










Skills and Best Practices for Competency and Contentment

Attorney Professional Development

There are unmistakable trends that the legal profession must recognize, including:

-  Significant discontent in the workplace and daily work
-  Happiness does not increase based upon higher compensation
-  Wellness of lawyers is at risk across all lawyer demographics, including job discontent, depression and substance abuse
-  Over reliance on emails and texts in lieu of meetings and telephonic communications

Millennials differ in perspectives on work, business models, and lifestyle than prior generations. Younger lawyers:

-  are deficient in the practice ready soft skill sets necessary for success
-  are deficient in mentoring, monitoring, and practice opportunities
-  are deficient in persuasion skills required for effective negotiation and oral advocacy

Robert A. Creo has over 40 years of experience as an attorney, arbitrator, mediator, and educator, including as in-house counsel, and a practitioner in solo and small firms.

Since 1991 he has served as an adjunct law professor.

As an advocate or neutral, he has handled thousands of cases in diverse practice areas.

WHAT DOES NOT WORK

Work-life balance is a false promise and dubious path to optimizing lawyer success and life satisfaction. Lawyers deserve to lead an integrated life based upon engagement and satisfaction with the daily challenges and tasks. An occasional blitz of attention via CLE or retreats is not going to have lasting effect for most lawyers.

WHAT WORKS

It is a myth that some elements and aspects of successful lawyering cannot be learned. Lawyers undergo rigorous educational training. Law schools attract bright and competitive people who are activists and engaged with the world. This ability to engage and connect correlates with success as a lawyer and contentment. The successful law firm or organization builds upon this platform by creating structures and opportunities for professional and personal development.

Research has shown that perpetual learning focusing on critical thinking, communication skills, civic engagement, and personal well-being is the surest path to effective representation and satisfaction as a lawyer.

Technology is here to stay and is part and parcel of the young lawyer's daily existence. A training model with E-learning designed, facilitated and supplemented by experienced law faculty is an affordable and practical way to further lawyer development.

The Effective Lawyer Blog

<https://effectivelawyer.lawyer>

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