

LPI 2009 Data Analysis Released

First previewed at the recent Leadership Challenge Forum 2009 in Chicago by research and leadership expert Barry Posner, Ph.D., [<link to slides?>](#), the latest psychometric data on the Leadership Practices Inventory (LPI) documents the continued reliability and validity of this world-renowned assessment instrument. Underscoring the direct link between leadership behavior and positive workplace attitude and performance, the results also demonstrate the universal impact of incorporating the LPI in leadership development across cultures, geography, gender, age, and organizational structure.

Reliability. All five leadership practices produced consistently strong internal reliability coefficients for both the Self and Observer instruments.

Validity. A Positive Workplace Attitude scale, created to analyze responses from a 10-item Observer questionnaire that assessed team spirit, motivation, etc., showed statistically significant correlation to the Five Practices of Exemplary Leadership®.

Based on data collected through LPI Online from over 1.1 million respondents, from 2005 through 2008, the LPI Data Analysis Report [<link to PDF of report>](#) details the various testing methodologies used that produced the following results:

- As constituents (observers) reported greater levels of Transformational Leadership and engagement by their leaders in each of the Five Practices, they also indicated stronger (more favorable) feelings about their workplaces, as evidenced by greater feelings of motivation, productivity, commitment, effectiveness, etc.
- Regardless of age, level of education, organizational structure, length of service, or any one of 10 demographic variables measured, constituents feel favorably attached and engaged in their workplace as a result of the leadership practices they experience their leaders engaged in—not who they are.
- For both self and observer respondents, demographics provide little in the way of explaining why some people feel engaged and others do not. However, the LPI Data Analysis Report results do provide a numerical analysis, in rank order, of the 30 leadership behavior statements for the LPI Self and Observer instruments that offers insight in how specific groups of respondents may compare with others of similar background and/or characteristics.

View the complete data report

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