LSP-R Leadership Skills Profile – Revised

Select and develop leaders as perfectly unique as your company

LSP-R

WHAT IS THE LSP-R?

The LSP-R is a personality-based leadership assessment designed to identify and develop top leadership talent. With 50 competencies to choose from, the result is a powerful, cost-effective solution where leaders are compared to a profile defined by your team of experts. The LSP-R is aligned with SIGMARadius, our competency-based 360° feedback survey. Together, these products can increase the effectiveness of your organization's selection process, succession planning, and talent management systems.

WHAT HAS CHANGED FROM THE LSP?

UPDATED COVERAGE. The LSP-R includes an updated list of traits and characteristics that better reflect today's workplace. These traits are used to improve prediction of leader behavior and performance.

SHORTER ADMINISTRATION. The LSP-R provides a shorter administration with fewer items while remaining as reliable, valid, and trustworthy as the original LSP.

ENHANCED PREDICTION OF COMPETENCIES. After undergoing an extensive review process of matching underlying personality characteristics to high-level behavioral outcomes, the new LSP-R is better able to predict leadership skills and qualities.

UPDATED REPORT. The LSP-R includes an updated report format that is user-friendly, accessible, and easy to interpret.

LEADERSHIP PRODUCT SUITE

SELECTION. The LSP-R Selection report predicts performance on critical leadership competencies and explains, in detail, how the respondent's personality will affect their leadership effectiveness. The Selection report can be tailored to capture all 50 LSP competencies or to reflect the specific requirements of your leaders with benchmarks established by your team of experts.

FOCUS. The LSP-R Focus report delivers a powerful leadership solution by narrowing the number of traits reported to only the most salient development opportunities for an individual. Rather than highlighting existing strengths or an individual's lowest scores, this report identifies those areas that leaders can realistically develop to impact and improve their day-to-day performance.

WHY SHOULD I USE THE LSP-R?

POWERFUL AND ROBUST. The LSP-R leverages the latest science on personality measurement to provide your organization with an evidence-based assessment that more reliably predicts leadership skills and characteristics.

CONVENIENT. The LSP-R can be administered in less than 30 minutes on SIGMA's own platform, SigmaTesting.com.

BENCHMARKED. With our updated content and easy-to-interpret report, SIGMA puts you in the driver's seat and delivers a customized solution that allows you to select the LSP-R competencies that align with your organizational requirements.

WHAT DOES THE LSP-R MEASURE?

COGNITIVE LEADERSHIP SKILLS
Analytical Orientation
Business Acumen*
Creativity
Decisiveness
Objectivity
Prioritizing*
Risk Taking
Technical Orientation
Thoroughness

INTERPERSONAL LEADERSHIP SKILLS
Active Listening
Client/Customer Focus*
Communication
Conflict Management
First Impression
Formal Presentation
Interpersonal Relations
Negotiation
Operating Upwards*
Persuasiveness
Sensitivity
Social Astuteness

PERSONAL LEADERSHIP QUALITIES
Achievement and Motivation
Ambition
Dependability
Desire to Learn*
Emotional Control
Flexibility
Independence
Integrity*
Open-Mindedness
Productivity
Self-Discipline
Self-Esteem
Valuing Diversity*
Work/Life Balance*

SENIOR LEADERSHIP SKILLS
Assuming Responsibility
Attracting Staff
Delegation
Developing/Coaching Others*
Emphasizing Excellence
Facilitating Teamwork
Inspirational Role Model
Involving Direct Reports
Monitoring and Controlling
Motivating Others
Organizational Spokesperson
Organizing the Work of Others
Short-Term Planning
Strategic Planning
Vision

* Indicates new competency

ABOUT SIGMA For over 50 years, SIGMA has focused on leadership development backed by science. We help maximize your talent with a measurement driven approach designed to quantify and develop people potential and increase organizational effectiveness.

www.SIGMAAssessmentSystems.com