

## **RANK YOUR WORK VALUES**

Rate each work value:

5 = Essential

4 = Very Important

3 = Somewhat Important

2 = Important only Occasionally

1 = Not Important to Me

	Responsibility and Autonomy	Be able to determine the nature of work without significant direction from others.
	Interesting Work	Engage continually with complex questions and demanding tasks, trouble-shooting and problem-solving as a core part of job.
	Being Creative	Be able to express in writing and in person my ideas concerning a job and how I might improve it; have opportunities for experimentation and innovation.
	Learning New Things	Develop new skills and knowledge, while also reinforcing what has been previously learned.
	Challenging Work	Engage continually with complex questions and demanding tasks, trouble-shooting and problem-solving as a core part of job.
	Helping Others	Be involved in helping people directly, either individually or in small groups. Or more broadly, do something to contribute to the betterment of my community, city, country, etc.
	Supportive Management	Have a strong working relationship with my supervisor, get effective feedback, and support for advancing my career.

	Collaborative Colleagues	Have close working relations with group: work as a team to common goals.
	Salary	Be able to cover my expenses, pay off debt, and save for the future.
	Job Security	Be assured of keeping my job and reasonable financial reward.
	Job Benefits	Be provided with benefits like high quality health insurance, paid leave, sick leave, and professional development funds.
	Prestige	Impress or gain the respect of friends, family and community by the nature and/or level of responsibility of my work.
	Social Contacts	Have a lot of day-to-day contact with people. Develop close personal relationships with people as a result of work activity.
	Time with Family and Friends	Develop a work/life balance that allows for time with family and friends.
	Time for Self-Care	Be able to set boundaries with work that allow for maintaining my health and well-being.
	Time for Hobbies	Have time for passions outside of work.

My Top 5 Values Are:

1.
2.
3.
4.
5.

# **CHOOSING BETWEEN BIG LAW AND PUBLIC INTEREST LAW -**

## **COACHING QUESTIONS TO ASK STUDENTS**

### **1. Values and Interests:**

- What areas of law are you most passionate about?
- What specific issues or causes motivate you to pursue a legal career?
- How do you envision making a difference through your legal work?

### **2. Career Goals:**

- What are your long-term career aspirations?
- How do you see your legal career evolving over the next five to ten years?
- What kind of impact do you hope to have in your chosen field?

### **3. Work Preferences:**

- What type of work environment do you thrive in?
- What type of relationship do you want to have with your supervisor? And your peers?
- Are you drawn to high-pressure, fast-paced environments or prefer a more relaxed pace?
- How important is work-life balance to you?

### **4. Financial Considerations:**

- What are your financial goals and obligations?
- How important is salary and financial stability in your decision-making process?
- Are you willing to prioritize financial compensation over other factors?
- Plot out your next 10 years after law school financially. Where do you see yourself? How much money do you need to make to achieve your goals?
- What are your loan obligations after law school? How would income based repayment and public service loan forgiveness impact your loan obligations?

### **5. Skills and Professional Development:**

- What skills and experiences do you hope to gain in your legal career?
- How do you envision developing professionally in the short and long term?

- What type of work do you want to be doing on a day-to-day basis?
- How quickly do you want to get to represent clients in court?
- What type of training and supervision do you want to receive?
- Which path aligns better with your professional development goals?

#### **6. Values Alignment:**

- What values and ethical principles are important to you in your career?
- How do the missions and cultures of public interest organizations and big law firms align with your personal values?
- In what ways do you see yourself contributing to societal good through your legal work?

#### **7. Networking and Connections:**

- How important are networking opportunities and professional connections to you?
- Which sector offers better opportunities to build relationships and connections that align with your career goals?
- Are there specific mentors or professionals you admire or wish to emulate in either sector?

#### **8. Personal Growth:**

- How do you see each path contributing to your personal growth and fulfillment?
- What challenges and opportunities do you anticipate in each sector, and how do they align with your personal and professional development?

#### **9. Risk Tolerance:**

- How comfortable are you with uncertainty and risk in your career?
- What risks do you perceive in each sector, and how do they factor into your decision-making process?
- Are you willing to take on challenges and embrace uncertainty to pursue your career goals?

## **Questions Students Can Ask Themselves When Choosing Between Big Law vs. Public Interest Law**

### **Big Law:**

#### **1. Practice Areas:**

- What practice areas are predominant in big law firms, and do they align with my interests and career goals?
- Am I interested in corporate law, litigation, intellectual property, or other specialized areas typically offered by big law firms?

#### **2. Clientele:**

- What types of clients do big law firms typically represent, and am I interested in working with corporate clients, high-net-worth individuals, or institutional clients?
- How comfortable am I working with large corporations and handling their legal matters?

#### **3. Work Assignments:**

- What types of assignments and projects can I expect to work on at a big law firm?
- How varied and challenging are the assignments, and do they provide opportunities for skill development and professional growth?

#### **4. Work Environment:**

- What is the culture and work environment like in big law firms, and does it align with my preferences and personality?
- How do big law firms prioritize work-life balance, mentorship, and professional development?

#### **5. Hours and Expectations:**

- What are the typical work hours and expectations for associates at big law firms?
- Am I prepared for the demanding workload and long hours often associated with big law practice?

### **Public Interest:**

#### **1. Mission and Impact:**

- What is the mission of the public interest organization, and how does it resonate with my values and interests?
- How does the organization make a tangible impact on the communities or causes it serves?

## **2. Clientele and Community:**

- Who are the clients or beneficiaries of the public interest organization, and am I passionate about advocating for their rights and interests?
- How deeply involved is the organization in the communities it serves, and do I feel a connection to those communities?

## **3. Types of Cases/Projects:**

- What types of cases or projects does the public interest organization handle, and do they align with my legal interests and expertise?
- How varied and challenging are the cases/projects, and do they provide opportunities for meaningful advocacy and social change?

## **4. Work Culture and Values:**

- What is the organizational culture like in the public interest sector, and does it align with my values and preferences?
- How does the organization prioritize work-life balance, collaboration, and professional development?

## **5. Funding and Resources:**

- How does the public interest organization secure funding and resources to support its work?
- What impact does funding have on the organization's ability to take on cases/projects and provide services to its clients or beneficiaries?