

Life Orientation (LIFO) Styles: Overview

Supporting <i>aka</i> SG	Supporting . . . is a strength, Giving . . . is a potential excess	Philosophy: work hard and pursue excellence, good things in life will come; “I value excellence.” Goals: prove worth, be helpful Strengths: principled, cooperative, dedicated, pursues excellence
Controlling <i>aka</i> CT	Controlling . . . is a strength, Taking . . . is a potential excess	Purpose: being competent and seizing opportunity, good things in life will be there for the taking; “I value action.” Goals: Be competence, get results Strengths: persistent, initiating, urgent, directing
Conserving <i>aka</i> CH	Conserving . . . is a strength, Holding . . . is a potential excess	Purpose: think before I act and make the most of what I’ve got, I can build up my supply of the good things in life; “I value reason.” Goals: be careful; get it right Strengths: systematic, analytical, maintaining, tenacious
Adapting <i>aka</i> AD	Adapting . . . is a strength, Dealing . . . is a potential excess	Purpose: please other people and fill their needs first, I can get the good things in life that I’ve wanted all along; “I value harmony.” Goals: know people; get along Strengths: empathetic, tactful, flexible, enthusiastic

- Highest number is most preferred
- All within 3 points of highest is considered most preferred
- All within 3 points of the lowest is considered least preferred
- 30 and greater = potential excess
- 17 and less = potential blind spot
- Scores reflect our communication styles under both favorable conditions, and under unfavorable conditions.

We look at each orientation separately for easier learning, but we are one thing AND another. The objective is to *manage* our preferences to achieve our professional and personal goals.