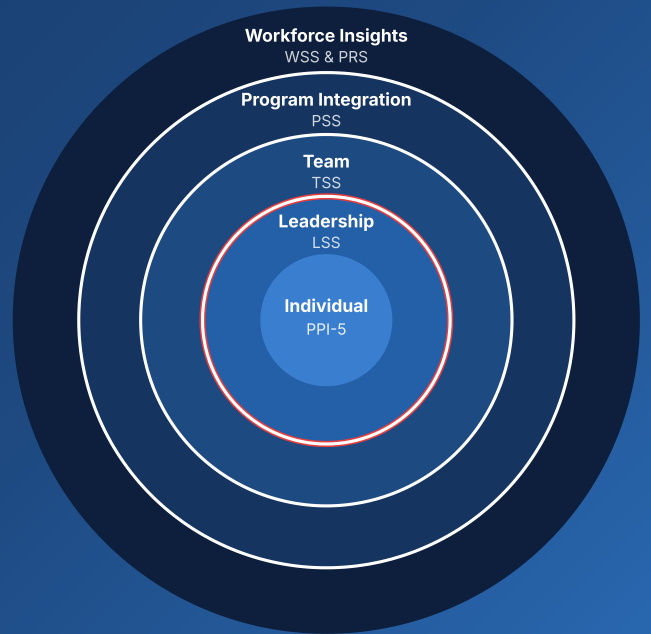


LSS-3 — LEADERSHIP SYNERGY SCALE, THIRD EDITION

# Your Team's View of Leadership.

The team-perspective edition of the Leadership Synergy Scale — delivering comprehensive leadership intelligence without requiring leader participation, ideal for benchmarking, programme evaluation, and sensitive assessment contexts.



Sometimes the most important question is simply: *how does this team experience their leader?* The LSS-3 answers that question with rigour and nuance. Built on the same ten evidence-based constructs as the LSS-2, the Third Edition focuses entirely on the team's collective experience of leadership — making it the ideal instrument when self-assessment is impractical, when confidentiality requirements prevent a full 360°, or when an organisation simply wants a clean read of perceived leadership effectiveness.

The LSS-3 generates a **Leadership Performance Index (LPI)** — a composite score reflecting the team's collective rating of their leader's effectiveness across all ten constructs — and a **Leadership Synergy Index (LSI)** measuring how much agreement exists within the team. High synergy signals a consistent experience of leadership; low synergy reveals that leadership impact is experienced very differently across team members, a finding with significant implications for inclusion and equity.

For programme evaluators, L&D teams, and organisational consultants, the LSS-3 is a powerful benchmarking tool. Administered across multiple leaders or at multiple time points, it produces comparable, quantifiable leadership effectiveness data that supports evidence-based talent decisions — not gut feeling.

## FOUR DOMAINS — TEN LEADERSHIP INDICATORS

Character    Relational    Strategic    Adaptive

Integrity & Authenticity	Emotional Intelligence	Resilience Under Pressure
Psychological Safety Creation	Coaching & Development	Servant Leadership
Visionary Leadership	Decision Quality	Adaptive Leadership
Intellectual Stimulation		

### WHY THE LSS-3

- Team-only — no leader self-assessment required
- Consistent constructs with LSS-2 for programme-level comparison
- Supports repeat-wave evaluation of leadership interventions
- Ideal for sensitive or anonymous assessment contexts
- LPI and LSI indices enable benchmarking across leaders
- Team PDF report supports group debrief and action planning

### LSS-2 VS LSS-3 — CHOOSING THE RIGHT TOOL

Use the **LSS-2** when the leader is actively engaged in their own development and ready to receive feedback alongside their team's perspective — the attunement analysis is its most powerful feature. Use the **LSS-3** when the focus is on the team's experience of leadership, when a full 360° is not appropriate, or when benchmarking leadership effectiveness across multiple leaders or time points.