

## Building Resilience Muscles

**Presenter: Scott Love – Owner, The Attorney Search Group,  
a member of the Sanford Rose Associates® Network of Offices**

Scott Love is the President of The Attorney Search Group and a member of the Sanford Rose Associates network of offices. His office is a boutique legal search consultancy with a focus in placing attorney partners in the greater Washington, DC, and New York City areas. He has been called “Washington’s legal power broker” and works as a sports agent for law firm partners engaged in transition from one firm to another.

Since 1995, Scott has placed key talent in legal, construction, IT and sales roles. As a professional speaker and trainer, Scott shortens the learning curve of new recruiters and sales people and helps experienced ones break through their barriers and reach their full potential. Scott is a popular keynote speaker at industry and non-industry conventions and conferences. He has authored three books, produced hundreds of video training courses, and has been quoted in the Wall Street Journal, Forbes, the Huffington Post, Selling Power Magazine, and dozens of trade journals and business publications around the globe. Over 4,500 recruiting and staffing firms from over 36 countries have invested in his tools and systems.

In this presentation, Scott shares how to take the “sting” out of the adversity we face in recruiting. He’ll also give you tactical tools and ideas that can help you quickly bounce back and get back on the phone.

### **Meeting: “Building Resilience Muscles” by Scott Love**

**If you are reviewing this episode with a team, watch the entire Episode. Use the notes below to identify the gaps between knowledge and application.**

**Step 1:** Do you accept this mantra? *“I choose not to let external forces govern how I feel.”*

Instead of focusing on *“I would be happier if once I...”* look instead to fulfillment in daily interactions. Are you open to owning that you are actually in control of how you feel?

(do not proceed to Step 2 until you have acknowledged Step 1)

**Step 2:** Actions precede emotions. If you change how you act, you change how you feel. What could changing how you act look like?

- Intentionally smiling a little more
- Having a positive answer when others ask you how you are doing/how your day is going
- Actively seek out the “green lights” and stop focusing on the red
- Replace the words *“I have to”* with *“I get to”*
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**Step 3:** Focus on at least a few of the following top tips that Scott shared to building muscle mass. This is a process; come back to this list from time to time and make sure you are building every muscle needed for professional fitness!

- Have the proper perspective when you experience “recruiter loss;” how can you find solutions/positives in each loss? Commit to finding at least one learning experience from every situation you find yourself venting about to those around you. In other words, what did you learn that will mitigate it from happening again?
- Massive activity. Don’t lie to yourself – what does it truly look like when you have a massive amount of activity? How many candidates up on the white board? How many candidates in a week? How many active, priority searches at one time? How much connect time in the market?
- Action dissipates fear. What are you afraid of? What calls intimidate you? Why? The calls that scare you today are the ones that thrill you tomorrow – so what is holding you back from facing your fear?
- Recruiting is a personal development opportunity disguised as a job. What doesn’t kill you in recruiting, makes you stronger as a recruiter. Reflect on your career thus far (no matter a few days, a few years or a few decades) – what are you most proud of overcoming? Who do you want to become from here? What is a virtue/character quality you want to focus on?
- Sand Mandala is a Tibetan Buddhist tradition involving the creation and destruction of mandalas made from colored sand. They spend weeks creating a beautiful design that then goes away after all that hard work. As recruiters, we have no control over the outcome, but have a choice in how to respond. Besides not mentally spending a fee before it is cashed, how can you focus more on enjoying the work itself, and not focusing as much on the outcome?
- It’s widely acknowledged that in life and in recruiting, we have no control over how the cards flow. However, you can create learning moments from adversity. View Scott’s Deal Autopsy analysis report to become more proficient at learning in the most frustrating of times.
- Put more excitement and enthusiasm over the *inputs* and not the *results*. Get more excited about setting up a new first time interview than you do closing a deal! Focus on building personal relationships with your candidates and clients – that is truly what puts you at an advantage when it comes to you and another recruiter!
- Look through a different lens. ZERO people (okay, perhaps the sarcastic ones) would own being a “victim” in any situation – yet we know we are! Scott gives specific questions to pull the “*woe is me*” into a “*thank goodness this happened.*”
  - How can I benefit from this situation?
  - How can I make money from this situation?
  - What are three things I learned from it?
  - How can I turn it into energy which will propel me forward?
  - What are three action steps I can take to turn it to my advantage?

- Use gratitude to change the lens quickly. We have the freedom to choose our actions, our profession, our financial needs, and the path of our life. Each day is not about what we *have* to do. It's about what we *get* to do.
  - Who loves me?
  - Who do I love?
  - What am I grateful for?
- Remember that *fear* of failure is quite different than *actually failing*. True failure is when you stop learning and stop trying. Everyone fails; it's those who get back up who have success in this business. Angela Duckworth, assistant professor at the University of Pennsylvania, and her research focuses on a personality trait she calls "grit." She defines grit as "*sticking with things over the very long term until you master them.*" She writes that "*the gritty individual approaches achievement as a marathon; his or her advantage is stamina.*"

It sounds nice, but how gritty are you, really?

- Create your own Placement Happiness Pill by doing the following:
  - What is your Ultimate Career Billing Goal, and ask yourself why you aren't there yet?
  - Visit the future; visualize the "golf shot"
  - Get all of your senses involved
  - See yourself in successful actions
  - Have a mantra
    - *Everything I touch turns to gold*
    - *Everyone I talk to wants to do business with me*
    - *Put me in the path of those whom I can serve*
  - See challenging situations start to flow with ease
  - Define what the emotional changes are that you feel, and use them to program future emotions