The Styles of Inventory self assessment

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Leadership and Organization Behavior GM5921

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July 11 2011

The Styles Inventory is a self -assessment diagnostic system that measures 12 key thinking patterns. The LSI encourages performance change and improvement by increasing self-awareness and behavior. By responding to the survey questions, individuals learn exactly where they need to focus their self-improvement efforts. The results are plotted on a circular graph for easy visualization and acts as a personalized assessment, calling attention to the individual's strengths and weaknesses.

According to the LSI profile, my primary styles are in two folds Competitive and Avoidance. My backup thinking style is Power.

I would have to say that I do avoid a lot of situations. However, this has been a learned behavior from martial arts. I have been practicing martial arts since I was eight and the first thing they teach you is to try to avoid "conflict" as much as possible. This a theory of self control where walking away or "avoiding" conflict means that you prevented chaos from happening. Moreover, in martial arts they teach you to only use what you know at the last resort. I believe this has manifested in my personal life as a try to avoid arguments or heavy discussion as much as possible and only resort to discussing them

where I feel it has some sort of importance in my life. The same goes for work, if any type of conflict that does not affect me directly happens, I just tend to ignore it. Nevertheless, I believe that avoidance has its negative side effects as well as I leave things to be done at the last minute.

According to the LSI information provided, avoidance measures our tendency to use the defensive strategy of withdrawal. We do this by hiding our feelings, or by shying away from situations we find threatening. Avoidance oriented people feel a strong need t protect themselves by steering clear of anything that threatens them. Moreover, according to the profile, if avoidance score is higher than achievement score, you may doubt your ability to accomplish tasks effectively.

I do believe that most of the characteristics defined in avoidance, relate to more. However, I would have to disagree that I doubt my abilities to accomplish tasks. I like to push things to the limit and test my max ability at all times. Very seldom I have doubts in my ability.

The second primary style define in my profile is competitive. I am extremely competitive with myself and I believe that this characteristic also stems from my martial arts background. I like to be in uncomfortable situations and determine the best way to get out of them. However none of these situations has involved people. In my personal life, I try to be the best fiancé I can be. At work, I don't to compete with others as much as compete with myself. I evaluate myself constantly and ask how I can be better. I would like to be the best I can be. The LSI describes a competitive style as a mean of self worth through competing against others. Competitive people compete to overcome doubts about themselves and their ability. Competitors attach their sense of self-worth so securely to winning and being "the best" that they set up "all or nothing" situations for themselves. Again, martial arts have thought me to be the best and that second place is not acceptable. Moreover, being the best gives you more power and the ability to be more credible to others.

I do believe that I have a completive style and enjoy winning. In contract to the LSI profile, I do not have fear of failure or that I have focus more on winning than performance. I believe that with high performance comes winning.

My backup thinking style would be Power. In my personal life I like to be in control and have a say on other's actions. At work, I like to assign task to each individual person and have the work done to my standard. The LSI mentions that the power scale measure our tendency to associate our self-worth with the degree to which we can control and dominate others. Individuals who seek power are motivated by a need to gain prestige, status and influence. Power-seekers typically lack confidence in others.

I do agree with a lot of the descriptions of the power style. However, most of this "power" style is practiced at work. I do try to prove myself to my managers. I do see that most of managers from other departments ask my employees questions rather than me, since they might be scared of me. I find myself, trying to have the upper hand in things at work and like to feel in charge.

My limiting style appears to be the sense of approval. My competitive and power seeking nature seems to all just be the need of approval. I think that at being the best at everything I can gain the approval of others. I believe that I need to stop seeking approval and do the best I can do without worrying what others my

I agree that personal styles impact a person's management style, whether it is personal management or organizational management. A manager with a competitive style is typically concerned how others perceive them. The need for recognition leads them to establish unrealistic high goals for self and subordinates. An avoidance-oriented manager tends to feel overwhelmed much of the times and a power style manager can affect communication, creativity and overall effectiveness with an organization.

When planning, I tend to plan to try to cover every scenario possible and how to avoid failures or mistakes that can be overseen. I spend more time planning than executing. I like projects to be done my way and to be done almost to perfection.

My competitive nature allows me organize events and projects to where my team and me can come on top and be the best at it. I tend to concentrate on one topic and organize projects in a way where each member of my team becomes the best at what they do. I want

I can effectively lead but sometimes hesitate have reservations over taking on new responsibilities. As a leader I tend to blame myself instead of the team as I believe that the reason for their failure was the lack of my leadership.

In controlling situations, I prefer to take charge and make decisions depending on the situation and sometimes have difficulty taking direct from others. Also, challenges to my control may threaten me.

I believe that much of my personal style has to do with my early upbringing and the majority has stuck with me through my adult hood. I come from a Persian family where the parents are power hungry and controlling to an extent. The way it works in a Persian family is where the kids have to always obey the parents and whatever the parents say goes. We constantly have to seek approval of everything we do. Also, speaking your mind at an early age is frowned upon. Thus the kids staying quite and accepting what the parents are lecturing resolve much of the parent and children conflict. In addition, as I started martial arts, I constantly had to listen to my master and never question his authority. Disobedience resulted in punishment both at home and in the dojo. It was engraved in me that power comes from force and control. I believe, since I was not allowed to speak my mind or that my beliefs were discredited, I stopped expressing my feelings and started to avoid conflict all together and tried to always impress my elders.

Much of my competitiveness comes from martial arts, where I constantly had to improve my skill and be first place at tournaments. My master expected a lot from his students, and was almost a second father to me. I always wanted to impress him and seek his approval. When I received my black belt, I wanted to be the best black belt I could be so that he would allow me to teach his classes. It was a wonderful feeling to have a dozen students listens to every command and instruction you give and follow it to the dot.

In conclusion, I believe that the LSI results were very accurate and the majority of the results describe me. The results opened my eyes and allowed me to see my true strengths and weaknesses. I would love to work on my humanistic-encouraging style as well as my approval style. I would like to reduce seeking approval of others and increase interactions with others. I will be closely dissecting each characteristic slice and take recommended actions on becoming better at them. One of my desires is to become a motivation speaker and I believe in order to help improve other peoples' lives, I first have to start improving mine.