

# LPI<sup>®</sup> ASSESSMENT

Measurement and the Leadership Practices Inventory<sup>®</sup> Assessment



The Leadership Practices Inventory<sup>®</sup> (LPI<sup>®</sup>) is the cornerstone of our Challenge to Lead programs.

With over 3 million people having used the LPI<sup>®</sup> as a first step to reaching their personal leadership best, the LPI<sup>®</sup> is a rigorously proven assessment tool that provides clear indication that leadership is an ability that can be learned by anyone, not an inborn skill for the lucky few. No matter where you are in your leadership development journey, this 360-degree assessment can help you discover and develop your leadership potential and inspire those around you to be the best they can be.

Self-discovery and self-awareness are essential to developing our capacity to lead. And a core component in that process includes personal reflection and analysis of our own behaviours as leaders. Equally as valuable is insight and feedback from those around us who know us well, who have experience of us in our role as a leader, and who are committed in their support of our personal development to provide honest input into the behaviours we exhibit to others. Combined, these essential perspectives provide invaluable insight into how we view ourselves as a leader, how others view us, and what actions we can take to improve our effectiveness.

The Leadership Practices Inventory<sup>®</sup> is a questionnaire that takes 10 to 20 minutes to complete. It contains 30 behavioural statements, six for each of The Five Practices of Exemplary Leadership<sup>®</sup>. Leaders and individuals complete the LPI<sup>®</sup> Self Instrument, using a 10-point frequency scale to rate themselves on the frequency they believe they engage in each of the 30 behaviours. Five to ten people, typically selected by the leaders, then complete the LPI<sup>®</sup> Observer. This is a 30-item assessment that provides 360-degree feedback on the frequency of an individual's leadership behaviours, on a 10-point frequency scale.

# LPI® ASSESSMENT

Measurement and the Leadership Practices  
Inventory® Assessment



## THE PURPOSE OF THE LPI®:

The LPI® is a 360-degree, observer-based tool for leaders and managers at all levels in an organisation. It incorporates the LPI® Self Instrument (completed by the leader) and the LPI® Observer, which gathers important insight from bosses, co-workers, direct reports, and others who have direct experience of the individual leader in a leadership role.

By combining these two assessments, individuals are provided with an invaluable insight into how they view themselves as a leader, how others view them, and what actions they can take to improve their effectiveness. Furthermore, it supports participants in their application of The Five Practices of Exemplary Leadership® to real-life organisation challenges, and their planning of a course of action to improve the effectiveness of their performance as leaders.

The LPI® is delivered online, results are stored electronically, and a customised report is created that summarises scores and results. Post program reports show the progress and development of each leader by comparing pre- and post-program results.

Please visit our website at [challengetolead.com.au](http://challengetolead.com.au) to download sample LPI® reports