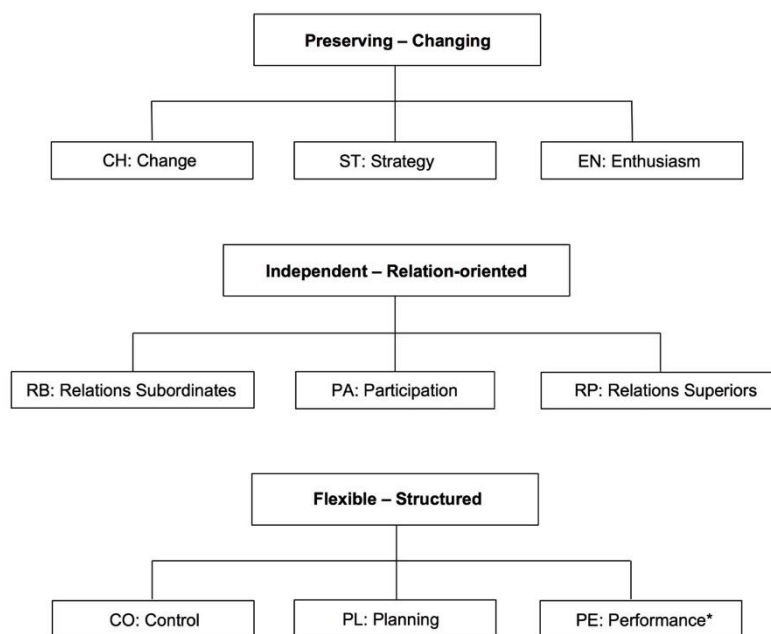


A brief description of the LSI test

The LSI test provides scores on three broad leadership style dimensions: Preserving vs. Changing, Independent vs. Relation-oriented and Flexible vs. Structured. These dimensions each represent a floating scale between two extremes and each extreme is considered a special leadership style, such as a Preserving Leadership Style or a Changing Leadership Style.

Each leadership style dimension has three sub-scales (so-called “style scales”). The sub-scales for the leadership style dimension Preserving–Changing are called CH: Change, ST: Strategy and EN: Enthusiasm. The leadership style dimension Independent–Relation-oriented has the sub-scales RB: Relations Subordinates, PA: Participation and RP: Relations Superiors. The leadership style dimension Flexible - Structured has the sub-scales CO: Control, PL: Planning and PE: Performance (PE: Performance is also linked to a Changing Leadership Style).



* PE: Performance mostly belongs to Flexible – Structured but also to Preserving – Changing.

In addition to the scales specified so far, the test also provides scores on three so-called “additional scales.” These are BE: Decisiveness, SI: Social Impact and SM: Stress Management. Together, these three scales more generally refer to the motivation and self-confidence of leadership.