

# Laywer Leader Survey (LL)

Lawyer Leader (LL) provides feedback on leadership competencies and emotional intelligence. A leader's primary responsibilities are to grow the business and achieve operational objectives. To achieve these goals, leaders in the role foster a high quality of working life in the organization and motivate their Team members to be productive and loyal. This survey also provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level. The Lawyer Leader 360 measures the strategic and personal skills that lead to firm/group success.

**APPLICATION**

Leadership development for Lawyers

**AUDIENCE**

Any Lawyer responsible for initiating and leading change

**RESPONDENTS**

Self, Senior Partner, Junior Partner, Peers, Staff

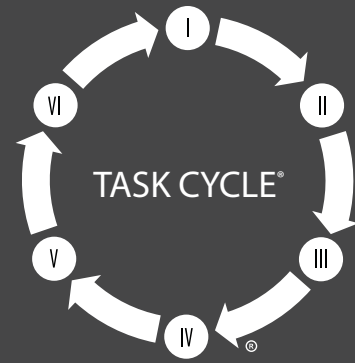
**QUESTIONS**

59 questions, 3 open-ended

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LL survey and Task Cycle are intellectual properties of TruScore.

Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

LL Leveraging Sequence

1

**SETTING DIRECTION**

Developing a vision, planning for change and taking informed risks.

2

**STRATEGIC PLANNING**

Being sensitive to others' reactions to change and collaborating to plan the future.

3

**IMPLEMENTATION**

Emphasizing team member development and effective, compelling communication.

4

**FEEDBACK**

Appreciating others' points of view and understanding how emotion impacts behavior.

5

**DRIVING FOR RESULTS**

Setting performance standards, appropriately utilizing authority to get results while maintaining composure and exhibiting enthusiasm.

6

**ACKNOWLEDGING CONTRIBUTIONS**

Recognizing the contributions of others.

**OUTCOMES**

Trustworthiness/Integrity and Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.