



Build Your Leadership Skill One Behavior at a Time

Your LPI report provides a wealth of information about how others view your leadership behavior, and how this “outside” perspective contrasts to your own “inside” view. Most of us find rich opportunity for insight and self-awareness through the distinctions these views provide us.

But 30 behaviors is a *lot* to pay attention to. How can I possibly plan to improve my performance as a leader on all these behaviors at once? I’m overwhelmed even thinking about it!

Under the practice **Challenge the Process** we learned that making change happen in our work environments is best done through a sustained focus on *small wins*. This means breaking a challenge down into component parts and then chipping away at them one by one. Why not try to address the opportunities presented by your LPI results in a similar way?

Use the following steps as a guide to making incremental improvement in your demonstration of the 30 behaviors.

Take a look at the bottom 10 behaviors

Refer to the “30 Behaviors” page of your LPI report. This lists all 30 leadership behaviors in a rank ordering, based on your average observer score. In the workshop, we focused you on your top 10 scores (to build on your strengths) but now take a look at the bottom 10.

Which practices dominate these bottom ten scores? What frequency rating did your observers provide on these? How do these ratings compare to your own self scores? And are there significant discrepancies between your self scores and those of others?

Take some time to review again the messages coming to you from these results. What do they signify for you?

Identify the most relevant behaviors

Now that you have reviewed these bottom ten, decide which of these behaviors is most relevant to you now and in the coming few months. Where would a little effort on your part yield the most immediate or useful results?

Choose two or three areas of focus

Pick two or three behaviors to focus on. What could you do a little differently, more intentionally or more skillfully to demonstrate these behaviors to more frequently? What might this look like to different people around you?

Make your goals visible

Once you have identified what your goals are for increasing the frequency with which others see you engaged in these few behaviors, how could you remind yourself to keep at it? Consider posting notes in your office, bringing it up with your learning pod or other confidant, or bringing it into a staff meeting. Once you go public, it's much more likely you'll see progress!

Track your progress

There's no need to wait til you get your LPI retest to track your growth. Come up with a way to make note of how you're doing against your goals. Ask people what they're noticing. Keep a journal. Have a colleague observe you in meetings and give you feedback.

Celebrate wins!

Even small improvements deserve recognition and celebration. Find ways to acknowledge your progress as a way to continue to motivate yourself. The road to leadership excellence is endless, but we can always stop a moment to appreciate how far we've come!