

# Life Styles Inventory™ / Group Styles Inventory™ Application Form



## SECTION 1: APPLICANT DETAILS

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<b>Name:</b>		
<b>Job Title:</b>		
<b>Company Name:</b>		
<b>Street Address:</b>		
<b>City:</b>		<b>Postcode:</b>
<b>Purchase order no (if required)</b>	<b>Accounts Phone:</b>	<b>Accounts Email</b>
<b>Work Phone:</b>	<b>Mobile Phone:</b>	
<b>E-mail:</b>		

## SECTION 2: EMPLOYMENT HISTORY AND PROFESSIONAL QUALIFICATIONS

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Please attach your CV.

Or

List your relevant Professional Qualifications and any continuing education programs you have attended, not limited to but including Coaching and Facilitation. E.g. Workshops, seminars and conferences.

## SECTION 3: GENERAL

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What experience have you had with Human Synergistics products?

How do you see Human Synergistics Tools supporting the work you do?

Were you nominated to attend this program or is this part of your own development plan?

## SECTION 4: PREREQUISITES

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The LSI/GSI Accreditation Program assumes prerequisites of two demonstrated competencies, namely Coaching and Facilitation skills. Please complete the following questions regarding these prerequisites.

### A. Coaching Skills

Coaching is an ongoing relationship which focuses on clients taking action toward the realisation of their visions, goals or desires. Coaching uses a process of inquiry and personal discovery to build the client's level of awareness and responsibility and provides the client with structure, support and feedback. The coaching process helps clients both define and achieve professional and personal goals faster and with more ease than would be possible otherwise.

Source: <http://www.coachfederation.org>

**1. Identify a recent Coaching assignment and answer the following questions:**

<p><b>OUTLINE THE ASSIGNMENT:</b></p>	
<p><b>OUTLINE THE OUTCOMES TO BE ACHIEVED:</b></p>	
<p><b>OUTLINE THE APPROACH YOU TOOK:</b></p>	
<p><b>OUTLINE THE OUTCOMES ACTUALLY ACHIEVED:</b></p>	

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## 2. Review the following Coaching elements and identify where you believe you would rate yourself using the following 1 to 5 scale.

To what extent do you believe you display the following Coaching Competencies:

(For more information on these please go to: [www.coachfederation.org/ICF/](http://www.coachfederation.org/ICF/))

1 = Not at all

2= To a slight extend

3= To a moderate extent

4= To a great extent

5= To very great extent

COACHING COMPETENCIES	RATING
1. <b>Meeting Ethical Guidelines and Professional Standards</b> – Understanding of coaching ethics and standards and ability to apply them appropriately in all coaching situations.	
2. <b>Establishing the Coaching Agreement</b> – Ability to understand what is required in the specific coaching interaction and to come to agreement with the prospective and new client about the coaching process and relationship.	
3. <b>Establishing Trust and Intimacy with the Client</b> – Ability to create a safe, supportive environment that produces ongoing mutual respect and trust.	
4. <b>Coaching Presence</b> – Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident.	
5. <b>Active Listening</b> – Ability to focus completely on what the client is saying and is not saying, to understand the meaning of what is said in the context of the client’s desires, and to support client self-expression.	
6. <b>Powerful Questioning</b> – Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client.	
7. <b>Direct Communication</b> – Ability to communicate effectively during coaching sessions, and to use language that has the greatest positive impact on the client.	
8. <b>Creating Awareness</b> – Ability to integrate and accurately evaluate multiple sources of information, and to make interpretations that help the client to gain awareness and thereby achieve agreed upon results.	
9. <b>Designing Actions</b> – Ability to create with the client opportunities for ongoing learning, during coaching and in work/life situations, and for taking new actions that will most effectively lead to agreed upon coaching results.	
10. <b>Planning and Goal Setting</b> – Ability to develop and maintain an effective coaching plan with the client.	
11. <b>Managing Progress and Accountability</b> – Ability to hold attention on what is important for the client, and to leave responsibility with the client to take action.	

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### 3. Facilitation Skills

Identify a recent Facilitation assignment and answer the following questions:

<p><b>OUTLINE THE ASSIGNMENT:</b></p>	
<p><b>OUTLINE THE OUTCOMES TO BE ACHIEVED:</b></p>	
<p><b>OUTLINE THE APPROACH YOU TOOK:</b></p>	
<p><b>OUTLINE THE OUTCOMES ACTUALLY ACHIEVED:</b></p>	

APPLICATION FORM

**4. Review the following Facilitation skills and identify where you believe you would rate yourself in terms of these skills using the following 1 to 5 rating scale.**

To what extent do you believe you display the following Facilitation skills:

1 = Not at all      2= To a slight extend      3= To a moderate extent      4= To a great extent      5= To very great extent

FACILITATION SKILLS	RATING
1. Differentiate between Process (who, why, how) and Content (what) <ul style="list-style-type: none"> <li>- hold focus on group process, including the social and emotional needs</li> <li>- make the process visible e.g. through feedback</li> </ul>	
2. Monitor and maintain awareness of one's own process	
3. Manage individual and group Warm-up <ul style="list-style-type: none"> <li>- manage transitions for people from one state of mind to another</li> <li>- manage and guide beginnings and endings</li> </ul>	
4. Bring a Process focus to briefings, preparation and design of sessions/meetings	
5. Readily access a range of diagnostic frameworks <ul style="list-style-type: none"> <li>- group dynamics, stages of group development, models of human behavior</li> </ul>	
6. Activate effective verbal and non-verbal communication skills <ul style="list-style-type: none"> <li>- listening, questioning, supporting, challenging, invoking responses, counseling</li> </ul>	
7. Readily access a range of planning and problem-solving methodologies.	

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## SECTION 5: PROFESSIONAL INDEMNITY INSURANCE DETAILS

Indemnity Insurance cover is a requirement under the Accreditation Deed and a prerequisite for Accreditation with Human Synergistics.

Whether you work as an External Consultant or Internal Employee, please provide the following Professional Indemnity Insurance details.

<b>PROFESSIONAL INDEMNITY INSURANCE NUMBER:</b>	
<b>INDEMNITY INSURANCE PROVIDER:</b>	
<b>AMOUNT INDEMNIFIED:</b>	

If Internal, please check if your organisation covers you for this insurance and provide the information requested in the table above or confirm as below:

I confirm that my organisation covers the applicant for Indemnity Insurance.

Signed Applicant or other authorized person:
on behalf of
Name of organization:

## SECTION 6: NOMINATED CLIENT DETAILS

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Please consider who you would have as your proposed “nominated client” for the Technical Workshop - Part 2 of the Accreditation Training. We will need this information immediately following Part 1 (Foundations Workshop) of the course.

We strongly recommend that you choose a person that you will be able to work in a genuine client-consultant relationship. This does not include: a relative; a friend; a **direct report or manager**.

***Note: To ensure objectivity and in alignment with our ethical guidelines, it is not appropriate to be a respondent for any individuals that you intend on debriefing.***

Your nominated client will complete their own LSI 1 & 2 (which is included in the cost of Accreditation.) during the month in between Part 1 and Part 2. We prefer this be a Breakout report, i.e. 12 others, with separate reporting for manager, peers and direct reports.

During the Technical Workshop (Stage 2), you will be presented with their data and you will use this data to practice debriefing during the workshop.

You will then take this data and debrief this person after the workshop.

***Note: This will be your first debrief as a Human Synergistics LSI/GSI Practitioner and can be the first of the three required for action learning, prior to Recall.***

The information we need by the end of Part 1 is :

CLIENT'S NAME:	
CLIENT'S ORGANISATION:	
CLIENT'S EMAIL ADDRESS:	