

PROFESSIONAL
IDENTITY
FORMATION,
IMPLICIT BIAS &
FIRST GEN LAW
STUDENTS

SO CALEX
SUPERVISOR
TRAINING AND CLE
MARCH 21, 2023

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PROFESSIONAL IDENTITY FORMATION



PROFESSIONAL IDENTITY FORMATION: ABA REQUIREMENT

A law school shall provide substantial opportunities to students for . . . the **development of a professional identity**

ABA Standard 303(b)



WHAT IS PROFESSIONAL IDENTITY FORMATION?



PROFESSIONAL IDENTITY FORMATION: ABA GUIDANCE

Professional identity focuses on what it means to be a lawyer and the special obligations lawyers have to their clients and society. The development of professional identity should involve an intentional exploration of the values, guiding principles, and well-being practices considered foundational to successful legal practice.

Because developing a professional identity requires reflection and growth over time, students should have frequent opportunities for such development during each year of law school and in a variety of courses and co-curricular and professional development activities.

ABA Standard Interpretation, 303-5



Integrated Identity



climate
change

fidelity to law/client

competence
growth mindset

wisdom

Helping others

artistic ability

enjoys being
outdoors

courage

transcendence

oral advocacy
skills

practical wisdom

kindness

values family and friends

humanity leadership

self-direction

loves animals public-spiritedness

self-continuity

temperance

resilience

protecting

humor

justice animals

animal rights

environmental
sustainability

civility

introvert

empathetic

social intelligence

listening

creativity

dislikes conflict

teamwork

Adapted from
Professor Daisy H.
Floyd, Mercer
University

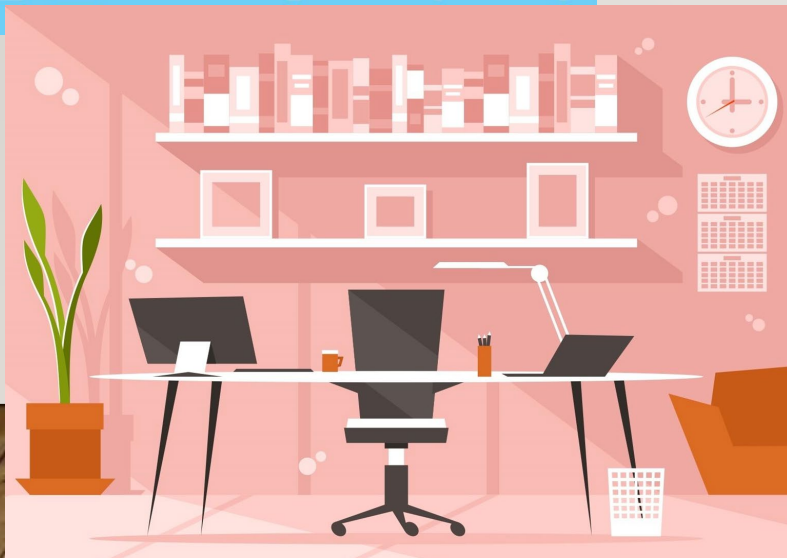
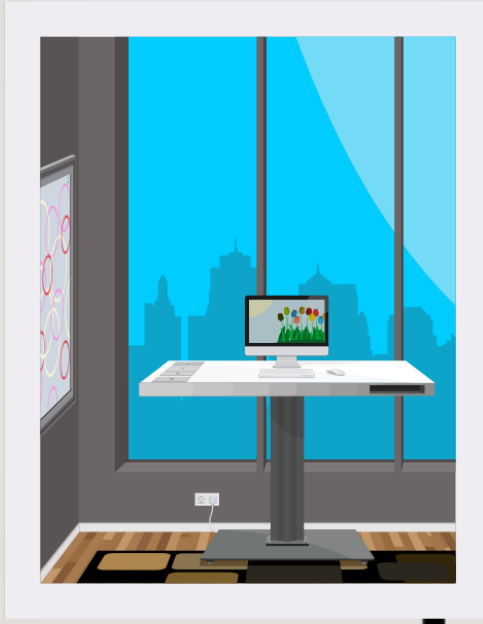
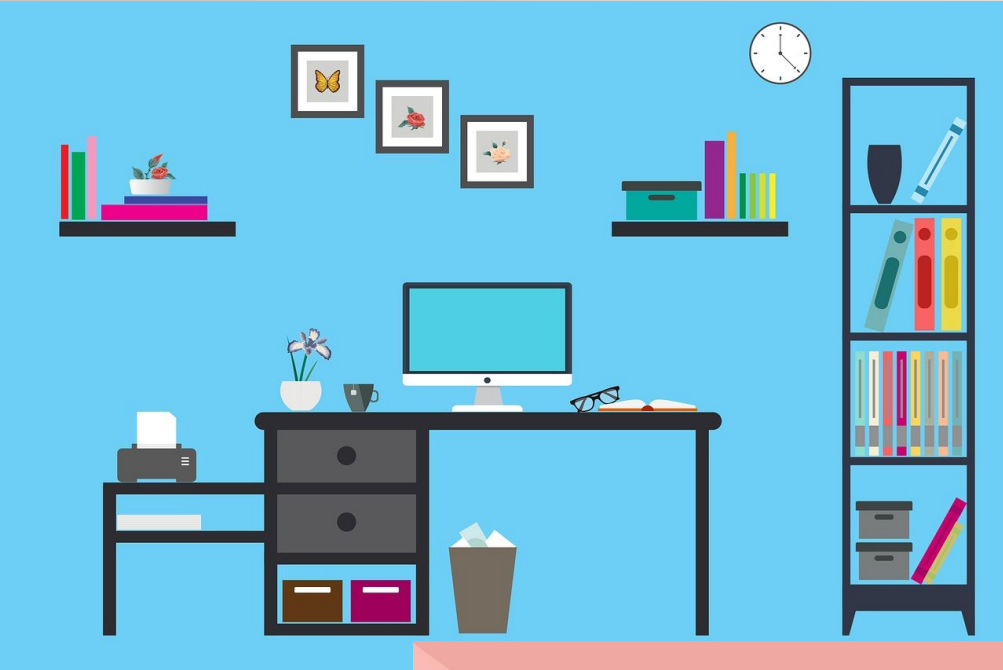
PIF CLASS EXERCISES: PRIORITIZING VALUES

Examples of Values

The following list gives examples of values that are important to different people. To identify the values that are most important to you, go through the list and place a mark next to values that are important to you. Go through the list a second time and place a second mark next to the values that are most important. Go through the list a third time and identify five values that are most important of all to you. You can add values to this list.

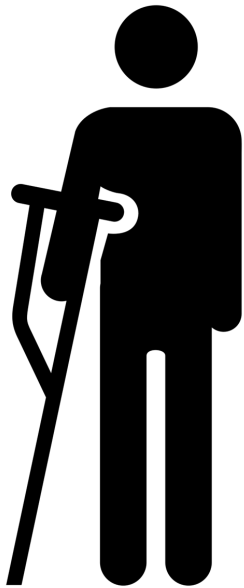
Acknowledgment	Exploration	Physical
Action	Faith	fitness
Adventure	Fame	Politics
Advocacy	Family	Popularity
Ambition	Fairness	Practicality Productivity
Animals	Financial stability	Professionalism
Appreciation	Freedom	Public policy
Art	Friendship	Rationality
Autonomy	Fun	Recognition
Balance	Harmony	Relationships
Beauty	Health	Religion
Belonging	Home	Respect
Bravery	Honesty	Risk
Building	Humor	Sensuality

PIF CLASS EXERCISE: VISIONING EXERCISE

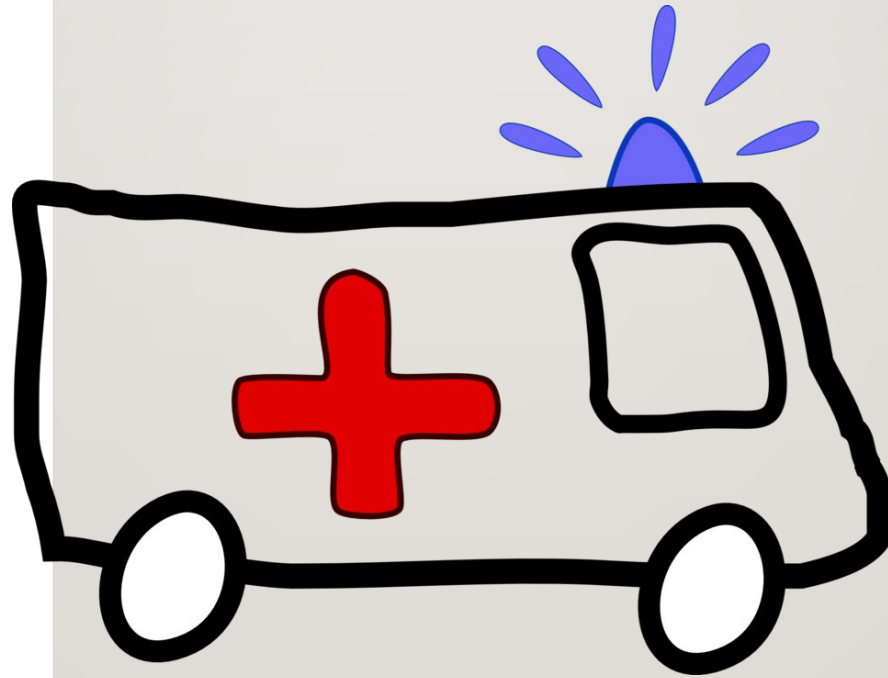


PIF CLASS EXERCISE: 3 PATHS

What I do:



Backup Plan:



If money were
no issue:



WHAT CAN SUPERVISORS DO TO SUPPORT PROFESSIONAL IDENTITY FORMATION?



WHAT CAN SUPERVISORS DO TO SUPPORT PIF

Ten Tips

Personal
check-in

Discuss
Work/Life
balance

Time
Management

Happiness

Network

Mistakes and
Growth
Mindset

Feedback

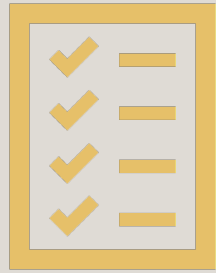
Goals

Well-being

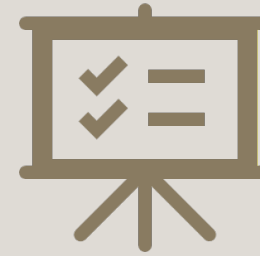
Be a mentor

Tip #1:

WHAT CAN SUPERVISORS DO TO SUPPORT PIF
PERSONAL CHECK-INS



**Weekly
Standing
Meeting**



Personal Check-in

Tip #2: WORK/LIFE BALANCE



Tip #3: WHAT CAN SUPERVISORS DO TO SUPPORT PIF: TIME MANAGEMENT

	A	B	C	D
1	Activity	Hours/Day	Hours/Week	Hours/Mon
2	Work (9am to 5pm M-F)	9.0	45.0	
3	Commute (x 5 days)	1.0	5.0	
4	Sleep	6.5	45.5	
5	Eating breakfast / dinner	1.3	8.8	
6	Preparing Food	0.5	3.5	
7	Exercise + shower	0.5	5.0	
8	Social Time (talking to partner / friends / family)	0.3	1.8	
9	Non-work email / news	0.0	0.0	
10	Leisure / TV / Social Media / phone time	1.0	7.0	
11	Morning prep / evening prep (brushing teeth, etc) / bathroom	1.0	7.0	
12	Quality Time with kids	1.3	8.8	
13	Caring for family member(s) (older parent, kids, sibling, etc)	0.0	0.0	
14	Caring for pet (walking dog, vet trips, washing / nail care, etc)	0.0	0.0	
15	Hobbies	0.0	0.0	
16	Grocery shopping	0.1	1.0	
17	Therapy	0.0	0.0	
18	Laundry / dry cleaner	0.1	1.0	
19	Sitting on a community board	0.0	0.0	
20	Going to professional conferences (non-billable)	0.0	0.0	
21	Religious observance / activities	0.0	0.0	
22	Personal admin (bank, bills, credit card, calling insurance)	0.1	0.5	
23	Personal maintenance (car, doctor, dentist, haircuts)	0.1	0.5	
24	Home (upkeep / landscaping or dealing with landlord)	0.1	0.5	
25	Family maintenance (doctor, dentist, haircuts, teacher meetings)	0.1	0.5	
26	Misc. planning (weekend, vacation, special occasion, wedding)	0.1	0.5	
27	Sitting on diversity committee at work	0.0	0.0	
28	Diversity recruiting for work	0.0	0.0	
29	Volunteer work / activism	0.0	0.0	
30	Vacation time	1.0	7.3	
31	Other (per week)	0.0	0.0	
32	TOTAL (Must Not Go Red)	23.9	148.8	

Source: Prof. Anne Gordon, Duke University





HAPPINESS

Tip #5:
WHAT CAN
SUPERVISORS
DO TO
SUPPORT PIF:
NETWORKING

network

Tip #6:

Mindsets

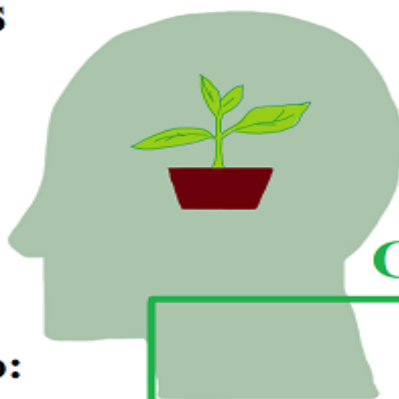
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Fixed



VS

Growth



Response to:

"This is too hard..."

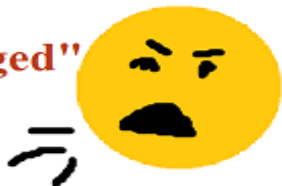


Challenge



"Let's do this!"

"This is rigged"



Adversity



"How can I solve this?"

"Waste of time"



Effort



"Time to work hard"

"How dare you?!"



Criticism



"Here's how I can improve"

"Meh, they only..."



Other's Success



"Wow!! Incredible!"

Tip #7:
WHAT CAN SUPERVISORS DO TO SUPPORT PIF:
FEEDBACK



Use a Form



Explain Final
Product



Student Led



Timely

Tip #8:



Specific

-What will we accomplish?



Measurable

-How will we know when it's done?



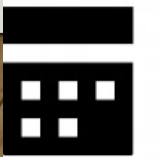
Assignable

-Who is responsible for making it happen?



Realistic

-Can we do this?



Timebound

-When will this be accomplished?

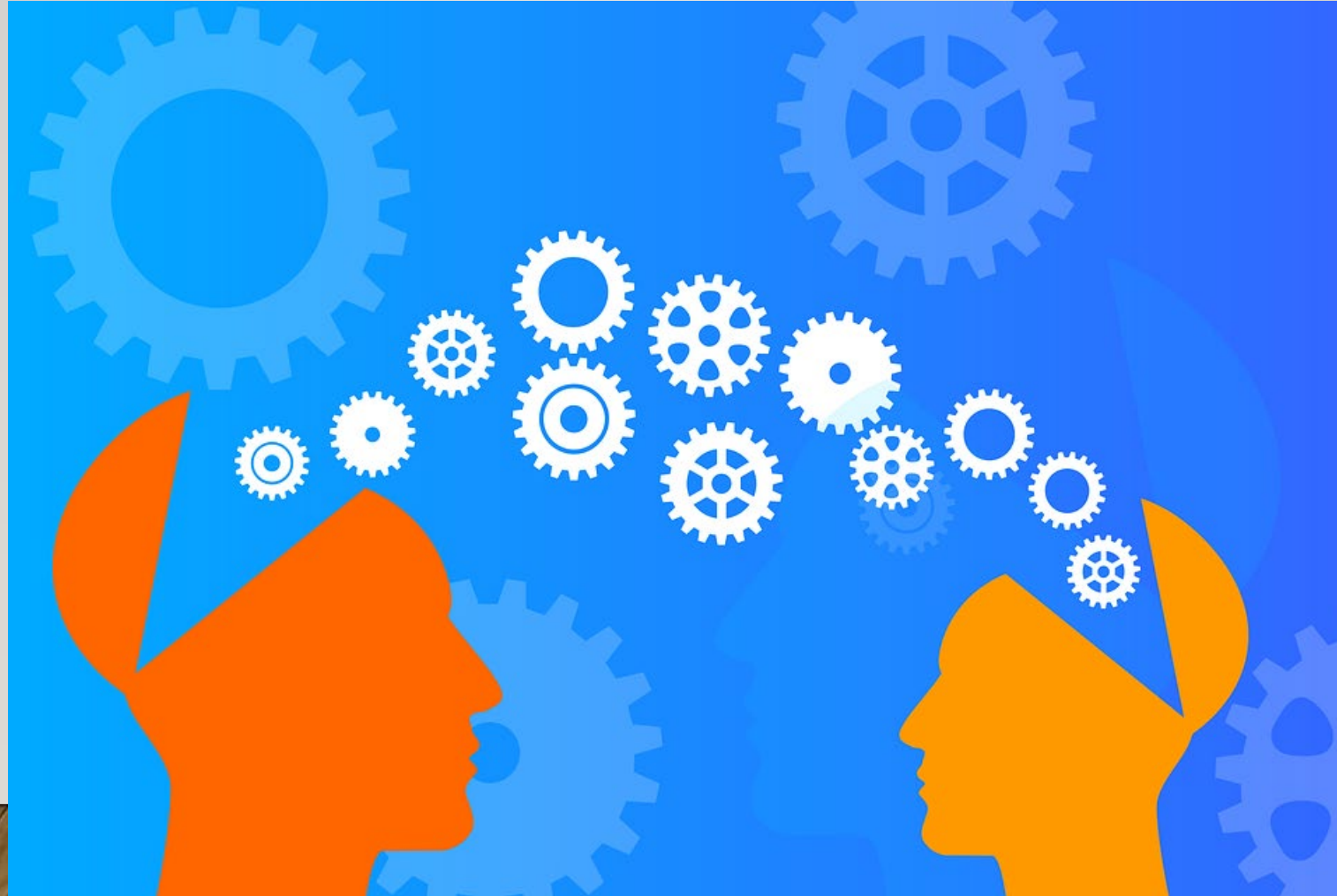
Tip #9: WHAT CAN SUPERVISORS DO TO SUPPORT PIF: DISCUSS WELLNESS

Discuss:

1. Priorities
2. Mindfulness
3. Self-care
4. Coherence
5. Creative career planning
6. Get started now!

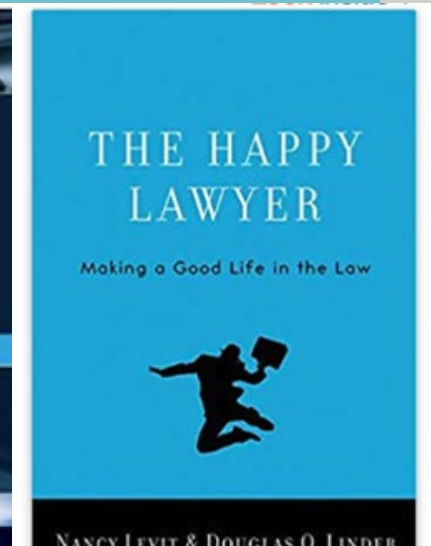
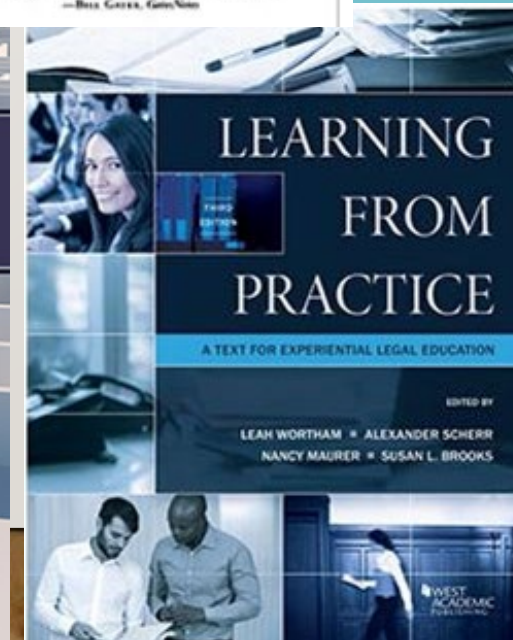
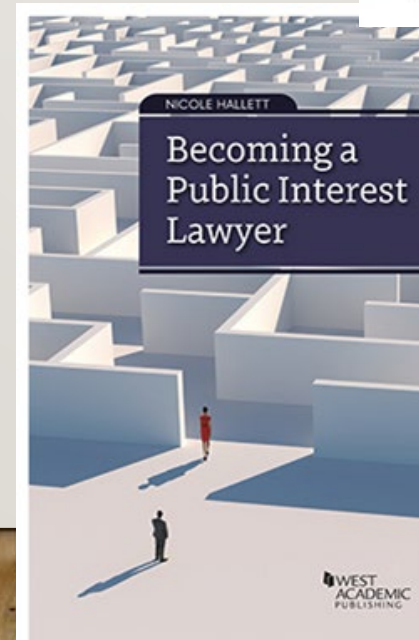
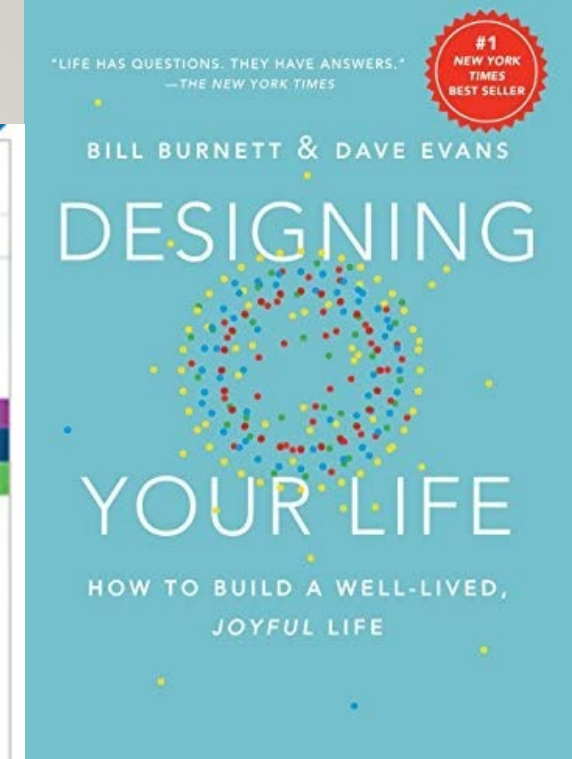
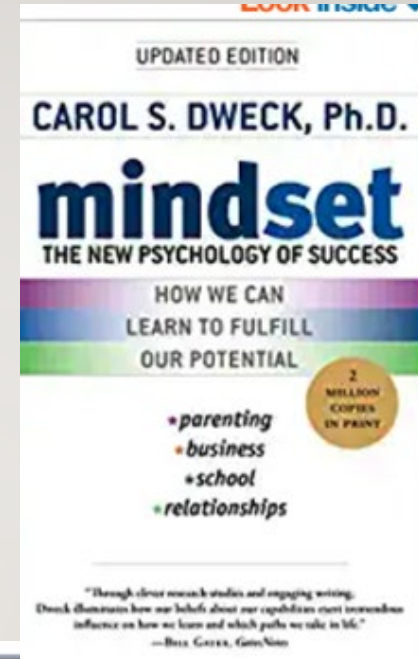


Tip#10:
BE A MENTOR



RESOURCES

1. Learning from Practice
2. Designing Your Life
3. Becoming a Public Interest Lawyer
4. The Happy Lawyer: Making a Good Life in The Law
5. Mindset: The New Psychology of Success



I AM . . .

