## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreword</td>
<td>ix</td>
</tr>
<tr>
<td>Preface</td>
<td>xi</td>
</tr>
<tr>
<td>About the Editors</td>
<td>xiii</td>
</tr>
<tr>
<td>Acknowledgments</td>
<td>xv</td>
</tr>
<tr>
<td><strong>1</strong> Career Management Matters: The Case for Fostering Work-Life Balance among Employees</td>
<td>1</td>
</tr>
<tr>
<td>Understanding the Generational Shift and the Increasing Importance of Quality of Life in the Practice of Law</td>
<td>2</td>
</tr>
<tr>
<td>Alan Bryan</td>
<td>2</td>
</tr>
<tr>
<td>The Millennial Generation: An Emerging Force of Change</td>
<td>10</td>
</tr>
<tr>
<td>Lauren Stiller Rikleen</td>
<td>10</td>
</tr>
<tr>
<td>The Importance of Flexibility in the Workplace</td>
<td>15</td>
</tr>
<tr>
<td>Manar S. Morales</td>
<td>15</td>
</tr>
<tr>
<td>Concrete Benefits to Employers of Successful Work-Life Management in the Workplace</td>
<td>23</td>
</tr>
<tr>
<td>Nan E. Joesten</td>
<td>23</td>
</tr>
<tr>
<td>Moneyball Hiring: A New Paradigm for Finding and Retaining Quality Lawyers</td>
<td>29</td>
</tr>
<tr>
<td>Joshua Frank</td>
<td>29</td>
</tr>
<tr>
<td>Reflections</td>
<td>38</td>
</tr>
<tr>
<td><strong>2</strong> Preparing for the Long Road Ahead: Redefining Balancing versus Managing and Developing a Plan for Success</td>
<td>39</td>
</tr>
<tr>
<td>Balance versus Management: Redefining the Interplay between Work and Life</td>
<td>40</td>
</tr>
<tr>
<td>Anne Marie Seibel</td>
<td>40</td>
</tr>
<tr>
<td>You’ve Got to Have a Plan</td>
<td>46</td>
</tr>
<tr>
<td>Chief Justice Leah Ward Sears (Ret.)</td>
<td>46</td>
</tr>
<tr>
<td>Developing Goals That Matter, Both Professionally and Personally</td>
<td>52</td>
</tr>
<tr>
<td>Amber N. Garry</td>
<td>52</td>
</tr>
</tbody>
</table>
Contents

Self-Defined Success  
Heather J. Van Meter  56

The Joy of Success and Accomplishment  
Z. Ileana Martinez  60

Reflections  65

3  Gaining Momentum: Particular Strategies for Success  67

Be Your Own Advocate by Negotiating Fair Compensation  
Amy M. Stewart  68

Dealing with Bias: Exit, Voice, or Loyalty  
Lucia E. Coyoca  75

Five Strategies for Managing Advancement Early On  
Jacqueline Mecchella Bushwack  83

Lessons from the Farm: Networking, Building Key Relationships, and Rainmaking  
Jeana L. Goosmann  88

“Failures” Are Inevitable Opportunities for Growth: Reflections on the Importance of Grit and a Growth Mind-Set  
Katherine M. Larkin-Wong  95

Sponsorship: The Key to Shattering Glass Ceilings  
LaKeisha R. Randall  100

Reflections  108

4  Being “It All”: Keeping Values Straight and Valuing Your Strengths  109

People Plan and God Laughs: Follow Your Heart and Go with It  
Maureen McCormick  111

Family Unplanning: One Lawyer’s Journey to a Family  
Gindi E. Vincent  120

Returning to Legal Work after Time Away  
Andrea Doneff  127

Keeping Values Straight: Valuing Our Strengths  
Anonymous  134

iv
Contents

The Trials of Motherhood: My Experience at Trial as a New Mom
Jenny A. Austin 142

All This Luscious Chaos: On Fostering, Adopting, and Doughnuts for Breakfast
Janet L. Wallace 149

Reflections 156

5 Building Endurance: Life Lessons and Big Picture Strategies for Achieving Long-Term Success 157

Living Life Deliberately along the Road to Success
Shayna M. Steinfeld 158

Making Time for What Matters, Professionally and Personally
Hon. Karen Wells Roby 166

Strategies for Making Time for What Matters Most
Andrea S. Carlise 172

The Elements of T-I-M-E
Angel Zimmerman 178

The Spiritual Side of Work-Life Management
Teresa M. Beck 186

Going the Distance: Prioritizing Commitment to Health
Linda Somers Smith 194

Reflections 200

6 Maintaining Perspective: The Importance of Aligning Personal Goals with Professional Aspirations 201

Choosing a Career Path in Line with Your Values
D. Alicia Hickok 202

Maintaining Strength and Passion to Fulfill Even Unknown Dreams
Jodi L. Rosenberg 208

Creating a Niche: The Importance of Diversity and Inclusion
Betty Lugo 214
Contents

The Road Less Traveled: Pursuing an Innovative Legal Career and Life Path  
Alison G. Greenberg 220

Alternative Work Arrangements  
Christina Plum 224

Law Firm Management: Make Your Firm the Place You Wish It Could Be  
Maureen Reidy Witt 229

Reflections 237

7 Getting Back Up: Managing Crises along the Journey 239

Becoming an Alcoholic in Private, Living in Recovery in Public  
Hon. Sarah L. Krauss (Ret.) 241

Reestablishing a Life of Balance  
Mayanne Downs 247

Caring for the Sick: Brain Tumors, Billable Hours, and Balance  
Dina R. Richman 255

My Spiritual Journey  
Marlene Gordon 260

The Unexpected Path  
Jennifer A. Lizotte 270

Reflections 278

8 Going the Distance: Maintaining Perspective throughout the Journey 279

We Have Come a Long Way  
Robin Frazer Clark 280

There Is No Right Answer, Right Path, or Easy Measure of Success: The Key Is How You Make the Journey  
Stasia Kelly 289
Contents

A Reflection by Oregon’s First Woman Attorney General on How Far We Have—and Haven’t—Come since 1972
   Ellen Rosenblum  294

The Big Picture
   Lauren Stiller Rikleen  299

My Career in the Law: Reflections on the Challenges and Rewards for Women in the Profession
   Bobbie D. Liebenberg  304

Reflections  311