



## LAWYER TO LAWYER MENTORING PROGRAM

### 7 Tips for the Beginning Lawyer

Welcome to the Lawyer to Lawyer Mentoring Program! Congratulations on your decision to take advantage of this opportunity to help start strong on your legal career. Here are a few tips to help you get the most from this program, and from mentoring in general.

#### 1. Figure out what you want from mentoring.

What would be the biggest help to you? Don't limit yourself – write it all down. First, take a hard, honest look at where you are personally. Are you confident, strong, happy, energetic and functioning at the top of your capabilities? Or are you unsure of whether law is right for you? Are you locked in to the right area of practice for you, or do you need to try some areas out? Do you have any specific goals for your practice down the road that you want to start mapping out the best way to reach those goals? Here are some suggested areas:

My current area of the law – what's exciting and strong? What concerns you? What would help you deal with those concerns?

My current work setting - what is good about it? What concerns you? What would help you deal with those concerns?

What skills do you need? Experiences?

My future goals in the law:



Life Balance – how well are you and those closest to you (spouse, children, or friends) handling the demands law is making on you.

Anything else?

## **2. Make good use of the resources of this program.**

Take a look at the Worksheets available as part of this program. Which would help with any of the items listed above. Make notes and discuss with your Mentor Attorney to see which ones he or she feels most confident in working through with you.

## **3. Work with what your Mentor Attorney does best!**

Your Mentor Attorney will likely feel more confident helping you in some areas more than others. Take advantage of what he or she does best. You can also seek help from others (more below)!

Also, remember that there are resources available for you. Especially for help with issues such as depression, alcoholism, and drug or other addictions, you have the Tennessee Lawyers Assistance Program, [www.tlap.org](http://www.tlap.org), 615.741.3238, 877.424.8527 (toll free).

## **4. Use this experience to learn how to benefit from a mentor!**

A good mentoring relationship is a work in progress – always. Learn how to become better at your role in the relationship as you go forward. You will also be helping your Mentor Attorney learn how to be better at his or her role also!

## **5. Find what you have to offer your Mentor Attorney.**

Mentoring is not a one-way street; Mentor Attorneys can learn from Beginning Lawyers. Watch for areas where you have experience, skills, or understanding that might benefit your Mentor Attorney, and make the offer. It will make you a better lawyer!

## **6. Learn from each session how to get more in future sessions.**

Review each session shortly after it ends to decide what you did in preparation for that session or during it that you want to keep doing in weeks ahead, things you want to stop doing or not do again, and one thing you might improve on for next time. Remember,



you are, in addition to everything else, improving your leadership and preparing yourself to mentor Beginning Lawyers after you gain more experience!

### **7. Start building your connections to other mentors.**

Research on mentoring says: MORE THAN A SINGLE MENTOR! Those who get the most from mentoring usually develop several mentors. That's right – you reach out and develop more mentors! Look back at the list of things under #1 above that you want from mentoring. What are the chances any one mentor can cover all of your list? If you are like most beginning professionals, you will need good, strong relationships with several mentors to reach your full potential. Fortunately, however, participating in this program will help you learn about good mentoring relationships and should help you foster such relationships, even with attorneys who are not part of this program, but who can help you learn and grow.

#### **Congratulations! And good luck!**

We believe that your experience as a Beginning Lawyer in this program can help you get your career off to a strong start. You are gaining knowledge, experience, insight, and skills that will benefit you for the rest of your career. Congratulations on stepping up, and good luck as you work with your Mentor Attorney to help get your career off to a strong start!