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How to Succeed at Leading Through Uncertainty
Presented by Sandler Training

Welcome to **Sandler Training**®



30,000+ people trained per year



96% of clients polled would recommend Sandler



88% of salespeople said their sales strategy improved



Sandler has delivered over
3,000
virtual training sessions in the past 90 days while maintaining our highest customer satisfaction ratings.



Sandler Training®

- Leading in a crisis
- What can we learn?
- Leading v. Managing
- Crisis is temporary
- Impact to the team (culture)
- Willing and Able



A bird's eye view of the assessment results.

David Trapani

OutMatch Client Success
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Development Report

Leading Through a Crisis
Completion Date: 4/6/2020

Overview



Your development journey begins here! You recently completed the OutMatch Assessment, a work-related measure of your innate tendencies. This Development Report will help you to discover more about those tendencies, and how they influence the way you work. Start by reviewing the summary details below before moving on to the next page.

Top 3 Competencies



Supportive

Inspires others through clear direction, positive connections, and decisive judgement. Encourages teams to maintain meaningful and positive interactions while also acting quickly in a time of crisis.



Resilient

Thinks quickly and decisively during a time of crisis, responding with composure, optimism, and hardiness. Remains energetic and perseveres through challenges.



Innovative

Embraces challenges and change calmly during a time of crisis and thinks outside of the box to push the organization forward. Quickly adapts to changing circumstances and communicates any concerns.

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Key Insights



Development begins with self-awareness. Discover how certain attributes influence workplace competencies using the information below.

The Job Match tab shows competencies that are linked to success in this job. Competencies are measured on a scale of 0.0 – 5.0 (5.0 is the highest). Your score is indicated by the person image.

The Competencies tab shows each attribute that contributes to these competencies. For each attribute measured, the match area (shaded area) represents the ideal for this role. The person image represents your natural tendency for each attribute. When you are within the match area, your natural tendency is likely to help you. When you are outside the match area, your natural tendency may limit you and may require some attention.

Think about your work-related goals, and use this information to identify which competencies you'd like to use for Developmental action planning. In the next section, you'll find information on developing those competencies by managing your natural attributes.

JOB-MATCH

COMPETENCIES



COMPETENCY MATCH

A measure of behavioral traits and their impact on the key competencies for the role

Expand All



Focus On Developmental Planning



Use this Development Guide to help leverage your strengths and close behavioral gaps.

Keep the following in mind as you review the guide:

- Don't worry, this isn't a general how-to guide for your life. The development feedback is specific to you in relation to the behaviors needed for job success.
- Strengths and gaps were uncovered by your assessment responses, and as such, may reflect your self-perceptions. Others may see you differently.
- Remember, everyone has strengths and gaps. Treat the suggestions below as a friend giving you tips for success.

Within each tab, review the Tips for developmental suggestions. Take notes as you read, to help create an action plan to accelerate your development. For follow-up and continued progress, access the information provided for each attribute.

LEVERAGING STRENGTHS

CLOSING GAPS



Leveraging Strengths

Expand All

OBJECTIVE THINKING ▶

REALISTIC THINKING ▶

WORK INDEPENDENCE ▶

MULTITASKING ▶

SOCIABILITY ▶

CRITICISM TOLERANCE ▶

ACCOMMODATION ▶

SOCIAL RESTRAINT ▶

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LEVERAGING STRENGTHS

CLOSING GAPS



Closing Gaps

Expand All

CAUTIOUS THINKING ▶

DETAIL INTEREST ▶

FOLLOW THROUGH ▶

PROCESS-FOCUSED ▶

REALISTIC THINKING ▶

REFLECTIVE THINKING ▶

ASSERTIVENESS ▶

INTERPERSONAL INSIGHT ▶

POSITIVE VIEW OF PEOPLE ▶

WORK INTENSITY ▶

OPTIMISM ▶



[Expand All Competencies](#) +

Match Area =

COMMUNICATIVE

[Collapse Details](#)



Communicates clearly, concisely, and in a timely manner during a time of crisis, engaging the right people at the right time to inspire action.

- Assertiveness - May dominate conversations and may not always listen to the concerns and suggestions of those involved.
- Interpersonal Insight - May have difficulty adapting communication style to suit the message, audience, and context.
- Multitasking - Is comfortable dealing with multiple tasks and activities; is not likely to be distracted by competing demands.
- Positive View of People - Is naturally skeptical of others; may come across as less trusting or convey a 'prove it to me' attitude.
- Sociability - Is able to build rapport to make others feel comfortable.



The Definition

The extent to which individuals take the initiative with people or situations, rather than allowing others to take the lead.

Key Insight Narrative

Assertiveness - May dominate conversations and may not always listen to the concerns and suggestions of those involved.



RESILIENT [Expand Details](#)

INNOVATIVE [Expand Details](#)

STRATEGIC [Expand Details](#)

INFLUENTIAL [Expand Details](#)

SUPPORTIVE [Expand Details](#)



A man in a dark blue suit and purple tie is sitting on a bed with blue pillows. He has his head bowed and his hand is covering his face, suggesting a state of stress, worry, or deep thought. The background shows a wooden headboard and a bedside table with a lamp.

**What is one thing you are
struggling with right now?**

Sandler Success Triangle





What is one thing that you plan to do differently?

Thank You For Attending!

- My Sandler App & Alexa Skill
- Connect for a 15 minute debrief
 - dtrapani@sandler.com
- And Much More!



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On Behalf of Princeton Legal Search Group,

Thank you