



LAWFIT®
FIND YOUR CALLING

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INTRODUCTION

The LawFit® Career Assessment is a valuable tool intended to assist you in making informed decisions about your career. It suggests specific career paths based on measures of your interests, preferences, and motivators. This information can be used to:

- Choose a legal career congruent with your interests
- Confirm your current legal career
- Choose a profession outside the field of law
- Gain greater insight into your personality, sources of motivation, and values

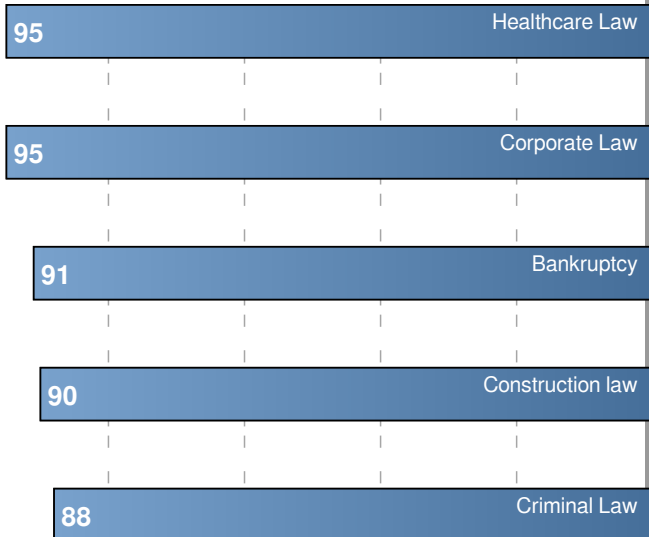
The occupations suggested are typically appropriate for individuals with professional degrees. In some cases, financial or geographic factors may limit your career flexibility. It is strongly recommended that you thoroughly investigate career options and interview professionals in the suggested careers before making a change.

Choosing the right career is among the most important decisions in your life. We believe good career decisions are made through a deliberate process of exploration, information gathering and careful planning. The LawFit® Career Assessment can be a valuable part of this process, helping to guide you towards a rewarding and satisfying career.

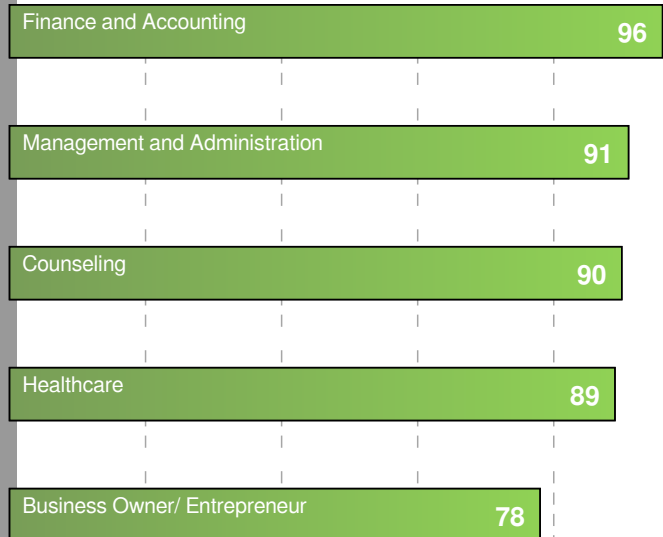


REPORT SUMMARY – SNAPSHOT OF YOUR RESULTS

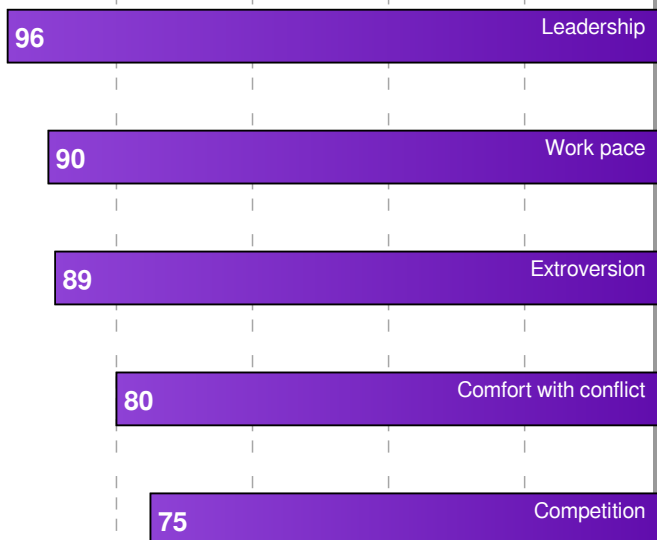
Top 5 Legal Practice Areas and % Match



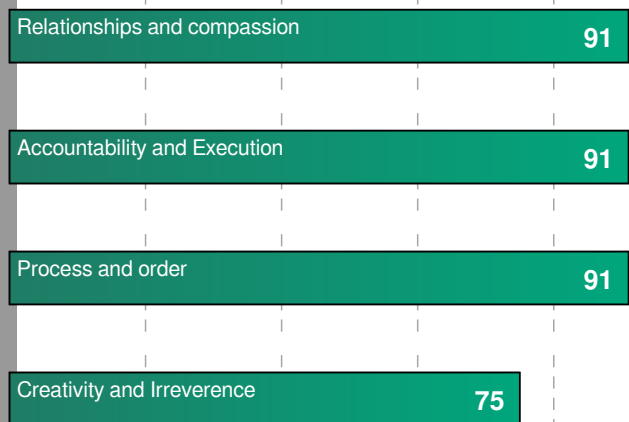
Top 5 General Career Areas and % Match



Your Values and Motivators (1-100)



Your Preferred Work Environment (1-100)





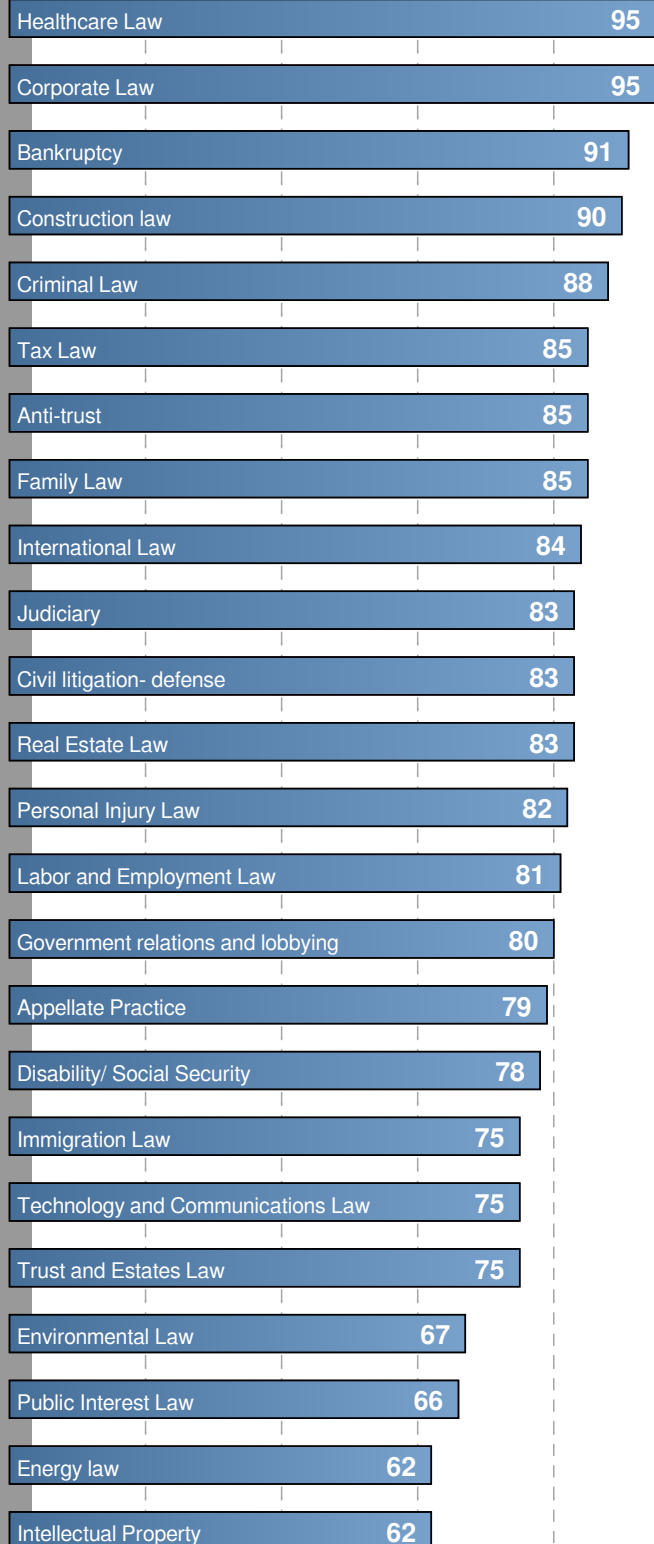
YOUR LEGAL MATCH

The law is an incredibly broad and dynamic career field. The areas of practice available are almost unlimited and they are constantly evolving. Moreover, attorneys often practice in several areas, and their activities cut across different lines. A litigation attorney, for example, frequently will be involved in drafting contracts or other transactional activities.

Accordingly, the LawFit® Career Assessment does not, and indeed cannot, cover every area of the practice of law, nor does the LawFit® Career Assessment cover every career path possible for attorneys outside of the traditional practice of law.

The legal practice areas and general career fields covered by the LawFit® Career Assessment are those in which lawyers most commonly work, and which offer the largest number of career options.

Using sophisticated algorithms, your match with the 25 primary legal areas was calculated. The scores are presented in percentiles. A more detailed description of the legal practice areas can be found in the section starting on page 9.

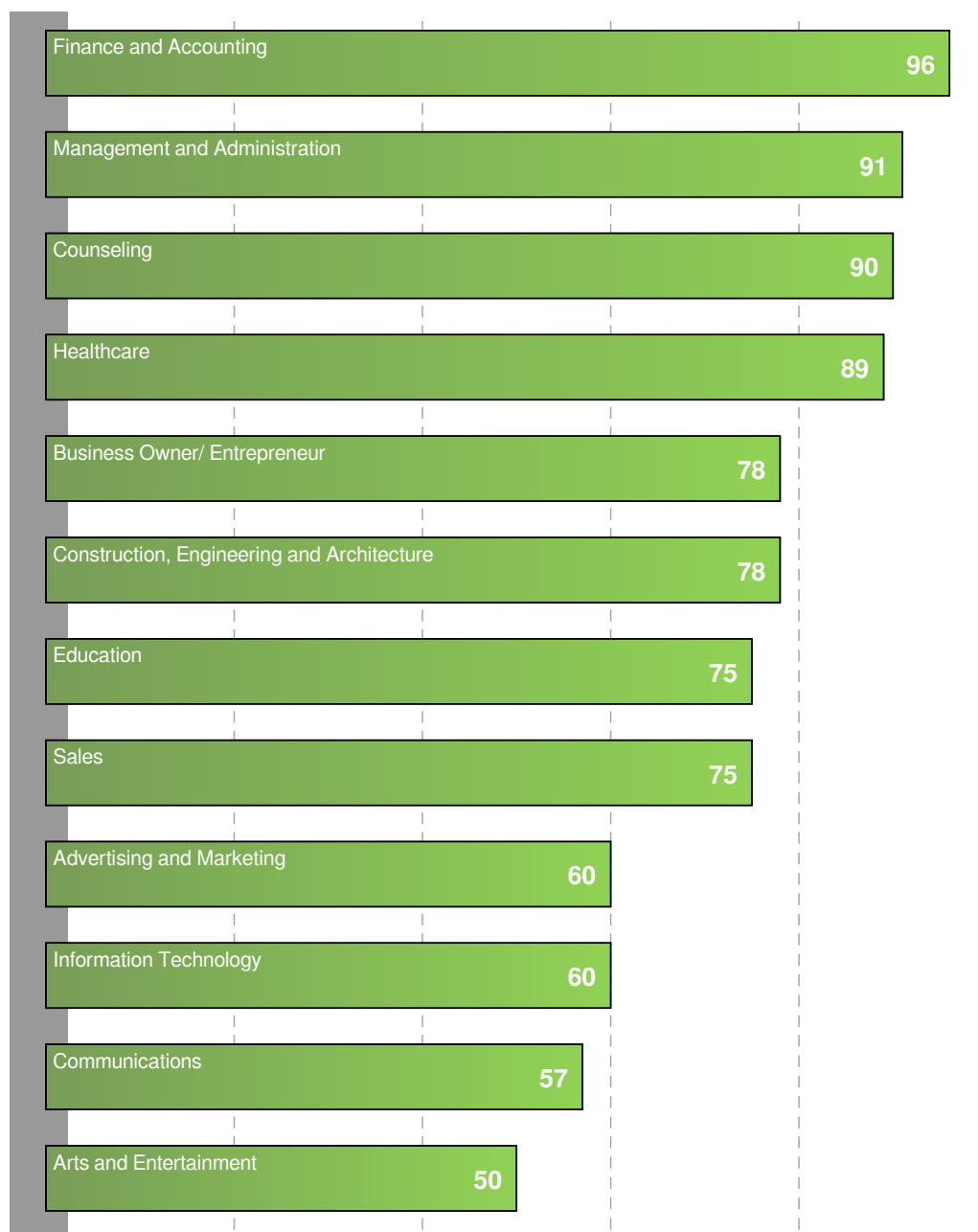




YOUR GENERAL CAREER MATCH

Many attorneys work outside the traditional field of law. The table below shows your percentage match with the 12 primary professional career areas. Your profile is most similar to individuals who are currently working in the fields below and is represented in percentages.

Using sophisticated algorithms, your match with the 12 general career areas was calculated. The scores are presented in percentiles. A more detailed description of the general career areas can be found in the section starting on page 23.





YOUR PERSONAL VALUES AND MOTIVATORS

Many factors contribute to work satisfaction. Each person has unique expectations and preferences with regard to the areas detailed below. Oftentimes, those who are unhappy in their careers have unmet needs in terms of values and motivators. Greater self awareness of your values and motivators is essential for effective career decisions.

Your scores are presented below, along with an explanation and relevance to specific legal areas.

Comfort with Conflict

80

A high score on Comfort with Conflict is found in someone who is not easily offended or upset by confrontation. In fact, some individuals are energized by and enjoy environments that are somewhat combative in nature. Low scores indicate a desire to avoid conflict. Lawyers involved in litigation often find themselves in conflict situations, while transaction oriented legal professionals may be less likely to experience adversarial relationships during the course of work.

Competition

75

High scores indicate a need to win, and a preference for competitive activities. These individuals often enjoy debating and using persuasion to prevail in arguments. Due to the adversarial nature of the work, litigation oriented legal careers frequently involve competitive situations that result in a “win or lose” situation between opposing attorneys. Low scores suggest a preference for collaboration and working together towards a common objective.

Extroversion

89

Low scores are found in those who prefer a substantial amount of alone time. They are typically more introspective and less concerned with socializing. Also known as introverts, those with low scores often do well with periods of solitary work, and display sustained concentration. High scorers desire frequent people interaction. They prefer to develop their ideas through discussion. Also known as extroverts, high scorers have a need for variety and action.

**Financial Risk Taking**

65

Predictable compensation is less important to those who score high on this scale. Low scores indicate that financial stability is a top priority. Lawyers who are paid a regular salary (corporate counsel, government attorneys, etc.) typically enjoy more financial stability, while attorneys working in law firms may experience greater fluctuations in pay. Attorneys engaged in plaintiff work may experience large variations in their compensation as their income is often contingent on the outcome of a particular case. Working for the government or a business usually provides lower pay, but more stability. Oftentimes, higher risk is associated with high compensation.

Leadership

96

High scorers enjoy leading and providing direction to others. They are comfortable taking charge of people and situations, and directing the action. Working as a general counsel for an organization is often a management type role. Within a law practice, this could occur within the role of practice group leader or managing partner. Or, this need could be met by mentoring less experienced attorneys. Lower scores indicate a preference for working as an individual contributor, and less interest in serving as a mentor to others.

Material Reward

70

High scorers consider income the benchmark of success and they place a great deal of emphasis on being highly compensated. Low scorers view financial reward as less important. Compensation in the legal world varies greatly depending on the type of practice, location, client mix, and other factors. Corporate law and civil litigation (plaintiff and defense) can be lucrative careers, while other areas typically pay less, such as disability law, immigration, judiciary, and criminal law.

Work Pace

90

High scorers on Work Pace are comfortable working extended hours, while low scorers put more value on time off and not having work interfere with their personal pursuits. Moderate scores indicate a preference for a balance between work and personal pursuits. Working in a legal practice that requires long hours could potentially lead to career dissatisfaction with someone who has a low score on work pace. Many attorneys who work under the billable hour system complain of intense time pressures and a heavy work load.



PREFERRED WORK ENVIRONMENT

Your career satisfaction depends partly on the degree of fit between your personality and the culture of the organization you join. Organizations vary greatly in terms of the behaviors, attitudes, and expectations of their employees. While being different from your co-workers can have advantages, long term satisfaction relies to some extent on the match between your preferences and the behaviors valued by the place where you work.

Before joining a new organization, ask questions about the culture and determine what types of characteristics are predominant. Spend time with the person who will be your managing partner or direct supervisor. Assess your level of comfort around this person, since job satisfaction is highly dependent on the quality of the relationship with your boss. It is suggested that you carefully consider the working environment before making a career decision.

Your scores are presented below, along with an explanation and relevance to specific career areas.

Accountability and Execution

91

Highly accountable organizations stress a fast work pace and drive for results. Typically, there are clear measures for success and consequences for not achieving results. These organizations can be seen as more results oriented than relational. While relationships may still be important, they often take a back seat to meeting deadlines and performing at a high level. Turnover can be common, as the company seeks to upgrade its talent and keep up with competitors. Examples may include construction, large law practices, and distribution and manufacturing.

Creativity and Irreverence

75

Creative organizations often attract young professionals who value autonomy, individual expression, diversity, and change. There is a certain pride in questioning the status quo and authority. Casual dress codes and creative office design are common. Organizations that are high in creativity and irreverence are often found in technology, media, advertising, marketing, and related companies.

Process and Order

91

Completing tasks in a consistent and predictable manner is highly valued in some organizations. Certain companies provide employees with clear goals and expectations. Planning and process are highly important, and creativity must have a clear, tangible benefit. Organizations that are characterized by process and order may include accounting firms, venture capital, banking, and manufacturing.

Relationships and Compassion

91

Organizations characterized by relationships and compassion often have a premium placed on relationships. While obtaining results is still important, concern for each person may trump performance considerations. Oftentimes, these organizations are quick to reward and slow to fire employees. Long tenure, personal relationships, and company social functions may be common. High levels of Relationships and Compassion can often be found in smaller, privately or family owned businesses, utility companies, and public sector jobs.



DESCRIPTIONS – LEGAL PRACTICE AREAS

A full description of the 25 legal areas is presented below, along with your score in each area.

Anti-Trust

85

Anti-trust is a broad area of the law encompassing both civil and criminal matters. Anti-trust lawyers can be engaged in litigation and mergers / acquisitions. In private practice, they help their business clients comply with competition and trade regulations. When working for the government, anti-trust lawyers investigate potential violations of relevant civil and criminal laws.

Skills / Interests

- Interest in economics and the law
- Intellectually stimulating area of the law
- Heavily influenced by math and economics

Work Environment

- Work on large and high profile cases
- Often work for large private practices or the government
- Primarily practiced in major metropolitan areas

Appellate Practice

79

Appellate lawyers review decisions of lower courts and handle the appeals process, which mainly involves writing legal briefs. They will file appeals in both federal and state courts. They analyze trials and must have a good understanding of legal theory. Appellate law is an intellectual area that requires a passion for writing and performing legal research. Appellate lawyers should have a strong interest in the law and novel legal issues.

Skills / Interests

- Writing legal briefs
- Using creativity
- Oral argument is a very small part of their work

Work Environment

- Work at law firms and government organizations
- More time spent on research and writing as opposed to meeting with clients
- Practiced in all geographic areas



Bankruptcy

91

Bankruptcy lawyers help businesses and individuals resolve financial problems. They represent debtors or creditors. Debtors can be individuals or distressed organizations. Creditors can be lending institutions, other businesses, or individuals. Bankruptcy lawyers work with two or more parties to resolve debts by dividing assets among creditors.

Skills / Interests

- Working in multiple areas of the law
- Attend hearings in federal court

Work Environment

- Work with consumers or businesses
- Often work in law firms of all sizes
- Practiced in all geographic areas

Civil Litigation Defense

83

Defense lawyers represent organizations or individuals who are being sued. Defendants (the defense attorney's clients) can be businesses or other entities, individuals or insurance companies. Insurance defense is a very common type of civil litigation defense work. Some defense lawyers represent the insurance companies directly, and others represent the insured (individuals or businesses). While there are many types of defense litigation, common areas include negligence, professional malpractice, wrongful death, product liability and class actions. The attorney will take depositions and interview witnesses, review and produce documents and other types of discovery, attend hearings, and argue pre-trial motions in court. After going through the litigation process, most cases settle out of court, with the defense attorney playing a key role in the negotiation and settlement process.

Skills / Interests

- Comfort with conflict
- Having a competitive nature
- Negotiating and arguing with other attorneys

Work Environment

- Defense attorneys usually work for law firms or businesses
- They defend companies and organizations in lawsuits
- Practiced in all geographic areas

**Construction Law**

90

Construction lawyers represent construction companies and property developers in all phases of a building project. They handle legal issues related to the construction process, such as land acquisition, financing, contracts, bonds, and construction related litigation. Although construction lawyers often perform transactional and contractual work for their clients, much of their work involves litigation. Construction lawyers represent client in all areas of the construction industry, including general contractors, sub-contractors, engineers, and developers.

Skills / Interests

- Interest in building science and engineering
- Litigation and transaction

Work Environment

- Law firms and construction companies
- Practiced mainly in mid-sized and large cities

Corporate Law

95

Corporate law encompasses four different practice areas that have more similarities than differences. They include Corporate / M&A, Public Finance (Municipal Bond Law), Securities Law, and Banking law. All of these areas involve understanding business practices and working on detailed transactions. These specialties involve facilitating transactions in order to promote their client's commercial interests. Drafting contracts and loan documents and structuring deals are common activities. Corporate lawyers must understand how legal issues affect the client's business objectives. They draft and negotiate documents pertaining to various forms of financing, including debt, equity, and public offerings. Corporate / M&A lawyers work with private business clients at every stage of a businesses' life, from start up to raising capital, to acquiring other businesses, to the sale of the business. Public or municipal bond law involves funding government projects through the sale of bonds. Securities attorneys in private practice advise companies on compliance with securities law, most commonly pertaining to public companies, while those employed by the government are involved in enforcing securities laws and regulations. Banking lawyers primarily deal with transactions related to lending and borrowing money, or to the management of a company's debt.

Skills / Interests

- Strong detail orientation
- Work that is highly technical and complex in nature
- Interest in business and commercial activities

Work Environment

- Working for law firms or businesses
- Working with corporate business leaders
- Practiced mainly in mid-sized and large cities

**Criminal Law**

88

Criminal lawyers work on either the prosecution or defense of individuals accused of a crime. Prosecutors represent the state or the people, whereas defenders represent the accused. Prosecutors often work with police officers to gather evidence to use against the accused. Defense attorneys are usually zealous advocates for the constitutional rights of their clients. Unlike many areas of the law, criminal lawyers often spend a significant amount of time in the courtroom. Although many cases settle, criminal lawyers still have ample opportunities to argue in open court and a number of criminal cases proceed through trial.

Skills / Interests

- Areas of emphasis may include drug crimes, violent crimes, corruption, and white collar crime
- Examining and cross examining witnesses
- Presenting cases to a jury

Work Environment

- Prosecutors work for the government
- Criminal defense lawyers work in either private practice or as public defenders
- Practiced in all geographic areas

Disability / Social Security

78

Disability/ Social Security attorneys help their clients navigate the disability application process in order to receive Social Security benefits. They often help those who have been denied benefits on their Initial Claims. Once they start working with a client, they will assist in the completion of paperwork, schedule interviews with government officials, maintain documentation throughout the process, file all appeals, and represent their clients at the disability hearing before an administrative law judge.

Skills / Interests

- Working with people who have disabilities
- Using counseling skills

Work Environment

- They typically work in smaller law firms
- Paid on a contingency basis
- Practiced in all geographic areas



Energy Law

62

Energy lawyers typically work with energy companies, public utilities, and regulatory agencies on matters related to the production and consumption of energy. They work in numerous areas of the energy industry, including oil and gas, nuclear, hydro-electric, and alternative energy resources (solar, wind, etc.). Their practice can focus on regulatory matters and litigation, and often includes elements of both.

Skills / Interests

- Interest in engineering
- Technical and scientific knowledge
- Involves both litigation and regulatory activities

Work Environment

- They work in law firms, utilities, and for the government
- Mostly found in cities where energy is a major industry such as Houston

Environmental Law

67

Environmental attorneys help businesses, non-profits, and government agencies manage the impact that human beings have on the environment. They analyze and interpret laws and regulations related to air and water quality, agriculture, climate, waste contamination, and related matters. When representing businesses, they help their clients avoid litigation by complying with environmental laws and regulations. Those who work for the government seek to enforce compliance with environmental laws and regulations and impose penalties for violations. In non-profit / public service law organizations, attorneys advocate on behalf of specific environmental issues.

Skills / Interests

- Interest in air / water quality and climate change issues
- Interest in science

Work Environment

- Work for law firms, companies, government agencies and non-profits
- Involves both litigation and regulatory activities
- Practiced mainly in mid-sized and large cities

**Family Law**

85

Family lawyers work on legal issues pertaining to family relations, including marriage, parenting, adoption, divorce, paternity, and child custody matters. Divorce cases often constitute the majority of a family lawyer's workload. Family lawyers in divorce matters typically represent one member of a separating couple and advocate for that person throughout the settlement negotiations and / or trial and appeal. They typically spend their time drafting legal documents, meeting with clients, and appearing in court for hearings and trials. They often work with clients on highly personal and emotional issues.

Skills / Interests

- Working with individuals or families
- Counseling skills
- Empathy

Work Environment

- Most family lawyers work in small law firms or as solo practitioners
- Often make court appearances
- Practiced in all geographic areas

Government Relations & Lobbying

80

Lawyers who work as lobbyists attempt to influence legislation on behalf of their clients. They arrange meetings with political leaders, help prepare information, and guide their clients through the legislative process. Lobbyists represent nearly every industry, institution, and interest group. While many lobbyists are lawyers, having a license to practice law is not a requirement.

Skills / Interests

- Interest in politics and governmental affairs
- Interest in developing and maintaining broad political connections

Work Environment

- Work at the state and federal level
- Work for law firms, lobbying firms, non-profits, and governments
- Practiced mainly in mid-sized and large cities



Healthcare Law

95

Healthcare attorneys work on matters related to the provision of healthcare services and benefits. They often concentrate their practice in a particular healthcare area, such as regulatory law, corporate law (business matters of a healthcare provider), intellectual property (medical inventions and patents), or litigation (medical malpractice). Clients may include dentists, physicians, medical equipment manufacturers, chiropractors, surgical centers, health systems, and hospitals.

Skills / Interests

- Interest in healthcare issues
- Knowledge of healthcare legislation and regulations

Work Environment

- Often work for law firms, corporations, the government, hospitals, or other health care providers
- Practiced mainly in mid-sized and large cities

Immigration Law

75

Immigration lawyers represent clients in all matters related to entering, working in, and / or living in a foreign country. Specific areas may include obtaining visas, naturalization and citizenship, helping clients facing deportation, and those who are seeking temporary and permanent residency. These attorneys also work with businesses that are seeking temporary work visas for foreign employees.

Skills / Interests

- Fluency in a foreign language
- Knowledge and understanding of different cultures

Work Environment

- May represent individuals or businesses
- Often work in private practice or for the government
- Practiced mainly in mid-sized and large cities

**Intellectual Property**

62

Intellectual property is an intangible asset created by the human mind which has some market value. Intellectual property lawyers represent clients in the protection of intellectual property. The four generally recognized areas of intellectual property are patents, copyrights, trademarks and trade secrets. Patent law involves an in-depth understanding of science and technology related to inventions. Copyright law often centers on the creative industries. Trademark lawyers help corporations maintain their brand identity. Trade secret attorneys help organizations protect the data or resources that give the client a competitive advantage.

Skills / Interests

- Interest in technology, ideas, or the creative process
- Litigation and transaction

Work Environment

- Work for corporations and law firms of all sizes
- Patent lawyers must be registered by the U.S. Patent and Trademark Office
- Practiced mainly in mid-sized and large cities

International Law

84

International lawyers help their clients resolve legal matters when the laws of two or more nations are at issue. They can specialize in areas including international trade or litigation. However, most international lawyers help their clients conduct commerce across international boundaries.

Skills / Interests

- World travel
- Working with foreign clients
- Interest in trade and finance issues

Work Environment

- International lawyers often work in larger cities
- May work for companies or law firms
- Primarily practiced in major metropolitan areas



Judiciary

83

Judiciary refers to all types of judges. A judge is a public official who presides over a court of law, either alone or as part of a panel. There are many types of judges, including Supreme Court justices, appellate judges, district and circuit court judges, administrative and probate judges. Just as there are many types of judges, the specific duties of judges vary greatly. However, nearly all judges are involved in overseeing legal proceedings such as hearings, trials, and sentencing. Judges are either appointed or elected, and usually have years of experience as a practicing attorney prior to becoming a judge.

Skills / Interests

- Strong listening skills
- Objective and impartial
- Decisiveness

Work Environment

- Employed by the government
- Work in courtroom and in judge's chambers
- Practiced in all geographic areas

Labor and Employment

81

Labor and Employment lawyers represent clients on all matters related to the workplace. They can represent employers (management) or employees. Traditional Labor lawyers represent management or workers on matters related to collective bargaining, unions, and strike avoidance. Employment lawyers are primarily litigators whose areas of practice include discrimination (age, disability, sex, religion, etc.), wage and hour claims, workplace safety, and other employment laws such as claims related to the Family Medical Leave Act. Employment lawyers often counsel and advise their business clients on how to avoid employment litigation. Sub-specialties include affirmative action and employee benefits.

Skills / Interests

- Handling conflict
- Issues related to careers and the workplace
- Litigation and negotiation

Work Environment

- Often work for law firms, the government or in-house counsel
- Working with employees at all levels of the organization
- Practiced mainly in mid-sized and large cities



Personal Injury Law

82

A plaintiff's attorney represents a party who files a lawsuit in a civil action. The party who files the action, the plaintiff, is usually seeking compensation as a form of redress for an injury or a violation of his or her rights. The plaintiff's attorney initiates the civil litigation process by drafting and filing of the Complaint, and will also file discovery and other pleadings throughout the life of the lawsuit. He or she will take depositions and interview witnesses, review and produce documents and other types of discovery, attend hearings, and argue pre-trial motions in court. After going through the litigation process, most cases settle out of court before a trial begins. A significant amount of plaintiff work involves the representation of clients who have suffered some type of personal injury. Because of high expenses and the contingency dynamic, there is some financial risk involved. However, it can also be a highly lucrative practice area.

Skills / Interests

- Comfort with conflict
- Having a competitive nature
- Negotiating and arguing with other attorneys
- Risk tolerance

Work Environment

- Many paid on a contingency basis (only paid if their client collects money)
- Plaintiff attorneys often work for small law firms
- They represent people who have suffered a physical injury or a violation of their rights
- Practiced in all geographic areas

**Public Interest Law**

66

Public Interest Law is not a specific legal practice area, but instead refers to legal work for the interests of the general public. This encompasses advocacy for particular groups of people and/or particular causes which are generally not served by the for-profit bar. Just as there are many causes deemed to be in the public interest, there are many types of organizations and individuals served by public interest lawyers. Public interest lawyers can work on issues ranging from children's rights to environmental protection to mental health issues. A common theme among public interest lawyers is working for underrepresented and vulnerable segments of society.

Public interest lawyers work in a variety of settings. Many public interest lawyers work directly for an organization dedicated to a particular cause, such as practicing law with the NAACP or the Southern Poverty Law Center. Some public interest lawyers work for the government, including EPA attorneys and public defenders. Many lawyers, including those in private practice, engage in some type of public interest legal work through pro bono representation (work done without compensation).

Skills / Interests

- Strong desire to help individuals or causes which are usually underrepresented
- Interest in serving others stronger than desire for greater income
- Specific type of legal work varies greatly and includes many types of litigation and transactional work

Work Environment

- Work for non-profit entities, legal aid organizations or the government
- Practiced in all geographic areas

Real Estate Law

83

Real Estate lawyers work with clients on buying, selling and financing property. They often focus on residential or commercial real estate, with commercial real estate considered a more sophisticated practice area. Much of the commercial real estate lawyer's time is spent negotiating and drafting lengthy and complex contracts. Residential real estate lawyers represent sellers, buyers or lenders during residential home transactions. Commercial real estate attorneys also work on zoning and land use cases, as well as financing and tax issues. When the real estate market struggles, many commercial real estate lawyers work on distressed loans and distressed real estate matters.

Skills / Interests

- Work that is transactional in nature
- Unlike many attorneys, real estate lawyers can see a tangible result of their work
- Interest in real estate and commercial lending

Work Environment

- Real estate is cyclical in nature, and heavily impacted by the economy
- Working for law firms, real estate development corporations, and lending institutions
- Practiced in all geographic areas

Tax Law

85

Tax lawyers advise individuals and businesses on a variety of federal and state tax related issues. Tax laws affect virtually every type of transaction and legal matter. Tax attorneys work closely with lawyers in other practice areas in order to minimize the tax consequences of their client's transactions. Sub specialties include tax controversy and tax litigation, and employee benefits.

Skills / Interests

- Accounting
- Highly detailed work
- Strong analytical skills
- Mostly transactional

Work Environment

- Tax laws are frequently changing, requiring constant study
- Most work for law firms or for government agencies such as the IRS
- Practiced mainly in mid-sized and large cities



Technology & Communications Law

75

Technology attorneys represent clients in legal matters related to various fields such as biotechnology, nanotechnology, computer science, and information technology. Communications lawyers represent clients such as wireless carriers, phone companies, radio broadcasters, and television networks. Both groups are constantly studying the complex and ever-changing state and federal government regulations. They often work on compliance with the Federal Communications Commission (FCC).

Skills / Interests

- Working in the internet, wireless, and telephone industries
- Interest in changing technologies

Work Environment

- They work in law firms, for communications and media businesses, and the government
- Practiced mainly in mid-sized and large cities

Trusts & Estates Law

75

Trusts and estates lawyers help individuals prepare for the dispensation of their assets after death or incapacity. They draft wills, establish trusts, set up guardianships for minor children, and work on general estate planning matters. They also draft living will and healthcare directives to prepare for medical issues. Minimizing inheritance tax and other tax liabilities are additional areas of practice.

Skills / Interests

- Interest in family relationships and financial matters
- A large amount of people interaction
- Transactional in nature

Work Environment

- They work in law firms or in the trust department of a financial institution
- Practiced in all geographic areas



DESCRIPTIONS – GENERAL CAREER AREAS

A full description of the 12 general career areas is presented below, along with your score in each area.

Advertising & Marketing



The field of advertising and marketing involves the strategy of creating and promoting a service or product. While sales is focused on persuading customers to buy products or services, marketing is considered a creative field that involves determining customer needs, creating concepts, and performing other activities that occur prior to the sale and delivery of a product or service. Many marketing firms, for example, conduct research to determine customers' needs and wants, develop materials (websites, brochures, and other media), and then implement promotion techniques. Specific occupations may include web designer, social media specialist, advertising writer, and graphic designer.

Arts & Entertainment



The field of arts and entertainment encompasses musical performers, artists, and other entertainers. They are often involved in designing, producing and performing works of art. Examples include audio and visual firms, engineering and technical professionals, museum curators, photographers, graphic artists, musicians, actors and producers.

Business Owner / Entrepreneur



Business owners are often attracted to the autonomy and decision making authority of their position. They are typically directly involved with production, sales, pricing and distribution of products or services. A broad knowledge of general business practices is desirable. Oftentimes, those who prefer autonomy and are comfortable taking risks excel as entrepreneurs. Entrepreneurs typically have a tolerance for risk and the ability to quickly adapt to customer or market demands.

Communications



The field of Communication includes writing, editing, and broadcasting. Specific industries include on-line publications, newspapers, magazines, advertising firms, and television and radio stations. Desired attributes would include strong writing and communication skills and the ability to come up with unusual or clever ideas about a given topic. Typically, good writers are avid readers as well.

**Construction / Engineering
Architecture**

78

Designing buildings, selecting the materials, overseeing the construction process, and meeting deadlines are inherent in the Construction / Engineering, and Architecture area. Activities may include building or repairing houses, buildings, or other structures such as highways or roads. This work often involves a combination of working with data and details, and working outside, and may also involve overseeing the building and design process.

Counseling

90

The ability to listen, show empathy, and help others are among the skills found in counselors. Specific careers include psychology, mental health counselor, social work, and marriage or career counselor. Effective counselors usually display sensitivity toward others, patience, and an interest in helping others deal with interpersonal and emotional challenges.

Education

75

High scores in the Education category suggest an interest in teaching and training others. Preparing lectures, facilitating classroom discussions, and advising students on academic and career issues are common activities. They enjoy helping others. Typical professions can include college professor, secondary teacher, coach, or corporate trainer.

Finance / Accounting

96

Finance and Accounting is a broad field that can involve calculating and interpreting the revenue and expenses of an organization, as well as advising individuals and businesses on issues pertaining to taxes, investments, mortgages and loans, and insurance. Typical career entry points may include credit analyst at a bank, loan officer, public accountant, insurance underwriter, treasurer or controller.

**Healthcare**

Healthcare is a broad field that encompasses a range of activities centered on patient care. Typical career paths include nursing, physician, home healthcare specialist, therapists (occupational and physical), and a variety of support roles in a hospital or other healthcare setting. Those support roles can include executive, administrative and managerial roles. Those attracted to healthcare often enjoy the diagnostic challenge, prescribing and directing treatment regimens, and providing support to patients.

Information Technology

Information Technology can include a variety of activities including software development, programming, website building and maintenance, computer networking, hardware engineering, and video game designing. This field often requires attention to detail, a high level of interest in new technologies, sustained concentration, and creativity. Oftentimes, writing computer programs is an entry point for this profession.

**Management /
Administration**

Managing other people is often a result of success at the entry level of an organization. Regardless of the industry, activities often include teaching and training, addressing performance concerns, hiring employees, working on budgets, and ensuring that processes and procedures are maintained. Managers are often generalists, and must understand the basics of finance, customer service, sales, and marketing.

Sales

Sales is a vital part of virtually every industry. Successful sales people often have the following attributes: competitiveness, strong interpersonal skills, adaptability, and optimism. Sales professionals are often skilled at negotiation, customer service, and managing priorities. While product knowledge is vital, the key ingredients for sales success are identifying customer needs, developing constructive and cooperative relationships with these customers, and maintaining them over time.



HOW TO USE YOUR RESULTS

Thank you for taking the LawFit® Career Assessment. Now that you have reviewed your results, the next step is to put these insights to work. Making a plan for career exploration and taking action on that plan are the next vital steps for achieving work satisfaction.

I. Refining preferred practice areas and career fields

Review the highest scores in both the legal and non-legal sections. Eliminate those that are inherently unappealing to you, especially if you know a good deal about those areas. Explore the career fields that are among your top scores but are unfamiliar to you (The resources listed below will help you begin the exploration process). For many, achieving career satisfaction involves learning and researching different options.

Keep in mind that many legal and non-legal career options will vary based on where you live, your educational background, and your willingness to relocate. The availability of jobs will also impact your career search. Smaller cities will have a narrower range of both legal and non-legal career options.

An even larger factor will be the availability of the jobs in various legal specialty areas. Most legal employment, as much as 70%, will be in litigation oriented areas. Certain legal areas, such as judiciary and in-house counsel, are less numerous, and may require many years of experience.

- Key Action Step: Complete parts 1 and 2 of the LawFit® worksheet found on page 30 of this Report.

II. Gathering additional information and networking

Once you have learned more about your top career matches, it is time to begin networking and meeting individuals in these various fields. It may be tempting to conduct your job search from the computer, spending time viewing employer websites and sending emails. However, securing your ideal job in a challenging market often involves meeting the right people at the right time, in person.

The first step in networking is to create a contact list. This is the list of people you know who may be able to help you find a job, or can help lead you to others who may be able to assist in your job search including law school alumni, family friends, and past employers. Next, identify the top people at the organizations matching your preferred career areas with whom you have some connection, even if that connection is indirect.

- Key Action Step: Complete parts 3 and 4 of the LawFit® worksheet found on page 30 of this Report.



Call each person on your contact list and attempt to schedule a brief meeting at their office. Come prepared with several open ended questions: How did you get into this field? What do you most enjoy about your work? What suggestions do you have for someone who wants to work in this area? This type of networking meeting is sometimes referred to as an “informational interview.” The goal is not to obtain a job offer, but rather to learn and, as the name implies, gather information.

Be sure to inform the person with whom you are attempting to meet that you are not asking him/her for a job. Rather, you are trying to gather information and learn. They will be more receptive and likely to meet with you if they know the purpose of the meeting is informational only. Also, be mindful of the value of their time. Tell the person you know how busy he/she is, and you only want a few minutes of their time. When you meet, stick to your promise to keep the meeting brief. The other person may want you to stay longer which is ideal, but keeping your word about the amount of time you want is very important.

In addition to informational interviews, you should attend as many events, conferences, meetings and social outings in your preferred areas as possible. If you have narrowed your preferred practice areas and career fields pursuant to #1 above, then you will have definite targets to pursue and your networking functions will be related to those targets. By networking in this manner, you are not only increasing your knowledge of these areas, you are also making valuable connections with people who could refer you to your eventual employer or even offer you a job in the future. For that reason, networking functions should be pursued with all the seriousness of a job interview.

III. Interview Strategies

A. Study your results before an interview

Having greater self awareness can lead to a better interview. Many job candidates do not adequately explain their interests, values, and motivators. In preparing for an interview, we recommend that you study your LawFit results and rehearse your responses to questions you are likely to encounter.

First, use the attached worksheet to decide on a small number of legal and non-legal areas that are of interest to you. It is important that you have a coherent story that supports your interests in these areas. For example, someone seeking a career in family law can discuss their interest in counseling, advocating for those who struggling, and understanding family dynamics. If business law is a top choice, you might discuss previous work experience in companies or business courses that were of interest to you. During the interview, it should be apparent that your decisions and career plans are based on past experiences and/or genuine personal interests and a thoughtful approach.

Understanding your values and motivators is also important. A high score on “comfort with conflict,” can suggest a good fit with litigation oriented work. A high score on “process and order” can indicate an interest in work that is transactional- such as working on contracts and business deals. **Your ability to link the demands and conditions of a particular job with your specific strengths is an important interview skill.**

While some job interviews are informal and conversational, employers are increasingly using behavioral interviewing approaches. A behavioral interview question example might be: “Tell me about a time you had to work under tight deadlines to finish an important project. What specific steps did you take to ensure that the work was accurate and timely?” Or, “We expect our attorneys to be able to form long term relationships with clients. What are some things that you typically do to develop and maintain relationships?” As you prepare for the interview, make a list of some of your strengths, and write down things you have done to demonstrate these strengths.

B. The interview as a tennis match

Think of the interview as a game of tennis, with the conversation going back and forth, and sharing by both parties. While you are the one being interviewed, come prepared with open ended questions and observations about the organization that is interviewing you. In addition to answering their questions and portraying yourself in a favorable light, you should try and make it a pleasurable experience for yourself and the interviewer.

C. Stay positive

The difficult job market for attorneys can be a source of discouragement. However, it is important to keep in mind that you have a valuable asset in your law degree, and a unique set of skills that are highly valued in workplace. While complaining can be a favorite pastime for some people, we recommend focusing on the positive, even if you don't feel it. When spending time with other students, be careful not to either join in or promote pessimistic thinking. More importantly, the job interview should be a time to convey a hopeful outlook. Interviewers who detect negativity will not be impressed. The ability to display a positive attitude, even during time of crisis, is a highly valued trait.

IV. Conclusion

Whether you are a current student or a law school graduate, consult with your law school career services staff throughout your job search. Career services offices typically have a variety of resources, such as research on potential employers, career planning programs, and advice on interviewing and networking techniques.

Finding your calling can be a time consuming but highly rewarding endeavor. It requires self awareness and insight, knowledge of the job market, and making the right contacts. We hope that LawFit will be instrumental in helping you to make one of the most important choices of your life.



Career Planning Worksheet

Name:

Date:

1	List the top five legal areas that interest you, in order of preference	2	List the top five non legal areas that interest you, in order of preference
1.		1.	
2.		2.	
3.		3.	
4.		4.	
5.		5.	
3	List any professional or personal contacts in your preferred legal and non legal areas	4	List actions you can take in terms of networking, professional groups, volunteer work, etc.
Legal or non legal area		Contact person	1.
1.			2.
2			3.
3.			4.
4.			5.
5.			6.
7.			7.
8.			8.

ADDITIONAL INFORMATION

As you continue the process of finding your best career fit, please periodically go to our website, lawfit.com ®. We are continually adding information, resources and services to help our clients find their calling.



FEEDBACK

LawFit® welcomes your feedback on its products. To begin please click the link below or goto [http://testing.lawfit.com/feedback/] if you have already printed this report.

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