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**PROGRAM MATERIALS**  
**Program #29152**  
**November 11, 2019**

## **Owning Your Career**

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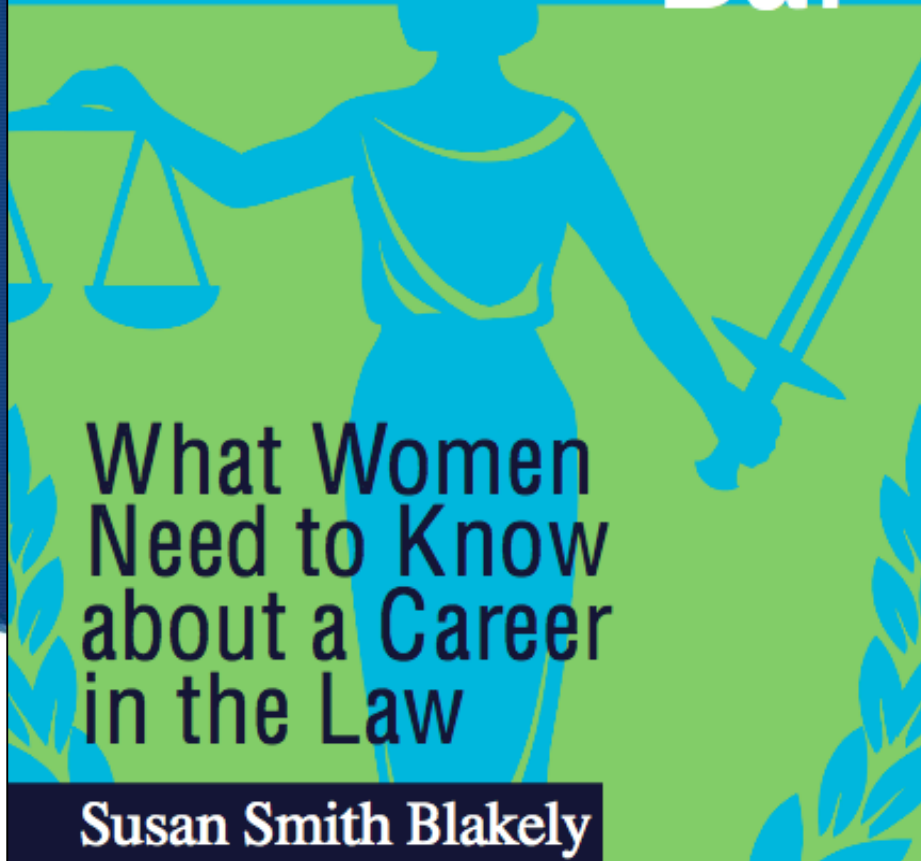
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# Best Friends *at the* Bar



What Women  
Need to Know  
about a Career  
in the Law

Susan Smith Blakely

Susan Smith Blakely

Presents

For Ceresq/Thompson  
Reuters (West)

“OWNING YOUR  
CAREER AND  
RE-INVENTION”

November 11,  
2019



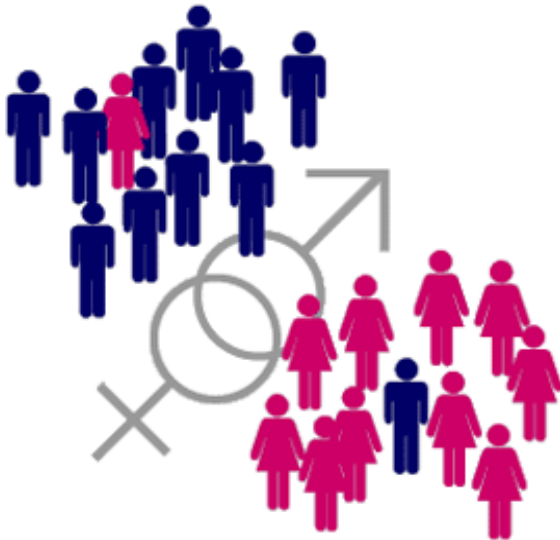
# Today I Will Talk About:

- Some Grim Statistics for Women Lawyers;
- What It Means to Own Your Career --- having realistic career objectives, managing your career, the elusive work-life “balance,” and gender challenges that continue to be obstacles to success;
- The Importance of Aligning Your Passion and Your Confidence with Building Your Brand;
- The Importance of Self Advocacy; and
- Some Do’s and Don’ts to Succeed in Law Practice

# About Susan Blakely

- University of Wisconsin and Georgetown Law graduate, chief of staff in public service, and partner in private practice;
- Retired after 25-plus years and founded LegalPerspectives LLC to address issues affecting young lawyers;
- Award-winning author of *Best Friends at the Bar* book series and *What Millennial Lawyers Want*, and
- Speaker, blogger, career coach, and consultant on issues related to women lawyers, millennial lawyers, and effective leadership for all young lawyers.

# Troublesome Statistics



- Although more than half of law school graduates today are women, only 38% of the practicing lawyers in the US today are female;
- The law profession is losing women at a significantly higher rate than men; and
- Women lawyers in private practice are concentrated in the associate and of counsel ranks with women representing only 21% of equity partners in law firms. 4

# The “Having It All” Myth



Most women lawyers can have some of it all of the time, and all of it some of the time, but it is the rare woman lawyer who can have all of it all of the time.

# The “Lean In” Myth



- ◆ “Lean In” may not be realistic for women lawyers who bill by the hour and have both family and professional responsibilities; and
- ◆ Having an upward career trajectory at all times should not be the exclusive definition of success.

# “STAY IN” Not Lean In

- STAY IN --- one way or another --- to preserve future career options and opportunities;
- Anticipate your needs and the kind of practice that fits you and your family best; and
- TAKE CONTROL OF YOUR CAREER!



# OWNING YOUR CAREER MEANS

- ◆ Managing your career and being realistic about career expectations and what it means to be “successful”;
- ◆ Understanding your professional passions and building your brand;
- ◆ Having a flexible career plan; and
- ◆ Understanding gender challenges and how to protect yourself.

# The *Many* Faces of Success

- ◆ Satisfying law careers depend on developing Personal Definitions of Success;
- ◆ Success as a lawyer can be:
  - ◆ Law firm full-time and partnership track;
  - ◆ Law firm Part-time that may or may not include partnership;
  - ◆ Solo practice;
  - ◆ Virtual practice;
  - ◆ In-house practice;
  - ◆ Public service practice;
  - ◆ Academia, Public Interest AND MORE.



# Chart Your Own Course



- ◆ Start early in your career by developing a preliminary PLAN;
- ◆ Involve other stakeholders in your plan;
- ◆ Tweak the plan as your circumstances change; and
- ◆ Become the best lawyer you can be to CREATE VALUE to trade on when you need to change your plan.

# Things to Remember as You Craft a Career Plan



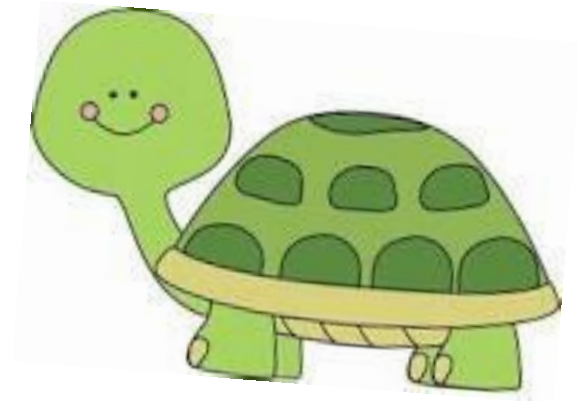
- LEAVING AND TRYING TO RE-ENTER at a later date can be difficult;
- If you need to leave, **STAY CONNECTED**;
- LOOK FOR HELP** when it is time to return; and
- PACE YOURSELF**;

# Achieving Your Goals

- 🟢 You cannot get further *down the road* UNLESS you are

ON THE ROAD!

- 🟢 [onrampfellowship.com](http://onrampfellowship.com)
- 🟢 [relaunchingattorneyplatform.com](http://relaunchingattorneyplatform.com)



# Women Advocate and Negotiate Effectively

- 💧 For their children;
- 💧 For other family members and friends;
- 💧 For the disadvantaged; and
- 💧 For their clients;
- 💧 BUT, most women do not advocate or negotiate effectively for **THEMSELVES**.

# Why Women DON'T Advocate and Negotiate Effectively for *Themselves*

- ◆ They undervalue their worth;
- ◆ They overvalue relationships with others in the workplace and fear the backlash of rejection;
- ◆ They rely on others to notice their skills and accomplishments;
- ◆ They relate “the ask” to conditions in their lives instead of to their skills; and
- ◆ They make it personal.

# Women Lawyers MUST Learn to Negotiate Effectively for

- ◆ Promotions;
- ◆ Salary Increases;
- ◆ Case Assignments;
- ◆ Important Committee Assignments;
- ◆ Flexible Work Schedules; and
- ◆ Telecommuting Opportunities.



# Gender Stereotyping Impacts Women Lawyers



- Women lawyers often do not fit the traditional male stereotypes of success in the profession;
- Negative stereotyping can lead to sexual harassment, gender discrimination and gender bias toward women; and
- These gender offenses are present in many legal workplaces.

# Workplace Gender Offenses Toward Women

- ◆ *Sexual Harassment* involves unwanted sexual advances;
- ◆ *Gender Discrimination* is intentionally treating a person unfairly because of the person's sex.

example: Excluding a women lawyer from partnership just because she is a woman;

- ◆ *Gender Bias* is intentional or unconscious unequal treatment due to attitudes based on the sex of an employee.

EXAMPLE: Senior male lawyers giving preference to young male lawyers and denying opportunities to equally talented and deserving women lawyers.

# Unintentional (Implicit or Unconscious) Gender Bias



*"Miss Gaines, send in someone who reminds me of myself as a lad."*

# Benevolent Gender Bias

- ◆ Paternalistic behavior toward women regardless of the effect on their careers;
- ◆ An example is when a senior lawyer decides that a woman returning from maternity leave is not ready for certain assignments because of the “circumstances of new motherhood”;
- ◆ Benevolent gender bias can negatively affect a career.

# Do Not Listen *for* Discrimination



- 💧 It is important to be a *discriminating listener*, but
- 💧 Do not *listen for discrimination*.

***There is a BIG difference.***

# Some Do's for Women Lawyers

- ◆ BE PROFESSIONAL in every way (including dress, speech and conduct);
- ◆ CHOSE TO BE A LEADER;
- ◆ ASK FOR PROFESSIONAL DEVELOPMENT AND SKILLS TRAINING and master core competencies; and
- ◆ FIND GOOD MENTORS AND SPONSORS who care about you and your success.

# More Do's for Women Lawyers

- ◆ NETWORK, network, network from Day One of your practice to develop clients and create future options;
- ◆ Stretch yourself and TAKE RISKS that will help you grow as a lawyer;
- ◆ BE RESILIENT; and
- ◆ Develop SOFT SKILLS to advance your career.

# Soft Skills Include

- ◆ Relationship Building;
- ◆ Teamwork;
- ◆ Adaptability;
- ◆ Collaboration;
- ◆ Conflict Management;
- ◆ Managing office politics; and
- ◆ Demonstrating patience and tolerance.



# Some Don'ts for Women Lawyers

- ◆ Don't let others determine your direction or marginalize you;
- ◆ Don't always demand perfection of yourself or allow yourself to live in fear of disapproval;
- ◆ Don't get carried away with spending – live within your means to keep your future options open; and
- ◆ Don't turn your back on other women – remember that we are stronger together.

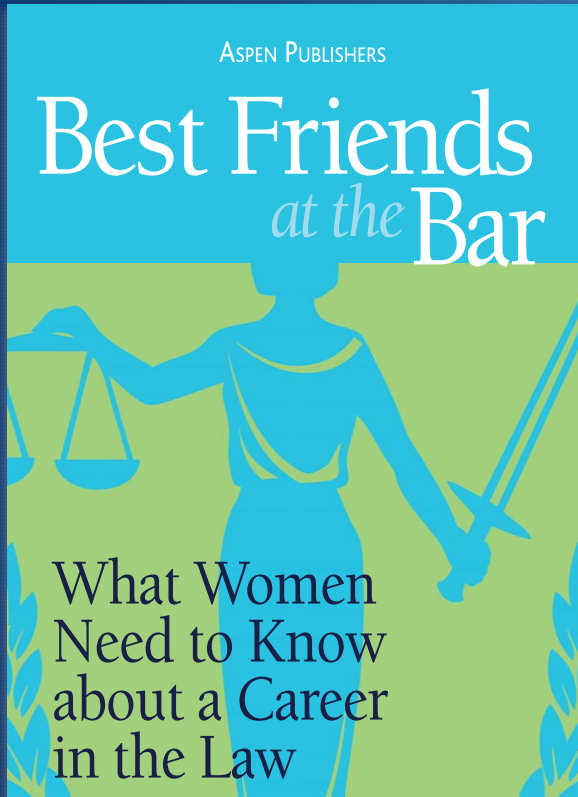
# Women Helping Women



- Former Secretary of State, Madeline Albright:

*"There's a place in hell reserved for women who don't help other women."*

# Thank You!



For more information please visit:

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