



# Leisure Services Profiler Profile Chart

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## Introduction to the LSP Profile

This profile chart provides graphical representations of:

- \* Core personality traits that are relevant to performance in the leisure industry
- \* These traits relate to interpersonal style, approach to tasks, and resilience

## Feedback Guidelines

When exploring the profile with the respondent:

- \* Emphasise that LSP is a self-report questionnaire
- \* Remind them it is not about ability - there are no rights or wrongs
- \* Explain that no questionnaire is infallible - it is alright to disagree
- \* Encourage a full, open two-way dialogue
- \* Explain that their responses have been compared with a large sample of similar people



# Leisure Services Profiler Core Traits

1 2 3 4 5 6 7 8 9 10

Shy and reticent. Unable to disguise apprehension in social situations. Reluctant to speak up. Finds social mixing difficult. Dislikes being centre of attention.	•	•	•	◆	•	•	•	•	•	•	Confident Projects a confident image. Finds it easy to overcome shyness. Mixes well. Eager to speak up and contribute.
Less empathetic. May find it difficult to understand others. Can appear less tolerant and sympathetic. Prefers not to involve self in others problems.	•	•	•	•	•	•	•	◆	•	•	Empathetic Patient, tolerant of others. Likely to be a good listener. Enjoys helping others. More perceptive about people and their needs.
Submissive. Prefers others to take the lead. Avoids giving directions. Gives way in order to avoid conflict.	◆	•	•	•	•	•	•	•	•	•	Assertive Takes the lead. Comfortable giving directions to others. Prepared to speak mind.
Disorderly approach to work. Avoids rigid systems. Unstructured, crisis driven. Tends not to plan ahead. Muddles through.	•	•	•	•	•	•	•	•	•	◆	Proactive Organised, methodical approach to work. Maps out what needs to be done in advance. Uses systems and priorities to structure work. Keeps things orderly.
Unconventional; prefers to experiment. Challenges the status quo. Dislikes rules and regulations.	•	•	•	◆	•	•	•	•	•	•	Conventional Prefers the tried and tested. Sticks to the rules. Favours tradition.
Easily upset. Finds it hard to ignore criticism. Takes things personally. Concerned about what others think. More emotionally affected by events. Strongly moved by feelings. Tends to worry.	•	•	•	◆	•	•	•	•	•	•	Resilient Thick-skinned. Not concerned about what others think. Able to shrug off criticism. Rarely feels strong emotions. Difficult to provoke or upset. Calm and relaxed.
Less self-critical. May have presented self in a favourable light.	◆	•	•	•	•	•	•	•	•	•	Self-critical Has been willing to criticise self. More likely to have been frank and open.