



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

## Navigating the Path Forward

Pathfinder Program

Second Meeting

November 2-4, 2017

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KM Advisors



## What the Pathfinder Program is All About



## Where is Here?



## Where Do You Want to Go?



## How Accurate is Yours?



## How Will You Get There – A Linear Path?!



## Stereotypical View of Career Path



## Setting a Direction

- Where do you want to go?
- Do you know the path to that place?
- Do you know what it takes to get there?



## Oops! Hold on a Minute

- Do you have a plan for the next few years?
- Did you have a plan to get to where you are now?
- Has life played out according to your plan?



## Realistic View of Career Path



## John's Journey



## Creating A Plan

- Know yourself – what do YOU want?
  - Your path – has it been an intentional journey?
  - Your Definition of Success
  - Job versus Career versus Calling
  - Lifestyle
  - Best Work
  - Legacy



## Individual Exercise – Part I

- List each job and educational experience since high school.
  - Who made the choice – you or someone else?
  - How do you feel about that path
  - What have you learned about yourself from this journey?
  - Magic wand opportunity – would you change anything?



## Individual Exercise – Part II

- What is your definition of success?
  - How does that apply to your work?
  - How does your definition impact the career choices you make?
  - What have you learned about yourself from your definition?



## Report Out

- How Intentional Was Your Path?
- What is Your Definition of Success?



## Small Group Discussions

- Job versus Career versus Calling
  - Are these words synonyms?
  - What do they mean to you?
  - If there is a difference, which do you need right now?



## Small Group Discussions

- Think about your lifestyle – how you live all aspects of your life
  - What do you love about your current lifestyle?
  - What do you want that is not currently in your lifestyle?
  - What is your ideal lifestyle?
  - How do you pursue your ideal lifestyle while practicing law?



## Small Group Discussions

- What is your best work? (A description, not a title)
  - What do you think is your best work?
  - What do your friends say you contribute “effortlessly”?
  - Can you design a career around your best work?
  - What can you do to begin that process tomorrow?!



## Small Group Discussions

- What do you think when you hear “legacy”?
  - What is your legacy?
  - What do you want it to be?
  - Are you living your legacy each day?
  - What do you need to start living your legacy?



## Group Report Out

- Job versus Career versus Calling
- Lifestyle
- Best Work
- Legacy



## Putting It All Together Sharing the Learning

- What have you learned about yourself that impacts your future plans?
- What are you going to do to be more intentional about your future?
- Can you incorporate your “best work” into your life?
- Is your life compatible with your desired lifestyle?!
- Are you living your legacy each day? If not, what do you need to do to start living your legacy?



## What We Want From YOU!



## Go Change Our Profession and . . . Change the World!



Thank You!

**John E. Mitchell**

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