

## What Got You Here Won't Get You There

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## Do You Know Someone Like This?

- Smart, talented, works hard, loyal
- Not moving up
- A “solid worker” but not tapped for leadership roles
- Can't understand why



## Success as a Junior/Mid-level Lawyer

Skills  
Behaviors  
Attitudes and Beliefs



## What Got You Here?

Skills, behaviors, attitudes  
& beliefs instrumental  
to your CURRENT success.



## Discussion Groups



## Where are You Going?

The title or job description for the role you want NEXT.



## Success as a Senior Lawyer

Skills  
Behaviors  
Attitudes and Beliefs





## Prepare NOW for Future Roles

The job you WANT  
and the job you HAVE now  
are **qualitatively different**  
One does NOT fully prepare you for the other  
It's NOT a natural progression




## Making “the Jump”

Transition from  
*Individual contributor*  
(do assignment)  
to  
One who *manages or leads* to  
achieve objectives  
(marshal people & resources)




## Acquire Next-Level Skills, Behaviors, Attitudes & Beliefs

- Do some research, don't assume
- Don't be “delusional” about current success
- Choose how much to work on weaknesses
- Think like an owner or a C-level executive




## Acquire Next-Level Skills, Behaviors, Attitudes & Beliefs

- Focus more on mental preparedness
- Study success – reading, podcasts, seminars
- Engage a career or leadership coach
- Turn your employee review into a project




## What Will Get You There?



Skills, behaviors, attitudes & beliefs that will enable you to achieve success in your NEXT role.

How you will ACQUIRE those skills, behaviors, attitudes & beliefs.  
Concrete ACTIONS.



## Discussion Groups



## Pressures to Maintain Status Quo

- Ruled by habit
- Lower stress
- Fear of failure
- Others want you to stay
- Afraid to outshine others
- Urgent vs. Important



## Overcome Inertia (theirs and yours)



- Connect to your motivation
- Don't wait for a clear path
- Don't wait for permission
- "Optimal anxiety" creates higher-level performance
- Find your replacement
- Acknowledge others' needs



## What's Next?

- Circle the 5 most important skills, behaviors, attitudes, and beliefs you must acquire for your next step
- Identify HOW to get them
- Take action on at least 2



**Thank you!**

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