

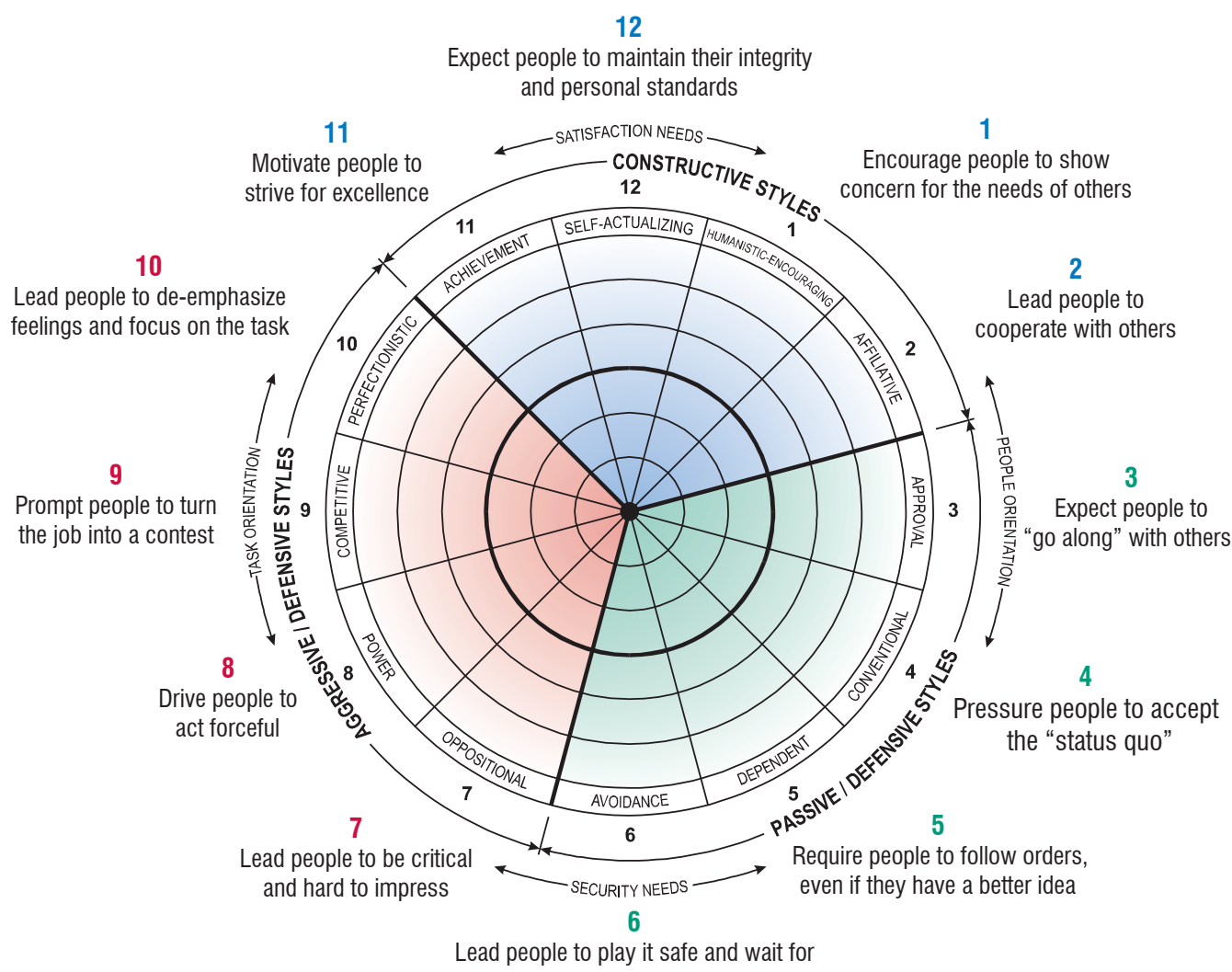
About the Circumplex



Human Synergistics International's Circumplex provides a way for leaders and managers to "see" the impact that they are having on people in their organization and, ultimately, their organization's culture. Some of the styles that leaders and managers might promote and encourage contribute to effectiveness and productivity; others do not. Consequently, the feedback from L/I and M/I provide insights into what's happening inside the organization and a clear direction for organizational, leadership, and management development efforts.

Constructive Impact

Encourage people to focus on meeting their needs for satisfaction through both the way they approach their tasks and their interactions with people



Aggressive/Defensive Impact

Drive people to focus on protecting their status and security through the way they approach their tasks

Passive/Defensive Impact

Require people to focus on maintaining their safety and security through their interactions with people

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