

A Word from the Wise

"The biggest mistake a lawyer can make is to hope to fall into something interesting without first having made a thorough evaluation and analysis of what that something ought to be."

Larry Richard, Altman Weil career counselor

"Lawyers need to be alert to the four progressive stages of burnout: mild dissatisfaction, increasing fatigue, the first thoughts of quitting, and finally, resigning your job without any plans."

Lesah Bechusen, Oakland counselor to lawyers

"Lawyers who succeed in leaving the law share a common pattern. They all move toward a more appealing alternative by planning, persisting, and creating a support network."

Deborah L. Arron, Seattle

Running from the Law: Why Good Lawyers Are Getting out of the Legal Profession

Before Exploring Options:

1. Look Inward: Personal Vision
2. Positive Outlook:; Capitalize on Change to Maximize Opportunity
3. Career Direction: Develop Goals; Bring them into action

- **Personal Vision**

Includes self-assessment

What do I really want more than anything else?

Who am I? Who is inside trying to get out?

What is your inner energy resource?

Which rewards matter to you?

Define and describe your motivation.

In *Do What You Are*, (Little,Brown) Paul Tieger identifies:

Traditionalists: like dependable routine

Experiencers: crave spontaneity

Conceptualizers: need intellectual challenge

Idealists: need to believe the work has meaning

Future image:

"If you have built castles in the air, your work need not be lost. That is where they should be. Now put foundations under them"

Henry David Thoreau

"Success is the progressive realization of worthwhile predetermined personal goals."

Paul Meyer, businessman

What is my mission?

How do I see myself? How do I want to be seen?

How do you define success?

- **Positive Outlook**

Doing, being, becoming positive.
Think strategically; act creatively.
Goals crystalize your thinking.

Surviving waves of change requires resilience:

- Career commitment
- Connection with others
(Networking—extend, diversify, enhance quality, create relationships, build bridges, don't burn any bridges)
- Focus on things you can control yourself: Yourself

- **Career Direction**

What can I do?
What are the themes in your personal and career history?
Do you need creativity, control, or to be of service?
Ladder vs Jungle Gym career development

- **Options:**

Where can I have this that I need?
Where can I do it? Who needs it?
What's out there now?
Can I create this for myself?
How do I get there?
What steps are necessary?

Written goals were the key to success for the top 3% of income earners.

Initiate the Personal Alignment Process

Brand You (Tom Peters)
I AM the company. (advertisement)
Me, Unlimited (Patricia Wood, Drake Beam Morin-Canada)

Alignment:

Personal

Vision
Mission
Values
Temperament
Competencies
Career Orientation
Priorities

Professional

Vision
Mission
Core Values
Culture
Business Needs
Business Purpose
Strategy

What are your unique needs?

What are your psychological needs?
Identify your needs from the list below:

to lead	to build
to be competent	to compete
to structure my life	to experience variety
to follow	to serve
to influence	to cooperate
to be responsible	to reduce boredom
to participate	to give me identity
to be dependent	to contribute
to be alone	to experience stability
to create	to give me status
to be with people	to be useful
to be independent	to achieve
to be sociable	to belong
to work hard	to earn a living
to gain approval	to have fun

Exercise: Inventory of skills and talent

List the important tasks you have accomplished in your professional and volunteer work.

Here are some questions to help you with your probe:

Did I see a problem, opportunity, or challenge and initiate a solution?
Did I develop something?
Did I create or design a new department, program, procedure, plan, service, or product?
Did I prepare an original report, paper, or document?
Did I make a direct or indirect technical contribution?
Directly or indirectly, did I create or implement an administrative or procedural recommendation?
Did I participate actively in a major decision related to organizational changes (hiring, terminating, salary, new projects, etc.)?

Identify the associated skills, talents, capabilities, and problem-solving potential.
Use P-A-R to enunciate your talents: Problem/Action taken/Result achieved.

P
A
R

Self-Assessment

Describe your life purpose:

Your Individual Vision:

What do I really want more than anything else?
Who am I? Who is inside trying to get out?
What is your inner energy resource?
Which rewards matter to you?
Define and describe your motivation.

Write your *vision statement* of what you aspire to become:

Who you want to be. Hints:

How do I see myself?
How do I want to be seen?
How do you define success?

Your Individual Mission:

Write your *life's mission*:

Hints: your purpose, what you do, who you are today.
and how you will work toward fulfilling your vision.

Your Individual Values Statement

What are your core values?

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www.RenaissanceLawyer.com

- *Transforming Practices: Finding Joy and Satisfaction in the Legal Life*, Stephen Keeva, ABA Journal Publication, and related website
www.transformingpractices.com
- *Life, Law and the Pursuit of Balance: A Lawyer's Guide to Quality of Life*, edited by Jeffrey R. Simmons, American Bar Association
- *Living with the Law: Strategies to Avoid Burnout and Create Balance*, edited by Julie M. Tamminen, American Bar Association
- *Survival Skills for Practicing Lawyers*, edited by Theodore P. Orenstein, American Bar Association
- *Lawyers and Balanced Lives: A Guide to Drafting and Implementing Workplace Policies for Lawyers*, ABA Commission on Women

A book or workbook

- *I Could Do Anything If I Only Knew What It Was: How to Discover What You Really Want and How to Get It*, Barbara Sher, Barbara Smith (Contributor)
- *What Color Is Your Parachute 2000*, Richard Nelson Bolles
- *The Three Boxes of Life and How to Get Out of Them: An Introduction to Life-Work Planning*, Richard Nelson Bolles

Resources for career transitions

- *What Can You Do With a Law Degree?: A Lawyers' Guide to Career Alternatives Inside, Outside & Around the Law*, Deborah Arron (New, expanded edition 1999)
- *Changing Jobs: A Handbook for Lawyers for the 1990s*, edited by Heidi L. McNeil, LPM Publications, American Bar Association
- *Turning Points: New Paths and Second Careers for Lawyers*, George H. Cain, American Bar Association
- *Breaking Traditions: Work Alternatives for Lawyers*, edited by Donna M. Killoughey, LPM Publications, American Bar Association