



## What Got You Here Won't Get You There

*From the 2017 Pathfinder Meeting Agenda:*

“The skills and talents that make you a high achiever today may not serve you well tomorrow. Why? Because the job you want in the future is qualitatively different from the job you have now. Successfully moving into a senior role requires proactively cultivating foundational behaviors, attitudes, and beliefs that may be radically different from those you currently maintain. That may sound logical, but it is often easier said than done because of intense pressure to keep doing what is working for you right now. In this session, we will examine the behaviors, attitudes, and beliefs you must shift in order to progress, how to resist the natural pressure to maintain the status quo, and how to overcome inertia and create your path forward.”

### Coffee Chat Themes:

1. **Identifying and developing the “next level” skills.** How did you know you needed to change? How did you make those changes effectively?
2. **Leading others.** What is the hardest thing about managing others and managing up? How do you do it effectively?
3. **Making an action plan.** What did you do to stay on track for your goals? What behaviors, attitudes, and beliefs do you have that help you stay focused?
4. **Isolation.** The path to the top can sometimes be a lonely one for diverse lawyers. How do you handle isolation, stay mentally tough, and develop a safety net of friends, colleagues, and advisors?
5. **The biggest mistake I ever made, and how it all worked out in the end.** Everyone makes mistakes, but the ability to learn and grow from your mistakes is critical.
6. **Balance.** As the workload increases and the demands on your personal time change, how do you stay balance?

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*We are looking for Fellows willing to speak on the themes above in a facilitated session and then lead a no-holds-barred conversation with Pathfinders on one of the six topics listed above. The session will be held on Friday, November 3, from 2 to 6 p.m. in Washington, D.C. If you are interested, please email Lori Lorenzo at [llorenzo@lclldnet.com](mailto:llorenzo@lclldnet.com).*