

# Ten Tips for Transitioning into Leadership

1. **Do good work.** You have to be a competent lawyer to gain the respect of your colleagues.
2. **Have a vision.** Visualize what you want and go for it.
3. **Be authentic.** You can borrow characteristics and techniques from other people, but make sure your personal style is one you are comfortable with, not one you're forcing yourself into.
4. **Revise set assumptions.** For instance, you can mentally retool "getting business" (often seen negatively as pestering or badgering people) into an effort to help people.
5. **Break down your concerns.** Take apart the challenge to see what skills and talents are necessary and examine each to allay your fears.
6. **Seek out mentors and role models.** Not only can they give you specific get-ahead tips, but they also can intervene at critical times to keep you on a path or help energize you to move up to the next level.
7. **Start with baby steps.** You don't have to aspire to run the firm or be captain of the helm at the state bar association. Try simply being a great supervisor or running a small firm initiative.
8. **Set concrete goals.** For instance, determine that you'll call five new prospects a week.
9. **Set stretch goals.** "I've seen people who tell me that they just couldn't possibly stand up and give a big speech," declares Martha Barnett, "and I say, 'You're going to do it -- on Thursday. Let me help you.'" Going for goals that seem out of reach is the way to keep excited and renewed about your work.
10. **Be passionate.** Or "figure out what you love," as Ellen Ostrow urges. Working on something you care about makes otherwise burdensome leadership tasks fun and rewarding.