



# Leadership Potential Indicator

## Preparation Guide



## Leadership Potential Indicator

This guide is designed to help you understand what the Leadership Potential Indicator (LPI) measures and how to complete it. The LPI assesses a person's leadership level, leadership style, and leadership competencies within a work context.

The LPI will help you:

- benchmark your management and leadership strengths and weaknesses against a very large international comparison group of first level, middle, and senior managers;
- increase your awareness of how your management and leadership style and skills impact on your performance;
- understand the leadership level you are currently operating at, and identify areas you need to work on to improve your performance and reach your potential.

The LPI will help your organization:

- benchmark the management and leadership skills of staff with management and leadership responsibilities;
- identify which employees are suitable for promotion to leadership positions and which individuals need further development;
- design education programs to increase management and leadership skills and thereby improve business performance.

## What the LPI Measures

The Leadership Potential Indicator measures twenty management and leadership competencies covering five key areas shown in the diagram below.





## Completing the Questionnaire

The questionnaire is presented on-screen in blocks of 40 statements which you are asked to rate on a 5-point scale ranging from 'Strongly Disagree' to 'Strongly Agree'.

Please consider the following points when you are completing the assessment:

- do the questionnaire when you are alert and free from interruptions;
- enter your responses by clicking on the appropriate rating for each statement. You must respond to every statement before you can go on to the next screen;
- complete the assessment from a work perspective as the assessment is designed to throw light on your leadership style and leadership competencies at work;
- try to be as discriminating as possible by using the full range of options on the 5-point response scale;
- avoid trying to select responses that you think will present you in the most favorable light--there are checks built into the assessment to assess the candor and consistency of your responses.

## Feedback

The LPI feedback report provides a concise summary of your leadership style and skills, and the report provides a link to a development guide with practical tips and recommendations for performance improvement.