

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	DEC 2024	OCT 2023
14. Treats people with dignity and respect.	S	0.0	10.0	10.0
	<b>AVG</b>	<b>0.4</b>	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
	<b>AVG</b>	<b>0.5</b>	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
	<b>AVG</b>	<b>1.4</b>	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
	<b>AVG</b>	<b>-0.3</b>	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
	<b>AVG</b>	<b>1.6</b>	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
	<b>AVG</b>	<b>-0.1</b>	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
	<b>AVG</b>	<b>1.1</b>	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
	<b>AVG</b>	<b>1.0</b>	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
	<b>AVG</b>	<b>-0.1</b>	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
	<b>AVG</b>	<b>2.1</b>	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
	<b>AVG</b>	<b>0.3</b>	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
	<b>AVG</b>	<b>0.6</b>	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
	<b>AVG</b>	<b>2.2</b>	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
	<b>AVG</b>	<b>0.7</b>	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	DEC 2024	OCT 2023
9. Actively listens to diverse points of view.	S	-1.0	8.0	9.0
	<b>AVG</b>	<b>-0.2</b>	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
	<b>AVG</b>	<b>-0.6</b>	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
	<b>AVG</b>	<b>1.6</b>	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
	<b>AVG</b>	<b>0.2</b>	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
	<b>AVG</b>	<b>-0.1</b>	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
	<b>AVG</b>	<b>-0.2</b>	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
	<b>AVG</b>	<b>-0.4</b>	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
	<b>AVG</b>	<b>-1.1</b>	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
	<b>AVG</b>	<b>0.8</b>	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
	<b>AVG</b>	<b>-0.1</b>	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
	<b>AVG</b>	<b>-0.4</b>	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
	<b>AVG</b>	<b>-0.2</b>	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
	<b>AVG</b>	<b>0.3</b>	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
	<b>AVG</b>	<b>0.4</b>	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
	<b>AVG</b>	<b>0.5</b>	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
	<b>AVG</b>	<b>2.0</b>	7.0	5.0
	M	1.0	8.0	7.0

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