

LCLD Pathfinder Program: Compass Conversations FAQs & Suggested Topics and Questions for Hosts

FAQs:

1. What is the LCLD Pathfinder Program?

- Launched in 2015, the program's goals are to provide diverse, high-potential, early career attorneys with practical tools for (1) developing and leveraging internal professional networks through relationship building skills, (2) developing foundational leadership skills, while (3) developing an understanding of career development strategies applicable to both in-house and law firm practice.
- Pathfinders are lawyers with (a) three-to-five years of practice experience if they work for a law firm Member, or (b) three years or less of in-house experience, and less than eight total years of practice experience, if they work for a Member corporation. Learn more [here](#).
- The major elements of the program are (a) in-person meetings in April and October, (b) three e-learning modules with associated Action Assignments, and (c) the Compass Conversations in which you are participating.

2. What is a Compass Conversation?

Small group gatherings (over breakfast, lunch, or in another casual setting) that provide an opportunity for Pathfinders to hear from LCLD Fellows on a range of career and professional development topics. Compass Conversations provide an opportunity for Pathfinders to network with emerging leaders in the profession.

3. How do I host a Compass Conversation?

- LCLD will work with you, other volunteer Fellows in your city, and the Pathfinders to choose a date and location for the Compass Conversation and send a calendar invitation to all attendees. You can learn more about your Pathfinders using the [Pathfinder Directory](#).
- When you arrive at the event, please introduce yourself and encourage the Pathfinder(s) to do the same. We hope that conversations will flow from there, but we have created a list of suggested conversation starters for you below in case you need some ideas.
- Compass Conversations can be a breakfast, lunch, or other informal get-together and *each attendee, including the hosts, are responsible for paying their own food and beverage expenses.*

Suggested Topics and Questions:

Leadership and Career Advancement:

- What sorts of qualities have you seen in leaders of your organization that you particularly admire?
- What habits do you have that have helped you be/remain successful (e.g. yoga every day, reading a book a week, or three newspapers a day)?
- Share a time in your career where you had to “make your own luck.”
- What techniques have you used to build your professional network? What suggestions would you give for maximizing the career leverage of a young lawyer’s network?
- Share the most important quality that an early career lawyer can demonstrate as well as suggestions on how the Pathfinders can develop this quality.
- Share how mentors and/or sponsors assisted you with advancement, how you found your mentors and/or sponsors, and the role they continue to play in your career.
- Discuss a challenge that you have faced during your career, as well as how you approached the challenge.
- What role has receiving (or providing) constructive feedback played in developing your career?
- What career paths have you taken to arrive at your current position?
- What opportunities do you suggest that the Pathfinders try to incorporate into their career development?

Diversity and Inclusion:

- Are you active in diversity and inclusion committees or programming in your organization? What suggestions can you give for maximizing career traction through involvement in diversity-related activities or organizations?
- Have you encountered challenges arising from implicit bias during your career? What techniques have you employed to interrupt or counteract implicit bias?
- Are there any articles, videos, or books relating to career development for diverse professionals that you would recommend?
- How did you first get involved in LCLD? How is it best to maximize the career development benefits flowing from your organization’s LCLD membership?

Other:

- What led you to pursue a career in the legal profession?
- What keeps you up at night?
- Share the best advice you have received regarding your career, life, and/or well-being.