The Leadership Versatility Index® (LVI) is the thinking manager’s 360° survey. It’s based on a leadership model that offers a simple, compact framework to account for the complexities of the manager’s job—the tensions and trade-offs, the balances to be struck. While based on research, the LVI came out of years of consulting to senior managers about their leadership. This work formed the basis of the book, The Versatile Leader. The book and the 360 are a matched set—the book explains the conceptual model of leadership and development and the 360 is the vehicle for applying it.

**Distinct Advantages**

We all know that one way managers get themselves into trouble is by overdoing it—doing too much of a good thing, whether that be talking too much, pushing too hard, delegating too much authority, getting bogged down in the details, and so on. That’s how strengths become weaknesses.

Yet most 360 instruments do not directly measure overdoing. Their rating scales are only designed to pick up deficiencies. Our new, patent pending scale captures both underdoing it and overdoing it, as well as optimal performance.

We are all familiar with lopsidedness in managers. They do too much of one thing and too little of the opposite thing. For example, some drive hard for results but neglect the people side. To identify lopsidedness, a two-sided thing, the model of leadership must also be two-sided. Most aren’t. Ours is.

The LVI is built around the two most basic pairs of opposing dimensions in leadership. There are 12 pairs of forceful-enabling items and 12 pairs of strategic-operational items—as well as a brief measure of overall effectiveness.

While respondents rate items one at a time, the results are presented in pairs—for example, *takes charge* versus *empowers*. This provides a precise, behavior-specific read of where the leader is well-rounded and where the flat-spots are. So the road to expanded versatility is obvious.

**Options**

The power of the LVI can be boosted by adding five behavioral interview questions to supplement the ratings with verbatim comments. The words bring the numbers to life. Items can also be added to tailor the LVI to fit an organization’s competencies. A customized instrument built on a foundation of innovation.

**Fully Web-enabled**

Purchasing, administering, scoring, and reporting the LVI is done over the internet. To learn more, go to [www.versatileleader.com](http://www.versatileleader.com) or email us at lvi@kaplandevries.com.