APPENDIX F

Instructions for Hand-Scoring the Self-Only LPI Form

The LPI is designed as a 360-degree feedback instrument. We always recommend that it be used for this purpose. However, there may be occasions on which the LPI-Self may be helpful as a stand-alone tool. For example:

- You may have only an hour to introduce leadership to a group, and you need something that will help participants personalize the information
- You may want to introduce the value of 360-degree leadership feedback to a group or organization, and you want a tool that will help you demonstrate how it might work
- Your organization is deciding between different leadership instruments and you need to demonstrate each one

In these situations, the *LPI Scoring Software* would not provide the instant data that you need. So here's a quick and easy way to distribute and score the LPI-Self so that it can help you achieve your short-term objectives.

1. Distribute a copy of the LPI-Self questionnaire and the Self Response Sheet that is found at the end of this appendix (and on the accompanying CD-ROM) to everyone in the audience.
2. Review the instructions with the group.

3. Ask the audience members to respond to the thirty items of the questionnaire and then transfer their scores for each item to the Response Sheet.

4. After people have transferred their scores to their Response Sheets, ask them to add the responses in each column. There are five columns, so they will have five separate totals. There will be a total for the column with item numbers 1, 6, 11, 16, 21, 26; a separate total for the column with items 2, 7, 12, 17, 22, 27; and so on. Each total could range from a low of 6 to a high of 60. That’s because there are six items in each column and the ratings they could use ranged from 1 to 10.

5. After people have totaled their columns, tell them to write the letters “MTW” under the column to the far left (the column that starts with 1), “ISV” under column 2, “CTP” under column 3, “EOA” under column 4, and “ETH” under column 5. These initials stand for each of The Five Practices of Exemplary Leadership:

   MTW = Model the Way
   ISV = Inspire a Shared Vision
   CTP = Challenge the Process
   EOA = Enable Others to Act
   ETH = Encourage the Heart

Deliver a brief lecture on The Five Practices and leadership development.
LEADERSHIP PRACTICES INVENTORY [LPI]
Third Edition

SELF Response Sheet

Instructions
1. Transfer your ratings from the statements on the questionnaire to the blanks below. Please notice that the numbers of the statements are listed from left to right. Make certain that the number you assigned to each statement is transferred to the appropriate blank.

2. Add the columns and fill in the totals.

1. _____ 2. _____ 3. _____ 4. _____ 5. _____
26. _____ 27. _____ 28. _____ 29. _____ 30. _____

TOTAL TOTAL TOTAL TOTAL TOTAL