

The Practice of Law ... Your dream career?

By Gary Mitchell

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Are you enjoying the practice of law? Is it everything you expected and more? Are you where you thought you would be by now in your career? Are there challenges you face which seem insurmountable? Are you questioning your chosen profession? If this is you, know that you are not alone.

There are a large and growing number of discontent lawyers out there going through the motions but not fulfilled in their careers. **The good news is that you have the power to change that.**

How do I know? I have seen it first hand. Start by examining your practice. Is it the type of work you like to do? Is it the type of work that interests you? Are you working with the types of clients you like? Are you working with

lawyers in your firm that you like and respect? If you answer no to one of more of these questions, perhaps it's time to re-evaluate your approach.

Where to start? If you are unhappy in your career or feel the need to improve it - **change your approach before you consider changing your profession.** Here are some things to consider:

Question

What type of work interests you?

Who are the lawyers within your firm you most enjoy working with? Why?

Who are the types of clients you most enjoy working with?

Is there an emerging practice area that will not only be lucrative, but will also be one that you could enjoy?

What makes you happy?

What makes you unhappy?

What do you want to accomplish in your career?

What motivates you to succeed?

What is your picture or definition of success?

What are some personal things you will not sacrifice?

What does your ideal practice look like?

What support will you need?

Action

Target this type of work in your practice business plan.

Work together and support each other. Look for a similar fit with others in your firm.

Identify and then build relationships as a way of attracting them to your practice.

Target this area.

Do more of it.

Find ways to overcome or change these things.

Create a plan with clear goals and targets and include things of a personal nature.

Build this into your daily routine.

Yours, not anyone else's.

Stay true to these.

Build it.

Find it



Gary Mitchell
GEM Communications Inc.
Suite 675
142-757 West Hastings St.
Vancouver, BC
V6C 1A1
(604) 669-5235
www.gemcommunications.ca
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Once you have answered these questions, you are better prepared to create the practice you have always wanted- create your own career plan. You may be surprised at how easy your actions will be when you have a clear path ahead and follow through. **No matter what stage of your career you are in, act now and enjoy the rewards for years to come.**

So now you have some answers - what next? Now it's time to create your own long term vision and then act upon it. You face many challenges; making partner, balancing family and work, time management, business development etc. Depending on the needs of your firm, some may be more pressing than others. Be clear on what the firm expects and then one by one begin to address them.

This can and should be a rewarding career. Isn't it time you had one too? If you truly want to make changes, you can. If you have a desire to succeed, you too can have the career of your dreams. Find your passion. Create a plan of action and stick to it. And let me know how it works for you.

Note to law firms: This is a call to action. Encourage your lawyers to develop a career action plan that will allow them to remain focused, happy and productive throughout their careers and support them through it. Whatever resources you put behind them will come back.

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Gary Mitchell is the Managing Director of GEM Communications; a firm specialized in the business of law. He serves on the Board of the Legal Marketing Association-Vancouver Chapter as the Chair of the Marketing and Media committee. Gary can be reached at (604) 669-5235. www.gemcommunications.ca



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