



**PASSIONS**

**AND**

**GOAL**

**SETTING**

*for*

*New*

*Lawyers*





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A Making Bad Choices During  
Your Practice / Case

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# SLIPPERY SLOPE

**John Li, Esq.**



Lawyers are more prone to certain mental disorders due to high stress and constant conflict. The adversarial nature of a lawyer's day-to-day can seep into our relationships and cripple our self esteem, leading to a number of misbehaviors that violate the Rules of Professional Conduct. Various forms of addiction can take over our lives and destroy everything we work for, sometimes with permanent consequences.

## **Overview of Cincinnati Bar Assn v. Lawson, 119 Ohio St.3d 58, 2008-Ohio-3340**

- Substance Abuse
- 15 clients-ranging from poor representation to not returning fees
- Drug dependency as mitigating factor
- Overwhelming support from community including 2 federal judges
- 2008-indefinite suspension with possibility of reinstatement
- 2009-new charge revealing additional crim activity
- 2011-permanent disbarment / conspiracy against doctor for prescription drugs

# SELF-CARE



Self-care is the practice of taking action to preserve or improve health. Surround yourself with what you need and the people that can help you achieve it.

## Seven Areas of Self-Care:

- 1) *Professional*-Activities that support feeling balanced and fulfilled in your career & livelihood. Putting your talents to use in the best way possible.
- 2) *Physical*-Doing activities that involvement maintaining your physical health, ie. foods you eat, exercise, water intake.
- 3) *Mental*-Activities that challenge you intellectually. Doing something new.
- 4) *Emotional*-Identifying emotions and thinking about how you should react and learning coping mechanisms.
- 5) *Spiritual Purpose*-Finding the reasoning behind who you are that is bigger than yourself. What should you be doing with your time that brings you joy? What is/will be your contribution to the world?
- 6) *Social & Community*-Doing things that deepen and nourish the relationships with the people in your life. This includes community members and organizations that you live with, go to school with, interact with after school, etc.
- 7) *Practical*-Putting things in place that decrease the amount of clutter you have. This includes taking the time to organize your space internally and externally.

# GOAL SETTING

## NEW LAWYER METHOD

01

Goal setting is the process you use to set goals for yourself to receive what you want and what you deeply need for a happy existence.

### 8 Parts of Goal Setting:

- *Reflect*
- *Analyze*
- *Expand*
- *Manifest*
- *Plan*
- *Execute*
- *Pivot/Reward*
- *Glow*



# 02

## REFLECT

Reflect on your life, your relationships, your behavior.

Did you have good intentions to do something but it never was completed? What has inspired you? Who has inspired you and why? What areas of law have you been able to see in action, practiced, taken a practicum?

## ANALYZE

# 03

Examine your thoughts. What has been working for you and what hasn't during your daily practice? What are you good at? What parts of the practice do you enjoy? Have you taken the opportunity to ask questions, gain a mentor, experience other areas of law?

Here are some things to help you analyze:

- 1) Be honest with yourself.
- 2) Own your part of the action.
- 3) Forgive yourself.
- 4) Your past does not have to continue into the present.

# 03

## Finding Your PASSIONS

### Define Passion:

- Doing something that brings you fulfillment, strong feelings of excitement and aligns with your moral compass.
- Happiness=passion+profitability+time
- Example:
  - Practice Area: Intellectual Property
    - Industry: Entertainment Industry
      - Type of Employer: Law Firm
        - Type of Client: Music Publisher
          - Type of Legal Issue: Copyright, Licensing of Music

### How do you weigh your livelihood options?

- Keep a Spreadsheet as you gain knowledge
- Factors to consider:
  - Solo/Big Firm
  - Pay and Time and Location restraints
    - Pay, Available Jobs
    - Think long term happiness
    - Stress, Boundaries, Flexibility
  - Administrative Law/Transactional Work/ Litigation
  - Type of Client (socio-economic, gender, children)



# 03

## *Finding Your* CHAMPION

The Difference between a Mentor and a Champion:

- A person who you have a close relationship with who actively supports and favors your cause and openly promotes and assists with opportunities.
- Importance:
  - Supports growth, goal setting, expectations of practice
  - Source of knowledge, encouragement, accountability and critique
  - Helps with building connections and receiving recognition
  - Leadership skills, increased qualifications

How do you find multiple?

- Start with School (professors, upper classmen and alumni)
- Associations, Bars, Groups
- Within the area you are practicing

How do you approach them?

- "The Organic Ask"

Where do you start?

- Start asking THEM questions about THEIR life and decisions, about the every day practice and be honest and vulnerable.
- Resist being demanding with huge requests at first.





# 03

## *Finding Your* CHAMPION

What next?

- Evaluate: Are they inviting you to events? Allowing you to attend a hearing? Answering your questions? Introducing you to other lawyers?
- Appreciate: Be grateful. Find personal, thoughtful ways to show your appreciation.



# 04

## EXPAND

Evaluate who you want to show up as every day, effort you want to put forth into the things you do.

What values do you have and why? Are your outcomes aligning with the choices you are making? If you could change one thing about the way you act or the choices you make, what would it be? If you could choose to do anything that would make you happy, what would it be?

## MANIFEST

# 05

Use your 5 senses to imagine the end result and your environment after you meet your goal. Where are you?

What does the space smell like? What does it taste like? What do you hear? What are you feeling? How are you feeling, happy?

Believe that you can accomplish anything you put your mind to. And believe that the process will help you do it.

Try to be as creative as you can be with your vision.

# 06

## PLANNING

Planning your goal looks like thinking about the following:

- 1) What end result do you want and why?
- 2) What self-care category is your goal?
- 3) What thing can you do on a daily basis / every day to get you closer to that goal?
- 4) How long will it take roughly to meet your goal?
- 5) Who will be involved in your goal planning?

## EXECUTE

There are many tools you can use to execute your plan to reach your goal:

- 1) Create a vision board,
- 2) Use a daily planner,
- 3) Think positive thoughts and encouragement,
- 4) Create a list if needed,
- 5) Round up your supporters,
- 6) Create accountability.

# 07

08

## REWARD

What will you give yourself or how will you celebrate accomplishing your goal?

## GLOW

09

Goal setting is hard. Changing bad habits is hard.  
Achieving good results is challenging at times.

Regardless if you are successful on your first try or not, you should be proud of your efforts. When we work on ourselves and put what is important to us above making poor choices, we should feel a great deal of love for ourselves.

Never give up!

Always work towards a better version of you.



# 10

## Workbook JOURNAL

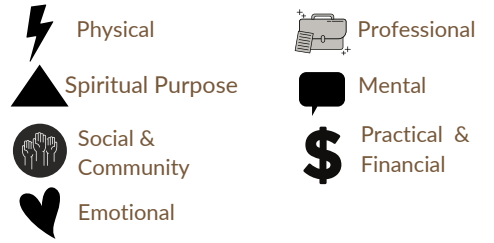
The work you do to prepare for completing your goal is just as important as starting the goal itself. *Please take an adequate amount of time for each step of the goal setting process and take as much time as you need each day to really think about it and plan.*



# NEW LAWYER METHOD

**Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW**

## AREAS OF SELF CARE ULTIMATE GOALS



# REFLECT

DATE TODAY \_\_\_\_\_

- Name a wonderful memory within the practice?

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- How do you feel about the choices you have made in the 6 months, last year, 5 years, 10 years?

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- Is there a time that you wish you would have made a different decision or gone a different path? Do you think that it has allowed you to soar or alternatively made you feel stuck or hindered in some way?

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- What is one thing you are proud of?

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- Who has helped you get to where you are today?

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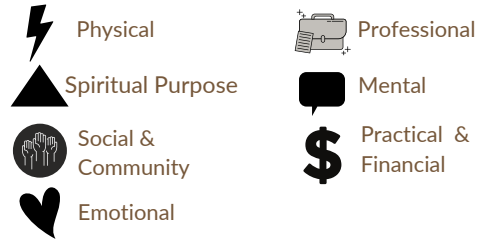
# NEW LAWYER METHOD

Reflect, **Analyze**, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

## ANALYZE

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- What is working for you?

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- What are you passionate about?

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- What are you good at?

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- What makes you happy and feel fulfilled?

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# NEW LAWYER METHOD

Reflect, Analyze, Expand, **Manifest**, Plan, Execute, Pivot/Reward, GLOW

## MANIFEST

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- Create a vivid image of the goal that you want. Be as creative as you can.

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- What does the environment look like?

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- What does the environment feel like?

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- What does the environment smell like?

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- What sounds do you hear?

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# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, **Plan**, Execute, Pivot/Reward, GLOW

## AREAS OF SELF CARE ULTIMATE GOALS

-  Physical
-  Professional
-  Spiritual Purpose
-  Mental
-  Social & Community
-  Practical & Financial
-  Emotional

# PLAN

DATE TODAY \_\_\_\_\_

- What area of self care is your most important goal?

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- What are the details of your goal?

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- Where are you starting and where do you need to end up?

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- Why have you chosen this goal?

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PLAN *continued on next page*

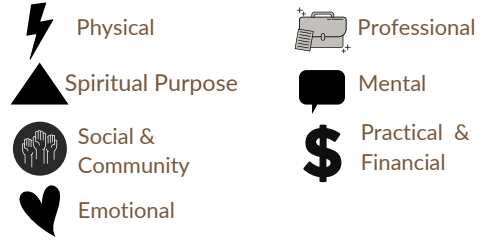
# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, **Plan**, Execute, Pivot/Reward, GLOW

## PLAN

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



PLAN *continued*

- *When will this goal be completed?*

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- *Who will need to be involved to complete it?*

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- *How will you compete the goal and what risks will you need to take?*

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- *What can you do in the first 7 days to create positive progress?*

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# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, **Execute**, Pivot/Reward, GLOW

## EXECUTE

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- *How will you be executing your goal?*

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- What organized aids will you be using? Vision Board, Daily Planner and Tracker, Daily List, Reciting Affirmations, virtual assistant.

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- What Support do you need? STAFF, Co-Counsel, Mentor.

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- What is your Accountability Strategy?

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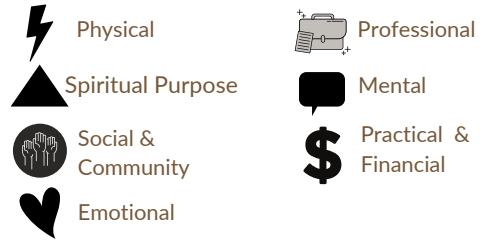
# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, Execute, **Pivot/Reward**, GLOW

## PIVOT/REWARD

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- *How will you reward yourself when you reach your goal?*

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- *How will you reward yourself for making an effort for the first 7 days, first month, first successful case, first successfully trained staff member?*

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# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, **GLOW**

# GLOW

DATE TODAY \_\_\_\_\_

## AREAS OF SELF CARE ULTIMATE GOALS

-  Physical
-  Professional
-  Spiritual Purpose
-  Mental
-  Social & Community
-  Practical & Financial
-  Emotional

- *How do you think you will feel once you complete your goal?*

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- How do you think this goal will change you?

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- How will it change your life?

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- How will it change the lives of those around you?

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# 11

## Workbook GOAL SET, PLAN DAILY AND PROGRESS

Keeping track of your progress is very important. Use *one Daily Planner sheet each day* and track your activities. You are not being judged by the answers or interests or goals you want to work on as this will be your chance to create the life that you want. This is your unique path and the stones you use to pave it this year are important.



# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in  
the Morning

Mid Morning

After Noon

Evening

Before Bed

"We all want to be helpful to each other. Find your helpers and be one yourself."



# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"The weight of your decisions determines the trajectory of your life. Choose wisely."*





# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"Becoming strong doesn't start in the gym-it starts in your mind."*



# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"Life is not a dress rehearsal so dream, execute the plan, and try new things."*



# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"Everyone runs a different race; it is crossing the finish line that matters."*





# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"Make a plan and fail quickly and often. then get back up, learn from it and do it again."*



# DAILY PLAN

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

DATE TODAY \_\_\_\_\_

DAY \_\_\_\_\_ OF \_\_\_\_\_

YESTERDAY'S ACCOMPLISHMENTS

YESTERDAY'S INACTION

TODAY'S ACTION GOALS  
KEEPING IT MOVING!



AREAS OF SELF CARE  
ULTIMATE GOALS



TODAY'S SCHEDULE. SUCCESS IS PLANNED.

First Thing in the Morning	
Mid Morning	
After Noon	
Evening	
Before Bed	

*"What work and actions make your heart and talents feel utilized properly..."*



# 12

# Goal PROGRESS

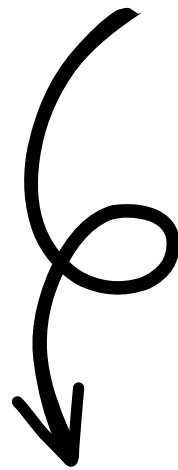
## NEW LAWYER METHOD

*Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW*

### YOUR ASSIGNMENT:

- 1) Answer the questions below the best way you can. And write them down within the space given.
- 2) Keep track as you make changes and new challenges and opportunities enter your life.
- 3) **Be patient with your future self. There is a difference between failing forward and feeling sorry for yourself which means do not be afraid to ask a "stupid" question or not be good at something right away. Law is a practice and feeling like you have no clue what is going on or where to begin when you first start is absolutely normal.**

Here are the questions...



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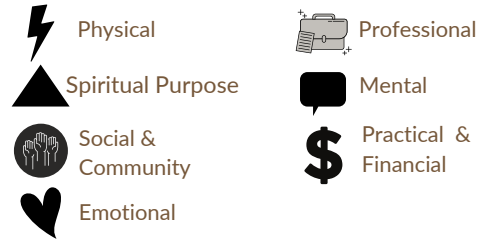
# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

## GOAL PROGRESS - Page 1

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- *What was your goal? What area of self care did you focus?*

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- *Did you make mini goals to achieve it? What were they?*

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- *Did you have to pivot along the way? How did you get back on track or change your track?*

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- *How did you reward yourself along the way?*

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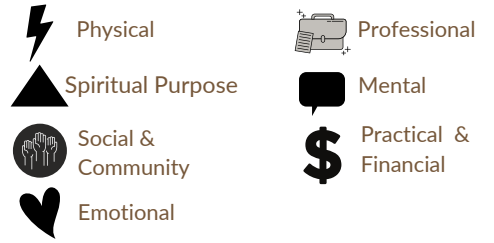
# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

## GOAL PROGRESS - Page 2

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- HOW WILL YOU CELEBRATE NOW?

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- What Support did you need and did you receive it?

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- Did you use an accountability tool?

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- HOW DO YOU FEEL? What did you learn about yourself?

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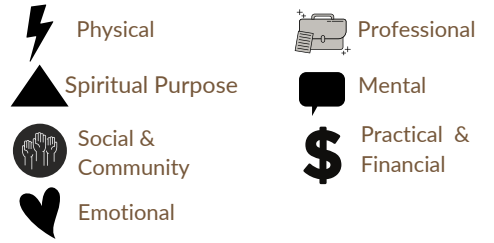
# NEW LAWYER METHOD

Reflect, Analyze, Expand, Manifest, Plan, Execute, Pivot/Reward, GLOW

## GOAL PROGRESS - Page 3

DATE TODAY \_\_\_\_\_

### AREAS OF SELF CARE ULTIMATE GOALS



- *What is your next step?*

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- Did you NOT meet your goal and if so, why do you think that is?

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- What inspiration or motivation do you want to give yourself or others?

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