

Followers to Leaders

Counseling Introverted/Follower Public Interest Students

Counseling Topics

Overarching Counseling Tips



- Be alert to introversion and meet students where they are; check our own responses.
- Normalize the student's qualities and feelings -- everyone is somewhere on the Extrovert-Introvert spectrum.
- Balance addressing introversion/followership as an asset and as a quality that students must learn to manage.
- Importance of encouraging students to commit in advance to action steps in job search process, consider giving "homework" and how student can be accountable for taking steps, set up a future meeting.

1L: Networking and Informational Interviews



- Explore what's difficult for the student: selling herself, asking questions, dealing with a noisy, crowded environment, etc.
- Empower student to come up with a plan for dealing with the specific obstacle: build in breaks during the event, practice asking introductory questions, etc. Heidi Brown writes about brain prep (research, anticipating specific questions), body prep (learning what you can about the physical environment, preparing your outfit), and mind prep (engaging in calming activities).
- Encourage student or student groups to sponsor events and practice networking, keep a calendar of CSO events or law school events where students can meet and practice in a low pressure environment.
- CSO can provide students with alumni and non-alumni practitioners for informational interviews.
- Have student practice their elevator pitch.

2L: Building Skills and Relationships



- Importance of taking advantage of skill-building opportunities, like clinics, externships, and internships.
- Emphasize importance of building relationships with professors and practitioners to create a foundation for recommendations. Discuss how one on one communication may be more comfortable than class or large group setting, even if barrier to initiating the conversation seems high. Create a plan - first make an appointment with a professor who seems less approachable.
- Consider keeping a list of prior fellows or alumni who were successful in navigating the process and offer to make introductions.
- Emphasize the importance of demonstrating thought process when answering questions about ethics, client counseling, professional judgment, etc. The thoughtfulness of the introvert can be an asset.
- Discuss the balance between independence/a high level of responsibility and the hierarchy of a prosecutor/PD office, which may help follower students feel more comfortable that they will have support and will fit into a strong organizational structure.
- Mock interviews: Proactively encourage students to participate in mock interviews. Make the practice test harder than the real thing ("what's your greatest weakness?" behavioral questions, very broad general policy questions, hypotheticals). Get used to making students and alums a little uncomfortable in these practice interviews, they will thank you later.
- Mentors. Some schools have official programs.

3L: Fellowship Applications



How to help an introvert/follower student develop a successful entrepreneurial project:

- Empower the student to view the written application as an advantage. She can plot it out and revise it as carefully as possible before the interview stage.
- Encourage student to leverage her strengths in building relationships with clients, host org, community partners, etc.
- Address the perceived tension between creating a fellowship position and followership. Student applicant is creating a position that fits within the mission of the host org, so she should ask lots of questions about the host's mission and ensure the project is a good fit.
- Discuss the interview process, environment, and expectations in detail. Are there ways in which the student can increase his comfort in the interview setting? Emphasize that the student will be the expert in the interview. The potential sponsor may not be an expert in the subject matter or project.
- Have the student work with a professor in the subject area or with connections to the project (feedback, mentor, advisor)
- Do mock presentation and interview.

Recommended Resources on Introversion and Followership

Introversion:

Take the introvert/extrovert quiz: <https://www.quietrev.com/the-introvert-test/?from=home>

Books and articles:

HEIDI BROWN, THE INTROVERTED LAWYER (2017).

SUSAN CAIN, QUIET: THE POWER OF INTROVERTS IN A WORLD THAT CAN'T STOP TALKING (2013).

Leslie A. Gordon, Most lawyers are introverted, and that's not necessarily a bad thing, ABA J., Jan. 2016, available at

http://www.abajournal.com/magazine/article/most_lawyers_are_introverted_and_thats_not_necessarily_a_bad_thing

Anne Marie Segal, Introverts: Creating A Network That Works For You, FORBES COACHES COUNCIL, Mar. 31, 2017, available at

<https://www.forbes.com/sites/forbescoachescouncil/2017/03/31/introverts-creating-a-network-that-works-for-you/#77d2201c5a65>

Online resources, videos, and podcasts:

<http://www.quietrev.com/>

<http://www.theintrovertedlawyer.com/>

https://www.ted.com/talks/susan_cain_the_power_of_introverts

<http://theintrovertentrepreneur.com/category/podcast/>

Followership:

Susan Cain, Not Leadership Material? Good. The World Needs Followers., N.Y. TIMES, Mar. 24, 2017, available at <https://www.nytimes.com/2017/03/24/opinion/sunday/not-leadership-material-good-the-world-needs-followers.html>

Robert H. Jerry, II, Leadership and Followership, 44 U. TOL. L. REV. 345 (2013), available at <http://scholarship.law.ufl.edu/facultypub/366>

Robert Kelley, In Praise of Followers, HARVARD BUSINESS REVIEW, November 1988, available at <https://hbr.org/1988/11/in-praise-of-followers>

William B. Lytton, The Organization Lawyer, 33 VERMONT L. REV. 729 (2009), available at <http://lawreview.vermontlaw.edu/wp-content/uploads/2012/02/18-Lytton-Book-4-Vol-33.pdf>