Session Description:
Building on last year’s panel on redefining success and considering alternative career paths, we invite you to join us for a candid and practical discussion on exploring and figuring out the “secret sauce” to how you can pursue different paths to feeling empowered and becoming a happy lawyer in control of your own destiny. Our panelists have each travelled different walks in life and are willing to share their experiences and advice on how to navigate a constantly changing world in different environments with multiple outsized personalities and demanding business pressures. We’ll discuss finding a framework that makes sense for you to constructively think about what does the law means to you, from where do you draw your sense of fulfillment and how does that fit into your career planning and choices; and what is the answer to life, the universe, and everything in it (okay just kidding on that last part, but we can help point you in the right direction). Find out how to identify detractors that are distracting you from getting to where you want to be in your career and the legal profession itself, how to face the risks or concerns that might be holding you back, and ways to recognize, navigate or effect the changes you want.

Moderator:
Angela Hsu, Counsel, Bryan Cave Leighton Paisner LLP

Speakers:
Ethel Badawi, Co-Founder & Principal, Pollack Badawi Group LLC
Rudhir Krishtel, Founder and CEO, Krishtel Coaching
Laurie Rose Lubiano, IP and Commercial Counsel, Deckers Brands

Program Chair:
Angeline G. Chen, Of Counsel, DLA Piper
Finding Your Superpower
TAKING CONTROL OF YOUR CAREER JOURNEY
Speakers

• Ethel Badawi, Co-Founder and Principal Pollack Badawi Group LLC
• Rudhir Krishtel, Founder and CEO Krishtel Coaching
• Laurie Rose Lubiano, IP and Commercial Counsel Deckers Brands

Moderator

• Angela Hsu, Partner Bryan Cave Leighton Paisner
A Happy Employee is a Productive Employee

- 33% higher profitability (Gallup)
- 43% more productivity (Hay Group)
- 37% higher sales (Shawn Achor)
- 300% more innovation (HBR)
- 51% lower turnover (Gallup)
- 50% less safety incidents (Babcock Marine Clyde)
- 66% decrease in sick leave (Forbes)
- 125% less burnout (HBR)

What’s your Culture Target?

“WE” – Family / Friends / Co-Workers
Community or everyone you affect in your job

Identifying your personal values and aspirations with those with whom you work or live, and evaluating how they affect and influence those around you.

Aligning what is most important to you with your “we” and “community” will make your work more fulfilling.

Happiness Drivers at Work

- **CONTRIBUTION** – do you feel appreciated and valued by your management and co-workers?
- **CONVICTION** – How motivated are you?
- **CULTURE** – Do you feel like you fit/belong in your organization’s culture?
- **COMMITMENT** – Are you committed to the reasons why you do what you do?
- **CONFIDENCE** – What is your level of confidence in your role and what you do?

Recognizing your internal voice when it is telling you to examine your career path.
What Makes People Happy at Work?

“To be happy at work, you don’t have to hold a fascinating job that represents the pinnacle of your education achievement or the most prestigious use of your ‘potential,’ and you don’t have to make a lot of money. What matters is not so much the ‘what’ of a job, but more the ‘who’ and the ‘why’: Job satisfaction comes from people, values, and a sense of accomplishment.”

Contemplating a major career pivot:

• Ask yourself, what is it that makes you happy?
• Becoming aware of yourself
• Contemplating your priorities
• Investigating your personal values
• Separating external from internal pressures
Knowing Your Purpose

- What you love
- Mission
- What the world needs
- What you are good at
- Ikigai
- What you can be paid for
- Vocation
- Profession

- Satisfaction but feeling of uselessness
- Comfortable but feeling of emptiness

- Delight and fullness, but not wealth
- Excitement and complacency but sense of uncertainty

#NAPABA22
The investigation process:

- What kind of homework do you need to do to get started?
- Understanding your options.
- What are your resources?
- What are you willing to risk (time and money) in order to pursue your dreams?
- Understanding all of the pros and cons.
You know what you want, how do you get it?

- Be disciplined.
- Be deliberate and purposeful.
- Be persistent.
- Have a clear roadmap.
- Know how to mitigate risks.
- Use your network and all of your resources.
- Take interim steps.
- Compromises.
- Know when to change or adjust your strategy.
Practical tips from the panel
QUESTIONS?