



## Leadership Competency Indicator *Measuring Business Intelligence*

By Michael D. Ensley, Ph.D., Chief Research Officer, EAI

Over the last decade, the Executive Assessment Institute has developed the Leadership Capability Indicator (LCI). The LCI is a highly validated online assessment that measures 23 indicators that are proven to be most predictive of leadership success in an organization. A sub-set of these key indicators provide a comprehensive and business-relevant assessment of intelligence.

The LCI intelligence measures are based upon the research of Robert Sternberg. Sternberg is an endowed chair at Yale, and is viewed by many as the most influential writer on intelligence of the last two decades. Sternberg's Triarchic Theory of Intelligence isolates three core types of intelligence, specifically, Analytical Intelligence, Creative Intelligence, and Practical Intelligence:

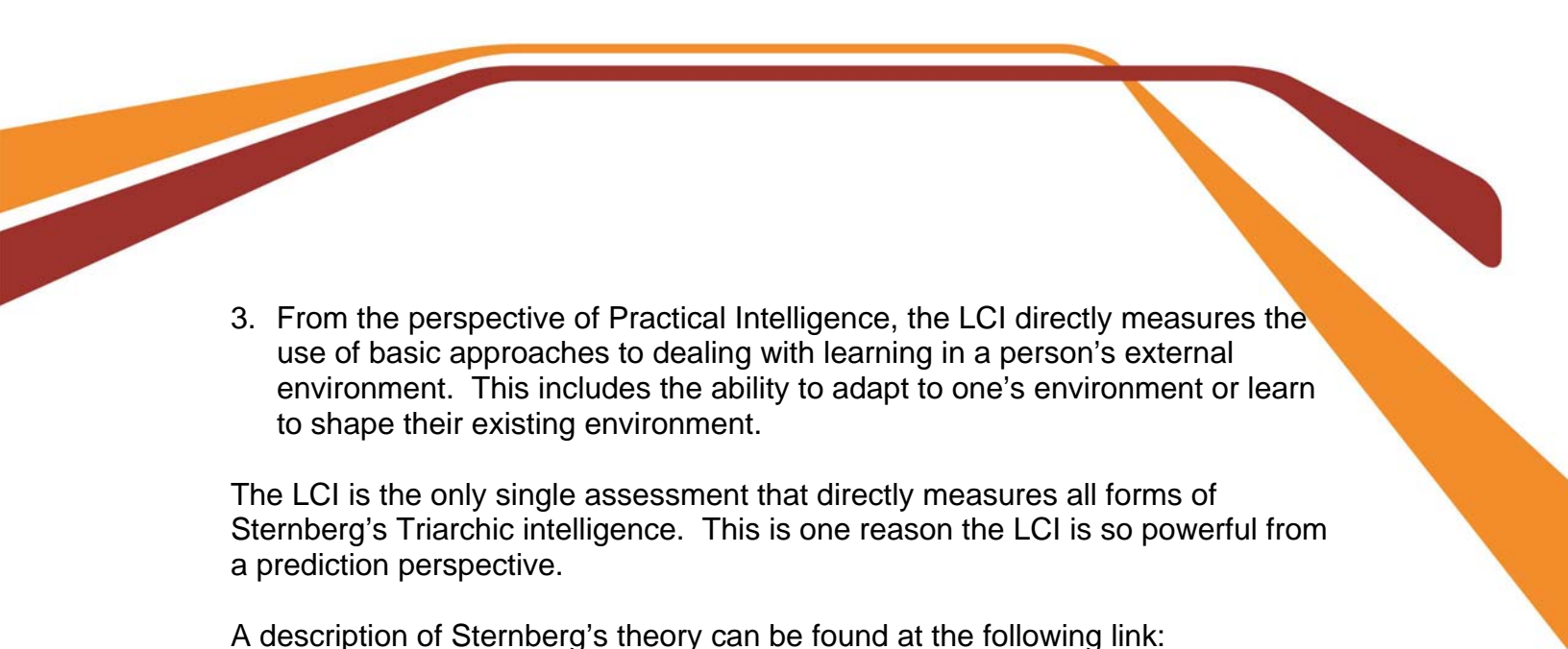
- Analytical intelligence is ability address issues using logical and sound approaches and processes
- Creative Intelligence is the ability to address issues using innovative and novel approaches
- Practical Intelligence is the ability to comprehend and solve everyday tasks.

The common tools used to measure intelligence (e.g. the Watson-Glaser) are designed to measure Analytical Intelligence. The Creative and Practical forms of intelligence are not measured by the most commonly used instruments. However, research has shown that these forms of intelligence are critical to understanding a person's fuller intellectual capacity.

ExecuSmart's LCI measures all three forms of Intelligence.

1. It directly measures analytical capabilities including the ability to use sound methodologies to address problems; and to process, learn, and apply sound logic.
2. From the perspective from Creative Intelligence, the LCI is designed to capture a person's ability to conceptualize and create novel responses to challenges and problems. This includes a person's innate predisposition to be open to new experiences and develop creative responses to challenges.

**ExecuSmart**  
Better Data, Decisions, People

- 
3. From the perspective of Practical Intelligence, the LCI directly measures the use of basic approaches to dealing with learning in a person's external environment. This includes the ability to adapt to one's environment or learn to shape their existing environment.

The LCI is the only single assessment that directly measures all forms of Sternberg's Triarchic intelligence. This is one reason the LCI is so powerful from a prediction perspective.

A description of Sternberg's theory can be found at the following link:

<http://wilderdom.com/personality/L2-2SternbergTriarchicTheory.html>

For more information on the LCI, please visit: [www.executiveteam.com](http://www.executiveteam.com)

**ExecuSmart**  
Better Data, Decisions, People



