I have studied Roadmap. It is unique, prescient, and needed. I urge you to master the particulars of the document, reflect on its importance to your future, and use it to "get on the road." Follow it and start your journey toward employment now.

Until this effort, it is remarkable that so little has been studied on the values, virtues, and capacities law firms seek in hiring associates and in promoting those associates to partner. The profession owes gratitude to Neil Hamilton and his supporting team for their leadership in assembling the data that are the basis of Roadmap.

You are working hard to understand and master "the law." Clearly, your sight is on establishing sufficient grounding to pass the bar examination—you minimum essential. This is a major focus of your law school. But remember, the learning of the law and the practice of law are distinct and different. Your future employer will readily assume that you have a sufficient understanding of the law and will focus on your human relationship capacities. Your interviewer will scan your supporting résumé and will probe your work ethic, your common sense, your compatibility with others, and, most of all, your fit with the organization. The interviewer will endeavor to translate the experience you display in your short time together and make a judgment, up or down.

Roadmap is a guide to sharpen your awareness of the characteristics most valued in the workplace—whether it is in a law firm, a company, or a government entity. The map encourages you to use your time in law school to develop the competencies important to your future. It is in your interest to form a conscious plan as to how you can demonstrate these self-development experiences. Only then will you be prepared to enter your search for employment.

It has been sixty years since I was admitted to the Minnesota Bar. Over those years, I have been a senior partner and the hiring partner in a major law firm, a general counsel, the CEO of two publicly held corporations, a member of numerous corporate and not-for-profit boards, and a public officeholder. My training and experience as a lawyer have given me very transferable skills, as will your experience. Over the course of your career, there will be many ways for you to contribute to the common good.