

The Leadership Practices Inventory 360° Feedback Tool®

The Leadership Practices Inventory (LPI) 360° is an observer-based 360° feedback tool for leaders and managers at all levels in an organization. The tool incorporates the LPI Self® assessment (completed by the Leader) and the LPI Observer® (completed by others chosen by the Leader). The leader can choose to receive feedback from a wide variety of sources including their own manager, their direct reports, peers and even customers or others outside the organization.

What is unique about the LPI® is that it measures exclusively leadership behaviors and can therefore be used as a supplement to existing instruments or tools already being used in the organization.

The developers and authors of the LPI® are James M. Kouzes and Barry Z. Posner. Both are preeminent researchers, award-winning writers, and highly sought-after teachers in the field of leadership. Jim is Dean's Executive Professor of Leadership, Leavey School of Business, Santa Clara University. Barry is a Professor of Leadership at the Leavey School of Business, Santa Clara University, where he served for 12 years as Dean of the School.

The LPI® was developed through a triangulation of qualitative and quantitative research methods and studies. In-depth interviews and written case studies from personal-best leadership experiences generated the conceptual framework on which the feedback is based:

The Five Practices of Exemplary Leadership®:

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

The actions that make up these practices were translated into behavioral statements. Following several iterative psychometric processes, the assessments were created and administered to managers and non-managers across a variety of organizations, disciplines, and demographic backgrounds. A version of the LPI® (Student LPI®) also has been developed for specific use with high school and college students.

Overall, the LPI® has been extensively applied in many organizational settings and is highly regarded in both the academic and practitioner world.