

# Leadership Skills Profile (LSP)

Select and develop leaders as perfectly unique as your company.

Douglas N. Jackson, PhD © 2000, 2008

## WHAT IS THE LSP?

The LSP is a personality-based leadership assessment designed to identify and develop top leadership talent. SIGMA puts you in the driver's seat and delivers a customized solution that allows you to select from among the 42 competencies measured by the LSP those that align with your organizational requirements. The result is a powerful, cost-effective solution where leaders are compared to a profile defined by your team of experts.

## LEADERSHIP PRODUCT SUITE

**SELECTION.** The LSP Selection Report (LSP-SR) predicts performance on critical leadership competencies and explains, in detail, how the respondent's personality will affect his or her leadership effectiveness. The LSP-SR can be produced in a standard format that captures all 42 LSP competencies, or can reflect the specific requirements of a particular job by using benchmarks established by your team of experts.

**DEVELOPMENT.** The LSP Development Report (LSP-DR) includes tools and techniques designed to empower leaders to realize their full potential. Major components include 1) a Snapshot of the respondent's Personal Strengths and Development Opportunities on critical leadership competencies 2) a Personal Development Workbook, and 3) detailed Development Feedback that provides concrete strategies for enhancing one's leadership effectiveness.

**SELECTION + DEVELOPMENT.** The LSP-SR and LSP-DR when used in tandem, deliver a powerful, complementary leadership solution. Furthermore, when benchmarks are in place, the reports allow you to select and develop leaders against a common set of requirements specific to a given position.

## WHY SHOULD I USE THE LSP?

**POWERFUL AND ROBUST.** The LSP product suite has the added advantage of being aligned with SigmaRADIUS, our 360 degree feedback survey. Together, these flexible tools can increase the effectiveness of your succession planning and talent management systems.

**CONVENIENT.** The LSP can be administered in 40 minutes on SIGMA's online platform – SigmaTesting.com. LSP-DR, LSP-SR, and LSP S+D reports are generated immediately.

**SUPERIOR DEVELOPMENT.** LSP items were carefully selected from a pool of 4700 items derived from three robust and respected standardized personality measures - the Personality Research Form (PRF), the Jackson Personality Inventory-Revised (JPI-R), and the Survey of Work Styles (SWS).

**RELIABLE AND VALID.** The LSP is a reliable and valid predictor of leadership performance. In a recent validation study, a total of 2520 working adults completed 360° assessments for 240 leaders. LSP scores effectively predicted 360° ratings of performance, providing evidence to support the validity of the LSP as a useful predictor of leadership performance.

## ABOUT SIGMA

Established in 1967, SIGMA is proud to be a founding member of the Association of Test Publishers. We have a history of providing the highest levels of quality and customer service. SIGMA's solutions are used throughout the world to help select top talent, optimize leader effectiveness, identify career interests, and assist with clinical and counseling diagnoses and interventions.

## WHAT DOES THE LSP MEASURE?

- **Cognitive Managerial Skills**
  - Technical Orientation
  - Analytical Orientation
  - Decisiveness
  - Creativity
  - Thoroughness
  - Objectivity
  - Risk Taking
- **Interpersonal Managerial Skills**
  - Open-Mindedness
  - First Impression
  - Interpersonal Relations
  - Sensitivity
  - Social Astuteness
  - Conflict Management
  - Communication
  - Formal Presentation
  - Persuasiveness
  - Negotiation
- **Personal Managerial Skills**
  - Listening
  - Achievement and Motivation
  - Self-Discipline
  - Flexibility
  - Independence
  - Self-Esteem
  - Emotional Control
  - Dependability
  - Ambition
  - General Leadership Effectiveness
- **Teamwork, Supervision, Planning & Productivity**
  - Assuming Responsibility
  - Vision
  - Emphasizing Excellence
  - Organizational Spokesperson
  - Subordinate Involvement
  - Facilitating Teamwork
  - Inspirational Role Model
  - Short-Term Planning
  - Strategic Planning
  - Organizing the Work of Others
  - Delegation
  - Monitoring and Controlling
  - Motivating Others
  - Attracting Staff
  - Productivity

\*Detailed pricing can be found on our website or contact us for more information about our leadership product suite.