ASG Legal Search
Executive Career Transition Discovery Questionnaire

For C-Level Law Firm Executives Considering a Career Move

Purpose:
This questionnaire is designed to help senior law firm executives identify and prioritize the factors that matter most when evaluating a potential new employer. The responses can be used to better align opportunities with the executive's professional goals, leadership style, compensation expectations, and long-term career objectives.

SECTION 1 — CURRENT CAREER SATISFACTION

1. What is your current title and primary area of responsibility?

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2. What aspects of your current role do you enjoy most?

(Check all that apply)

- ☐ Strategic leadership
- ☐ Financial management
- ☐ Operational leadership
- ☐ Firm growth initiatives
- ☐ Technology / innovation
- ☐ Team development
- ☐ Client interaction
- ☐ Practice group collaboration
- ☐ Compensation strategy
- ☐ Business development
- ☐ Other: _____

3. What aspects of your current role are most frustrating or limiting?

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4. On a scale of 1–10, how open are you to exploring a new opportunity?

1☐ 2☐ 3☐ 4☐ 5☐ 6☐ 7☐ 8☐ 9☐ 10☐

5. What would motivate you to seriously consider leaving your current organization?

(Check all that apply)

- ☐ Greater compensation opportunity
- ☐ Increased authority or influence
- ☐ Better culture
- ☐ More strategic role
- ☐ Better leadership alignment
- ☐ Equity participation
- ☐ Reduced politics
- ☐ Improved work/life balance
- ☐ Geographic considerations
- ☐ Firm stability concerns
- ☐ Greater growth opportunity
- ☐ Larger platform/resources
- ☐ Succession opportunity
- ☐ Other: _____

SECTION 2 — IDEAL ORGANIZATION PROFILE

6. What type of law firm would be most attractive to you?

- ☐ AmLaw 25
- ☐ AmLaw 50
- ☐ AmLaw 100
- ☐ Regional firm
- ☐ Boutique firm
- ☐ PE-backed firm
- ☐ International platform
- ☐ Growth-stage firm
- ☐ Other: _____

7. Preferred firm size:

- ☐ Under 100 attorneys

- ☐ 100–250 attorneys
- ☐ 250–500 attorneys
- ☐ 500–1,000 attorneys
- ☐ 1,000+ attorneys

8. What organizational characteristics are most important to you?

(Rank top 5)

Priority	Characteristic
___	Strong leadership
___	Financial stability
___	Growth trajectory
___	Collaborative culture
___	Innovation mindset
___	Strong compensation system
___	Strategic vision
___	Transparency
___	Modern technology
___	Diversity and inclusion
___	Operational sophistication
___	Entrepreneurial environment
___	National/international reach
___	Reputation/brand prestige

9. What type of culture do you work best in?

10. What leadership style do you prefer from firm management?

SECTION 3 — ROLE & RESPONSIBILITY PREFERENCES

11. Which roles would you consider?

(Check all that apply)

- ☐ Chief Financial Officer (CFO)
- ☐ Chief Operating Officer (COO)
- ☐ Chief Administrative Officer (CAO)
- ☐ Chief Strategy Officer
- ☐ Chief Transformation Officer
- ☐ Executive Director
- ☐ Managing Director
- ☐ CEO equivalent
- ☐ Other: _____

12. What are the most important elements of your next role?

(Check top 5)

- ☐ Strategic influence
- ☐ Seat at executive committee
- ☐ Board interaction
- ☐ Growth leadership
- ☐ Operational transformation
- ☐ Team building
- ☐ M&A involvement
- ☐ Technology modernization
- ☐ Compensation redesign
- ☐ International operations
- ☐ Practice management involvement
- ☐ Autonomy
- ☐ Succession opportunity
- ☐ Ability to drive change

13. What scope of responsibility are you seeking?

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14. What accomplishments are you most interested in replicating at your next organization?

SECTION 4 — COMPENSATION & ECONOMIC EXPECTATIONS

15. What is your current compensation structure?

(Check all that apply)

- ☐ Base salary
- ☐ Annual bonus
- ☐ Long-term incentive
- ☐ Equity/profit participation
- ☐ Deferred compensation
- ☐ Retirement contributions
- ☐ Other: _____

16. What compensation components are most important in a new opportunity?

(Rank in order of importance)

Rank	Compensation Component
___	Base salary
___	Annual bonus
___	Long-term incentives
___	Equity/profit participation
___	Retirement benefits
___	Sign-on bonus
___	Severance protection

17. What minimum compensation level would justify making a move?

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18. Would you consider a role with lower guaranteed compensation if upside potential were significant?

- ☐ Yes
- ☐ No
- ☐ Possibly, depending on structure

SECTION 5 — LOCATION & WORK ENVIRONMENT

19. Preferred geographic markets:

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20. Relocation willingness:

- ☐ Open to relocation
- ☐ Prefer remote/hybrid
- ☐ Must remain in current market
- ☐ Open for exceptional opportunity only

21. Preferred work arrangement:

- ☐ Fully in-office
- ☐ Hybrid
- ☐ Mostly remote
- ☐ Fully remote

22. How important is work/life integration in your next role?

1☐ 2☐ 3☐ 4☐ 5☐ 6☐ 7☐ 8☐ 9☐ 10☐

SECTION 6 — CAREER GOALS & LONG-TERM OBJECTIVES

23. What are your top professional goals over the next 5 years?

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24. What legacy or impact would you most like to create?

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25. What capabilities or experiences do you still want to develop?

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26. Are you seeking:

(Check all that apply)

- ☐ Long-term career destination
- ☐ Transformational challenge
- ☐ Increased earnings opportunity
- ☐ Broader leadership platform
- ☐ Succession role
- ☐ Lifestyle improvement
- ☐ Pre-retirement opportunity
- ☐ Board pathway opportunities

SECTION 7 — SEARCH PROCESS & DECISION MAKING

27. What concerns would you have about changing employers?

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28. What factors would most influence your final decision to accept a new role?

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29. Who else would be involved in evaluating a potential move?

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30. What timeline would you realistically consider for a transition?

- ☐ Immediately
- ☐ Within 3 months
- ☐ Within 6 months
- ☐ Within 12 months
- ☐ Only for exceptional opportunity

SECTION 8 — RECRUITER INSIGHT QUESTIONS

31. What differentiates you as an executive leader?

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32. What business problems are you best equipped to solve?

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33. What type of environment brings out your best performance?

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34. What type of organization would NOT be a good fit for you?

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35. Is there anything else that would help us identify the right opportunity for you?

Recruiter Notes Section

Key Motivators:

Deal Breakers:

Compensation Expectations:

Ideal Target Firms:

Urgency Level:

Next Steps:
