Master the Art of Success

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What Does Success Look Like?

- Being content about your life
- Achieving measurable accomplishments
- Believing you have positive impact on others
- Leaving a legacy

External vs. Internal definitions?

Survey says...

90% Of Americans believe Success = Happiness
NOT Money – Power – Status

Vision for Success

WHAT do you want?
WHY do you want it?
What can STOP you?
Your WHY is YOUR definition of SUCCESS

Conventional Wisdom says:

Research shows:

Build on unique strengths:
- 6x more likely to be engaged
- 3x more likely to report having an excellent quality of life
- Achieve goals
- Feel confident and self-assured
- More energetic, well-rested and happy
- Less worried, stressed, angry and sad

SOURCE: GALLUP RESEARCH
Career Success Formula

• Own Your Uniqueness
  ✔ abilities, skills, special knowledges
  ✩ Yearning/Rapid Learning/Satisfaction
  ✩ Assessment tools

• Honor Your Values
  ✔ Resume values v. Eulogy values

• Monitor Market Trends
  ✔ Align with employer/market needs

Career Success Obstacles

• Magical thinking
• External Realities
• Mindset
Career Success Strategies

Change thinking from:

“*I can’t because...*”

to:

“*how can I...?*”

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Career Success Strategies

“WHAT” You See Impacts Your Actions

- EVENT
- “WHAT” You See
- Impacts Your Actions
- Thought/Label
- FEELING
- ACTIONS

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**Negative Talk**

Inner critic

**Assumptions**

Expectation that because something has been true in the past, it will happen again. Based on personal experience.

**Interpretations**

Judgment you create. Represents ONLY one viewpoint.

**Limited Beliefs**

Something you accept about life, yourself, the world that limits you. Learned from some “authority.”
Assumptions
Just because it happened before, why must it happen again? (Why do I believe that? Where does it come from?)

Interpretations
What is another way to look at this?

Limited Beliefs
What effect does this have on my life? What "proof" exists?

Career Success Strategies
At each stage of your career consider WHAT you want people to think about you?
Behave in a way that is consistent with your defined brand
GOOD NEWS: YOU control the story

BAD NEWS: You must control the story

Exercise

- List 3 characteristics that describe you at your BEST
- List 3 characteristics that describe you at your WORST

CHALLENGE
Ask 3-5 colleagues the same questions

Top 5 Career Success Strategies
#1: Do Quality Work!
- Build knowledge and experience
- Seek opportunities to learn
- Take initiative; think ahead
- Be responsive and reliable
- Be a problem solver
- Inspire confidence

#2: Pay Attention!
- Adapt to established norms
  - Technology
  - Dress/grooming/language
- Observe leadership
- Know policies and procedures
- Observe difference between what is written and what is acceptable

#3: Manage Time Effectively
- Plan & Execute
  - Set action plan
  - Break tasks into small, manageable steps
  - Communicate realistic time lines/deadlines
- Prioritize
  - Concentrate on “big ticket” items
  - Use small tasks to fill down time
  - Distinguish between “Urgent” & “Important”
  - Ask for guidance when necessary
#4: Work Collaboratively
- Display positive, enthusiastic attitude
- Be resourceful and take initiative
- Look beyond current deal/case
- Consider needs/concerns of others
- Be thoughtful
- Be a team player
- Think Service!

#5: Build Strong Networks
- Be likeable
- Identify Mentors/Create a Board of Advisors
- Be visible
- Get involved in Firm activities
- Join Industry, Bar and Alumni Associations

Success is liking yourself, liking what you do, and liking how you do it.

---MAYA ANGELOU---
Upcoming Career Advice Series Webinars

- Friday, July 14, 2017, 1-2pm ET, Build Brand Culture to Attract and Develop Your Legal Business With Ease
- Friday, September 8, 2017, 1-2pm ET, Choosing a Destination: Proactively Managing Your Career as a Midlevel Associate

Upcoming Career Choice Series Webinars

- Friday, June 16, 2017, 1-1:30pm ET, Food, Drug, and BioTech Law
- Friday, June 23, 2017, 1-1:30pm ET, Domestic and Sexual Violence
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