

Thursday April 14, 9-10:15am

NALP Annual Education Conference

Career Counseling for the Bottom 50%



Our students with lower GPA's sometimes present big career counseling challenges:

- first, to get them to programs and utilize our services;
- second, to partner with others to support the students;
- third, to give them realistic goals and strategies for getting where they want to go; and
- fourth, to motivate them to keep going when they encounter rejection.

This session will provide helpful tips on managing and counseling the “bottom half of the class.”

- *Jeff Becherer, Associate Dean for Career Planning & Professional Development, New York Law School*
- *Ilissa Belanger, Associate Director of Career Services, George Mason University School of Law*
- *Andrew Chapin, Director of Public Interest Scholars & Counseling, Fordham Law School*
- *Yvonne Denenny, Director of Career Services, UCLA School of Law*

TO GET STUDENTS TO PROGRAMS & UTILIZE OUR SERVICES

- How & when do we best get their attention?
- What helps us be the “go to place?”
- What incentives can we offer?
- What programs capture their attention?
- If they don’t come in, what else can we do?

PARTNERING WITH OTHERS TO SUPPORT THE STUDENTS

- What are the best ways to involve faculty?
- What alumni initiatives have you found to be most beneficial?
- Have you found it helpful to partner with academic services?
- How has your office worked with admissions?

GIVE STUDENTS REALISTIC GOALS AND STRATEGIES FOR GETTING WHERE THEY WANT TO GO

- How do you help students set achievable goals?
- What type of follow-up do you do with them to ensure they’re on track?
- What are some warning signs that there may be personal issues impeding their career development?
- Have you found it helpful to coordinate with other offices?

MOTIVATING THEM TO KEEP GOING WHEN THEY ENCOUNTER REJECTION

- What are the particular challenges when helping students remain optimistic and resilient?
- What seems to motivate?
- And what hasn’t worked as well?
- How can we provide continued individual support given staffing resources?

A Few Best Resources for Counselors:

- The Right Moves: Job Search and Career Development Strategies for Lawyers (NALP)
- The Official Guide to Legal Specialties (NALP)
- Building a Grittier Law Student by Sarah J. Bannister, NALP Bulletin, August 2014
- Combining Traditional and Unconventional Approaches to Help Students Develop Their Professional Identities by Vic Massaglia and Jennifer Zwagerman, NALP Bulletin, February 2014
- Newcomer's Corner: Helping 1Ls Network by Sandra R. Minea, NALP Bulletin, February 2016
- Newcomer's Corner: Counseling Students in the Lower Half of the Class, by Philip A. Guzman, NALP Bulletin, December 2012
- The Happiness Advantage: The Seven Principles of Positive Psychology That Fuel Success and Performance at Work, Shawn Achor
- Guerrilla Tactics for Getting the Legal Job of Your Dreams, Kimm Walton

Suggested Readings on Millennials

- "Empowering Millennial Law Students to Make Professional Decisions," Erin Russ Scherzer, NALP Bulletin, December 2013
- "Back to Basics: Millennial Law Students and Lawyers Need to Reach Outside Their Comfort Zones for Successful Job Searches," Dina Billian and Aisha Joseph, NALP Bulletin, October 2011
- Cracking the Code: Unlocking the Potential of Future Leaders in the Legal Profession, Judith Freedman, West, 2010
- "PwC's NextGen: A global generational study," 2013 - <http://www.pwc.com/us/en/people-management/publications/nextgen-global-generational-study.jhtml>
- Mind the gaps: The 2015 Deloitte Millennial survey, executive summary <http://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-wef-2015-millennial-survey-executivesummary.pdf>

A Few Best Resources for students:

- Roadmap: The Law Student's Guide to Preparing and Implementing a Successful Plan for Meaningful Employment (ABA, 2015)
- Behind the Bench: The Guide to Judicial Clerkships (BarBri)
- Choosing Small, Choosing Smart: The Job Seeker's Guide to Small Law Firms (NALP)
- How to Succeed in Law School 4th Edition by Gary A. Munneke J.D.
- Asked and Answered: Your Guide to Law School Success, Volume 1, Advice for Pre-Law and First-Year Law Students (Career Guides) by Donna Gerson
- Asked and Answered: Your Guide to Law School Success, Volume 2, Advice for Second-Year Law Students (Career Guides) by Donna Gerson
- PSJD.ORG
- USAJOBS.GOV
- [HTTP://ARIZONAHANDBOOKS.COM](http://ARIZONAHANDBOOKS.COM)

Some inspiring Ted Talks for Students:

- The key to success? Grit – Angela Lee Ducksworth
- Embrace the near win – Sarah Lewis
- The happy secret to better work – Shawn Achor
- Your body language shapes who you are – Amy Cuddy