PRACTICE READY SEMINAR

Week 1 Roadmap

What It Means To Be Practice Ready
The starting point of all achievement is desire. Keep this constantly in mind. Weak desire brings weak results, just as a small fire makes a small amount of heat.

– Napoleon Hill
Welcome to the Practice Ready Seminar!

I’m excited to work with you this semester and look forward to meeting you in our first class.

A few notes before we get started:

You’ve likely already read the class description and understand the purpose of the course, but I want to emphasize one thing from the get-go:

This class is all about you and what you want from your career.

It might sound strange, but the truth is we rarely spend time, let alone enough time, thinking with intention about what we want from our professional life and how we’re going to get there. And even if we do have a good sense of what we want, the path to get there can seem blurry or overwhelming.

So our goal in this class is to work together to start asking some of these questions and build an action-based roadmap that will give you some clarity around what you want from your career.

More about that when we meet. Here’s what you need to know to get prepped for our first class:

- **Weekly Roadmap.** Each week I’ll publish a roadmap that outlines the learning objectives, agenda, and assignments for the week. Below is our Week 1 Roadmap and a few things for you to work through in advance of our first class. You’ll need to log in to the DueCourse platform (see below) in order to access and complete some of the video modules.

- **DueCourse.** We’ll be using a learning platform called DueCourse to publish the weekly roadmap, as well as post videos, links to articles, and other resources that we’ll be covering in class. If you’re already registered for this class, you’ll be receiving an invitation to DueCourse via email shortly. If you’re not yet registered but want to be a part of the class, send me an email and we’ll get you logged in.

- **Airtable.** The through-line in this course will be a professional development plan that you’ll build, which will include three goals related to your development that you’ll work on all semester. To facilitate the building and tracking of your progress, we’ll be using a platform called Airtable. I’ll be sending you a link to your own Airtable board with a goal setting template - so keep an eye out for that. You do
not need to build any goals prior to the first class, just log in and make sure you have access.

I'm excited for the opportunity to work with you. If you have any questions about the course in advance of our first class, please email me or give me a call.

See you soon + thanks,

Drew Amoroso
drew@duecourseapp.com
415.320.6036
Learning Objectives: Introduce “practice ready” principles, materials, and course overview; discuss importance of a growth mindset, expectations and role of a junior attorney at his/her first legal job, and common challenges.

Agenda

- Introductions
- Course overview
- Expectations
- 3-minutes of mindfulness
- What it means to be practice ready + the role of the junior attorney
- Wrap-up + reminders

Assignments

Before Week 1:

- Read: Practice Ready Seminar: A Guide to Outlining Your 12-Week Plan
- Review: 12-Week Plan Example
- Complete: Your Why Exercise
- Complete: Goal Identification Exercise #1
- Complete: Goal Identification Exercise #2
- Listen: Two Minutes of Mindset (on DueCourse Platform)
- Listen: Simon Sinek Ted Talk, “How Great Leaders Inspire Action” (on DueCourse Platform)

Reminders:

- We’ll be going over the assignments in class so please be prepared to discuss - you do not need to send me anything in advance of the first class.

For Your Consideration

- A good plan today is better than a perfect plan tomorrow.

-- George Patton
Your WHY Exercise

Before we can begin to discuss the skills, strategies and competencies that make associates “practice ready”, we need to start with something much more fundamental: identifying your Why. Your Why is your reason, your cause, your purpose, your motivation for going to law school and obtaining a law degree in the first place.

Understanding your motivation is a key aspect—perhaps the key aspect—of making decisions about your career. It’s also the key to identifying and achieving the professional goals that will drive your development—and that will allow you to push through obstacles that you’ll inevitably encounter.

In this course, we’ll spend a lot of time talking about setting professional goals, and we’ll be learning skills and strategies that will help us to achieve those goals. But here’s an important point to remember when we talk about goal setting: if we really want to become better and improve consistently, the process of achieving the goals we identify should cause us to be uncomfortable. That’s because goals and actions that make us feel uncomfortable are generally the ones that result in the biggest reward or most improvement.

As a result, when we step outside of our comfort zone and start to tackle difficult tasks, we need to have a vision and reason for working toward our goal—a “Why”—that outweighs the temporary state of being uncomfortable that we know we’ll feel.

In other words, we have to have a clear picture of the benefit or change in circumstances that will come from achieving the goal, and we need to keep it at the forefront of our mind.

Here’s another way to think about it: if you’re going to get up every day and work, shouldn’t you have a strong “Why” behind that work? The reason could be any number of outcomes you want:

- you want to help a certain kind of client
- work toward creating policy
- affect change on a large scale,
- represent the interests of the disenfranchised or the underserved
- achieve a certain level of financial compensation
- lead others
- become an expert in your field

The type of reason itself doesn’t matter as much as the fact that you have a reason and it’s your reason.
There’s another major benefit to having a well-defined Why: once you identify your Why, it will make the how much clearer. Once you identify your fundamental motivation, then you can properly go about figuring out how to get there. You’ll also spend less time on actions that don’t align with your Why.

A big part of the reason why some young lawyers bounce around or experience dissatisfaction early in their career is because they don’t spend enough time thinking about what they want.

Consider this: When’s the last time you sat down for 20 uninterrupted minutes just to think about what it is you really want from your career? We rarely spend any time, let alone a sufficient amount of time, thinking about what we want and how we’re going to achieve it.

Exercises

In this course, we’re going to talk a lot about identifying our Why. Below are some questions to get you thinking about this concept. If you find yourself at any time saying “I’m not sure yet,” that’s ok.

To be clear: the purpose of this exercise is to get you thinking about these questions as you transition from student to professional, start to look for a practice area, start your first job, and prepare for the first phase of your career.

The answers to these questions will change as your career progresses, but the critical part is to make sure that you understand the importance of asking the questions, asking them regularly, and being honest with yourself about your responses.

Why did you decide to come to law school?
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

What do you stand for? In other words, what’s at the core of your professional identity? Be specific. Instead of saying “justice” or “equality”, say “the rights of immigrants”, “fair business practices,” or “protecting ideas.” It’s ok if you’re not sure what the answer is yet to this question – but write a few thoughts about an interest you currently have that might lead to more clarity in the future.
Who are your future clients and what do you want to help them do? Write a few sentences that specifically describe who they are and what they need. For example: “Young mothers in the Bay Area who are in the middle of a divorce, have no one to turn to, and need guidance through the legal process.” Or something like this: “Emerging technology companies who have great ideas that need protecting.”

What is your ideal legal job after law school and WHY do you think it's ideal? (compensation, professional area of interest, an opportunity to help others, ability to support your family, professional advancement, intellectual challenge, etc.)

Identify a lawyer or professional in your network that you look up to a few of his/her specific characteristics that you admire.

What kind of lifestyle do you want? Again, be specific.
We are kept from our goal not by obstacles but by a clear path to a lesser goal.

— Robert Brault
Goal Identification Exercise #1

Once we have a clear picture of our Why, then it becomes easier to identify goals (the “How”) that will facilitate our vision of who we want to be as a person and a professional.

For the purpose of this exercise, think generally about things you want to accomplish before you leave law school. What do you want to achieve as you prepare to enter the legal profession? In other words, what kinds of things can you do NOW to set yourself up for success when you start your first legal job?

Take 10 minutes to write down as many goals that come to mind as possible.

- What skills do you want to learn?
- Who do you want to meet?
- What do you want to give?
- What do you want to achieve?
- Who do you want to be?
- What do you want to improve?
- Who do you want to help?

Don’t worry about the details right now, just capture the idea. For example:

- connect with USF grads who work in a specific practice area
- learn how to be more a more efficient researcher
- become a better writer
- attend more networking events
- co-author an article with my professor
- apply for a judicial clerkship
- participate in a clinic to develop advocacy skills
- host a symposium.

Then identify whether this is a 1, 3, 6, or 12 month goal. Let your answers below sit for 24-hours before moving on to the next exercise.

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<tr>
<th>Goal</th>
<th>1, 3, 6, 12 month goal</th>
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Finally, as we begin this course, it’s important to take a few minutes to think about what you want from it. What about the course description, or what you may have heard about the class from someone else, made you sign up for it? Identify at least three things that you want to walk away with in 14 weeks.

*Remember:* the things you identify may change over the course of the semester, but it’s important to start thinking about them now and revisiting them as we progress.
Goal Identification Exercise # 2

Now let’s take the general goals you identified above and start to refine them.

As a starting point, pick 2 of the most important ones you want to work on in the next 90 days. Remember that your goals should be driven by a strong ‘Why’ — so as you’re thinking about them keep in mind the underlying motivation for the change you want to see.

Then, identify the very next action step you need to take to set achievement of the goal in motion. The best way to get started is to simply identify the next small thing you need to do -- and then go do it.

Looking at goals on this micro level—instead of viewing them only on a large scale—will help turn the process into bite-size, achievable chunks. If you’d like to list out more action steps, then have at it!

For example, if one of your goals for the next 60 days is to do this:

- Devote 5 hours per week to submitting job applications to Bay Area immigration firms and to networking with potential employers

then a potential next action step could be any of these:

- Search the school’s alumni database and identify at least 15 practicing immigration attorneys I can contact

- Schedule at least 2 coffee appointments, phone calls or informational interviews per week

- Attend at least 1 immigration law focused networking event every month

GOAL 1: ____________________________________________________________

NEXT ACTION STEP: ______________________________________________

GOAL 2: ____________________________________________________________

NEXT ACTION STEP: ______________________________________________
Sample Goal

We'll be building goals in class, but if you’d like to get started, below is an example of a completed goal as well as a few blank templates. We recommend you watch the modules on goal setting posted to the DueCourse platform before you get started.

<table>
<thead>
<tr>
<th>What is the change in circumstance or benefit that I want to achieve?</th>
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<td>• I want to secure a position at an immigration firm so I can represent immigrants in deportation proceedings.</td>
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**GOAL 1:** Devote 5 hours per week to submitting job applications to Bay Area immigration firms and to networking with potential employers

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<th>Frequency</th>
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<td>• Search the school’s alumni database and identify at least 15 practicing immigration attorneys I can contact</td>
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<td>Complete by end of Week 2</td>
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<td>• Schedule at least 2 coffee appointments, phone calls or informational interviews per week</td>
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<tr>
<td>• Attend at least 1 immigration law focused networking event every month</td>
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## GOAL:

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