



PDC Talk:

How I've Used My LIFO Assessment in the Workplace

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#PDCWinterMeeting



Professional Development Consortium

Being Vulnerable

- “Vulnerability is the birthplace of innovation, creativity and change.”
- “We cultivate love when we **allow our most vulnerable and powerful selves to be deeply seen and known**, and when we honor the spiritual connection that grows from that offering with trust, respect, kindness and affection.”

- Brené Brown

The Gifts of Imperfection: Let Go of Who You Think You're Supposed to Be and Embrace Who You Are

Concise
Helpful Positive Attitude
Humor Winning team
Competitive Problem Solver
Hardworking
Quantity and Quality
Initiative
Confidence
Produce Results
Under Pressure
To The Point
Teamwork Ambitious
Enthusiasm Responsive
No Excuses
Detailed Oriented

AssertiveLeader

AddressConcerns

FriendlyCompetition

ProduceResults

TakeSwift HighLevelofCompetency

SeizeOpportunities

TakeTheBullByTheHorns

GetsResults SolidRelationships

LightingBoltApproach

DecisionAction

HaveFun SatisfiedStakeholders

SocialSkills

QuickWorker

KeepPeopleHappy

Good

Vigor

Closure

TaskOriented

FitIn Recognition

Don'tLikeToLoseRace

RiseToTheChallenge

RaceAgainstTheClock

Diplomacy



LIFO in Action

*“Amy appreciates her staff **getting to the point quickly** and excluding extraneous details.”*

*“It is important to Amy that our team **get along** and come to a consensus on decisions.”*

*“Amy **will have your back** as long as you keep her informed.”*



LIFO in Action

*“When conflict arises, Amy attempts to diffuse tension with **humor**.”*

*“Amy **gets very frustrated when mistakes are made** that could have been avoided.”*

*“With Amy, if you do make a mistake, **own up to it** try not to make the same mistake twice.”*



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LIFO in Action

*“Amy definitely appreciates when people get to the point. Answers and decisions tend to be more important than the process that it took to arrive at those conclusions, especially if she considers you a trusted source. Since she is often juggling multiple projects at once, she appreciates **concise responses and updates.**”*

*“Amy **does not appreciate excuses** when things get difficult or go wrong. She would much rather have someone take responsibility for a problem and work to resolve it - and then not make that same mistake again!”*



LIFO in Action

*“A **positive attitude goes a long way** with Amy, especially when working in a small team. Having one team member that consistently has a bad attitude will not work.”*

*“Amy always **wants to know that all bases have been covered** - if ever an issue comes up that hasn't been thought through, it's added to a troubleshooting list to ensure it does not come up again in the future.”*



Reactions from my Staff

*“The report was **on point** with regard to working with Amy.”*

*“The report **confirmed assumptions** that I had already made about Amy’s working style.”*

*“I appreciated having access to this information because **I think it can help me succeed** in my job.”*



Reactions from my Staff

*“Having your boss share this information with you is like **having a window to their brain** – I understand Amy’s thought process and reactions in various situations far better than I did before reading this report.”*