



LSP

Leadership Skills Profile

Douglas N. Jackson, Ph.D. © 2000

Managerial and Executive Selection



Outline

- About SIGMA Assessment Systems
- About the author
- Quick facts
- Applications
- Distinguishing features
- LSP Profile Dimensions
- Sample Report
- Norms & Reliability
- Validity

About SIGMA Assessment Systems, Inc.

- **Established in 1967.**
 - Founded by **Douglas N. Jackson, Ph.D.**
 - Founding member of the **Association of Test Publishers.**
- **International reputation for excellence.**
 - SIGMA's cognitive ability measure, the MAB, was used in the selection of **NASA** astronauts, and **US Air Force Pilots.**
 - SIGMA successfully implemented a large-scale global rollout of 360 Degree Feedback to over 35,000 employees of **DaimlerChrysler.**
- **Satisfied clients include:** Intel Corporation, NASA, Spherion Corporation, the US Air Force, Northwest Airlines, United Airlines, the Port Authority of New York and New Jersey, Royal Canadian Mounted Police (RCMP), Bank of Nova Scotia, DaimlerChrysler, Duke Energy, and many more.

About the Author:

A World Authority on Human Assessment



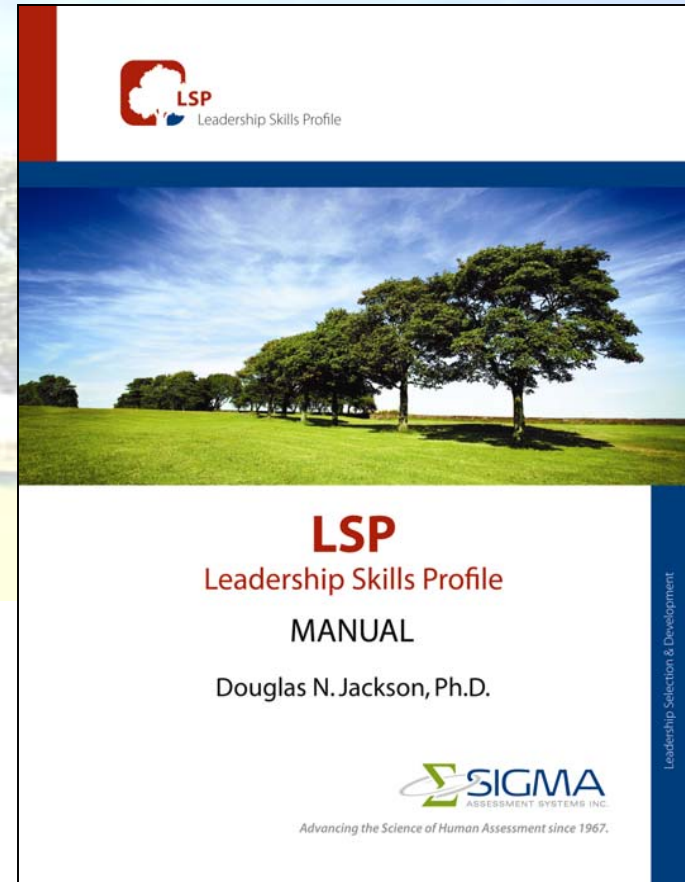
About Dr. Douglas N. Jackson, Ph.D.:

- Former Chair: American Psychological Association's (APA) Committee on Psychological Tests and Assessments.
- Former President: APA's Division of Evaluation, Measurement, and Statistics.
- Awarded the 2004 "Samuel J. Messick Award" for Distinguished Scientific Contributions.
- One of a very few US Citizens elected a Fellow of the Royal Society of Canada for contributions to science.
- Published over 200 articles in scientific journals and several dozen book chapters.
- *Over 2 million people have taken assessments authored by Dr. Jackson.*



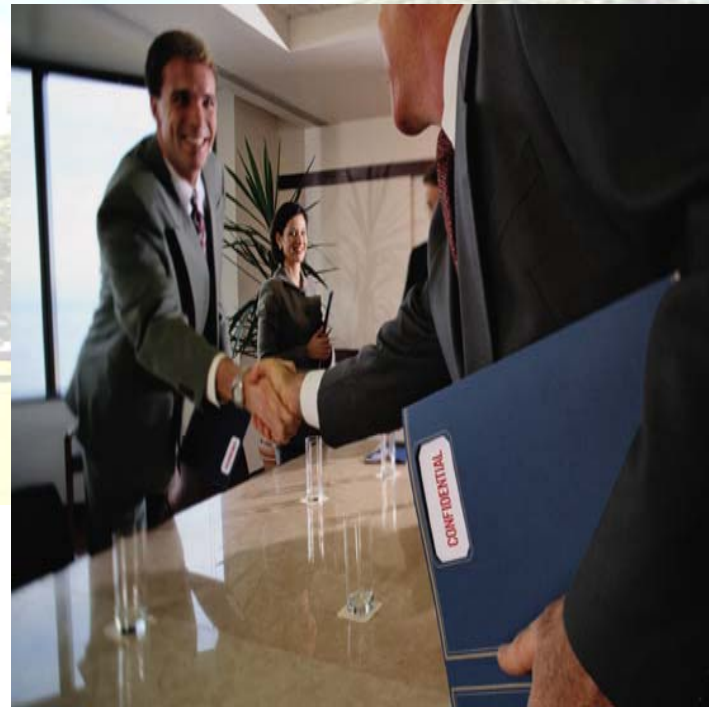
Leadership Skills Profile (LSP): Quick Facts

- Analyzes strengths and weaknesses of candidates on 42 behaviors important for effective leadership.
- Powerful, empirically based personality assessment.
- Administration Time: 40 minutes.
- Age: 18 and over.
- Qualifications: Level A.
- Available online and paper & pencil with 24/7 fax-in service.



Leadership Skills Profile (LSP): Applications

- Pre-hire assessment for selection & placement.
- Succession planning.
- Determining promotability.



Distinguishing Features of the LSP

- Composed of items from the Jackson Personality Inventory – Revised (JPI-R), Personality Research Form (PRF), and Survey of Work Styles (SWS).
 - Among the most widely researched personality assessments in existence...over 2000 published research articles reference one or more of these assessments.
 - The statements comprising the LSP were selected using complex statistical analyses, and represent the most reliable and predictive items drawn from a pool of more than 4500 statements on which the PRF, JPI and SWS were based.
 - Over 40 years of research has identified the personality dimensions that predict leadership performance.

Distinguishing Features of the LSP

(continued)

- Several generations more advanced than traditional personality measures.
- Empirically-based actuarial assessment.
- Powerful predictor of work and leadership-oriented behavior, and future 360-degree feedback ratings.
- Detailed report includes profiles of expected performance, and narrative text.

LSP Profile Dimensions

Interpersonal Managerial Skills

- Persuasiveness
- Negotiation
- Sensitivity
- Social Astuteness
- Conflict Management
- Communication
- Open Mindedness
- First Impression
- Interpersonal Relations
- Formal Presentation

Personal Managerial Qualities

- Dependability
- Ambition
- General Leadership Effectiveness
- Achievement and Motivation
- Self Discipline
- Listening
- Flexibility
- Independence
- Self Esteem
- Emotional Control

Teamwork, Supervision, Planning & Productivity

- Delegation
- Monitoring and Controlling
- Motivating Others
- Attracting Staff
- Productivity
- Inspirational Role Model
- Assuming Responsibility
- Vision
- Emphasizing Excellence
- Organizational Spokesperson
- Subordinate Involvement
- Facilitating Teamwork
- Short-term Planning
- Strategic Planning
- Organizing the Work of Others

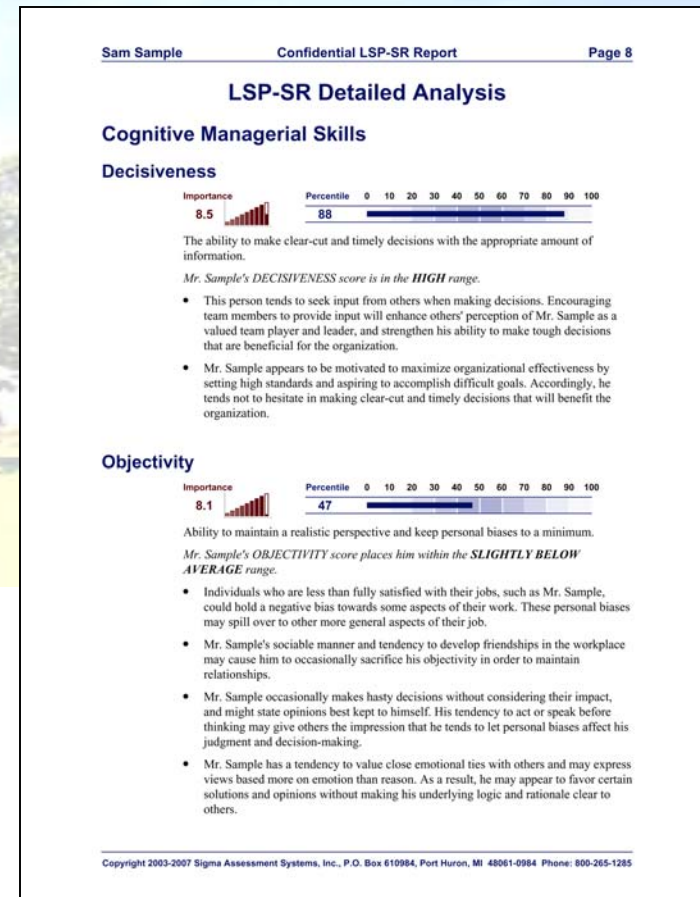
Cognitive Managerial Skills

- Technical Orientation
- Analytical Orientation
- Decisiveness
- Creativity
- Thoroughness
- Objectivity
- Risk Taking

LSP-SR Sample Report

The detailed report, which can extend to 25 pages or more in length, is divided into three major sections:

- Executive summary with profile of expected Overall Leadership Performance.
- Profiles of 42 leadership dimensions divided into 4 broad managerial skill categories.
- Detailed analysis of each of the 42 aspects of Leadership.

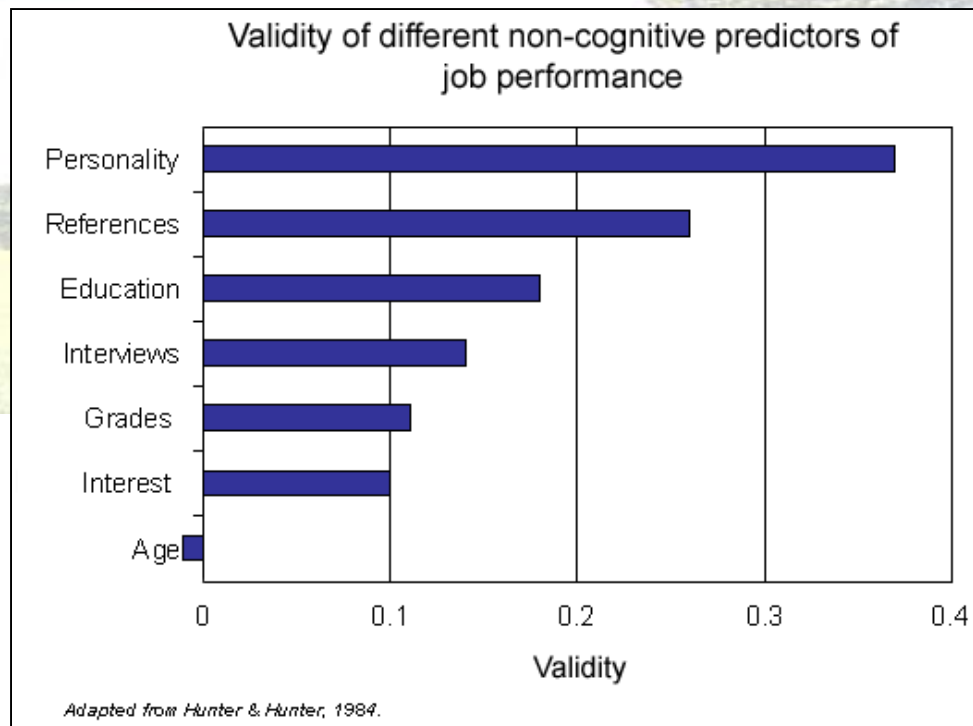


Norms & Reliability

- Norms:
 - 243 senior managers and executives drawn from a variety of industries and organizations.
 - Wide range of job titles, job functions, and industries were represented in the normative sample.
- Reliability:
 - Good internal consistency and test-retest reliability for the three well-researched and standardized tests on which the LSP is based. For example, the Personality Research Form (PRF) has a median internal consistency reliability of .70 and median test-retest reliability of .91.

Validity of the LSP

- Personality is the most effective non-cognitive predictor of job success (Hunter & Hunter, 1984; Schmidt & Hunter, 1998)

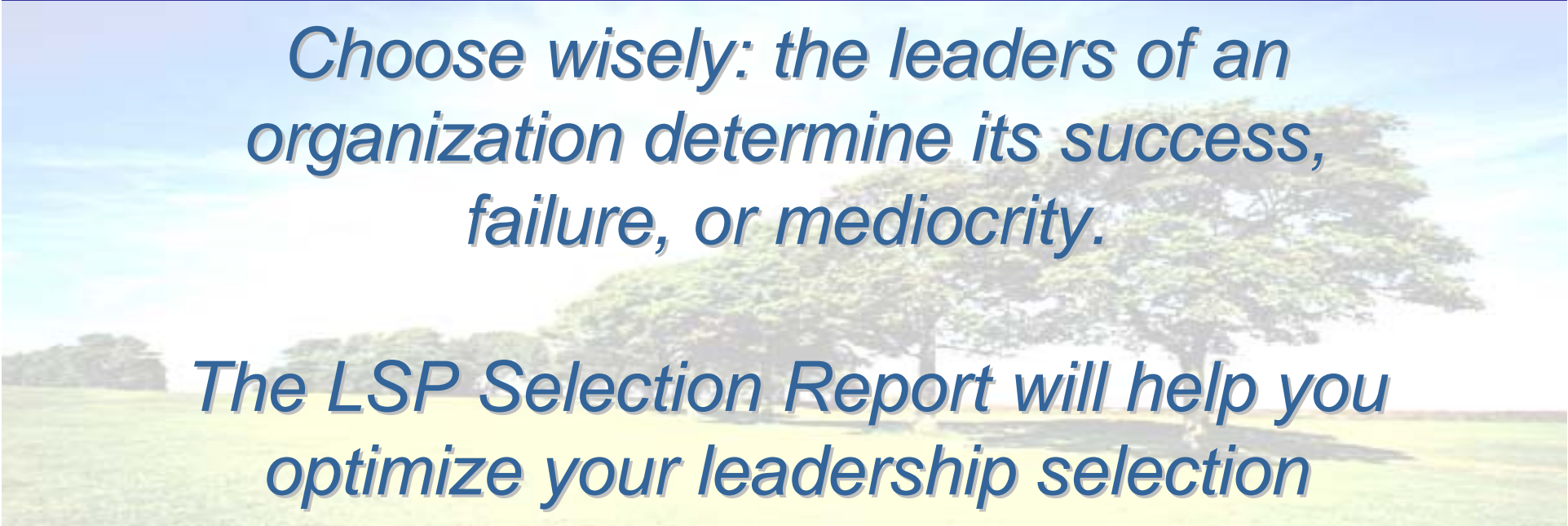


Validity of the LSP (continued)

- Predictions for the 42 LSP dimensions were based on analysis of the relationships between 37 personality scales and 360-degree feedback ratings from an average of more than 17 judges per participant.

Validity of the LSP (continued)

- Statistically significant correlations between the LSP personality scales and facets of leadership.
 - Corrected multiple correlations ranged from .35 to .58.
- Canonical correlation analysis of LSP personality scales with a criterion of six component factors derived from 360 degree feedback ranged from .38 to .65.



Choose wisely: the leaders of an organization determine its success, failure, or mediocrity.

The LSP Selection Report will help you optimize your leadership selection decisions, and the LSP Development Report will help you develop them to their full potential.