

The Grass Isn't Always Greener: Learning to Blossom Where You Are Planted

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About the speaker:

Susanne Aronowitz is a Portland-based career coach supporting lawyers in their professional development and career transitions. In addition to her private coaching work, Susanne has been a featured speaker for bar associations, a frequent speaker at NALP's Annual Education Conference, and has led webinars to assist law school graduates in finding jobs after law school. She served as the Associate Dean for Law Career Services and Alumni Relations at Golden Gate University School of Law for almost 20 years, where she counseled thousands of law students and lawyers and was a founder and facilitator of Golden Gate's Law & Leadership Program.

Susanne began her legal career as an associate attorney in a small civil litigation firm in San Francisco. She earned her bachelors degree from the University of Michigan, her law degree from UC Hastings, and is a graduate of CoachU's Core Essentials Program. She is a member of Oregon Women Lawyers, the Solo & Small Firm Section of the Oregon State Bar, the State Bar of California, and the International Coaching Federation.

My Perfect Day of Work:

- What would it look like?
- What would it include?
- How would it feel?
- What would it do for me?



What Do I Have In Place Already?	Where Are The Gaps?

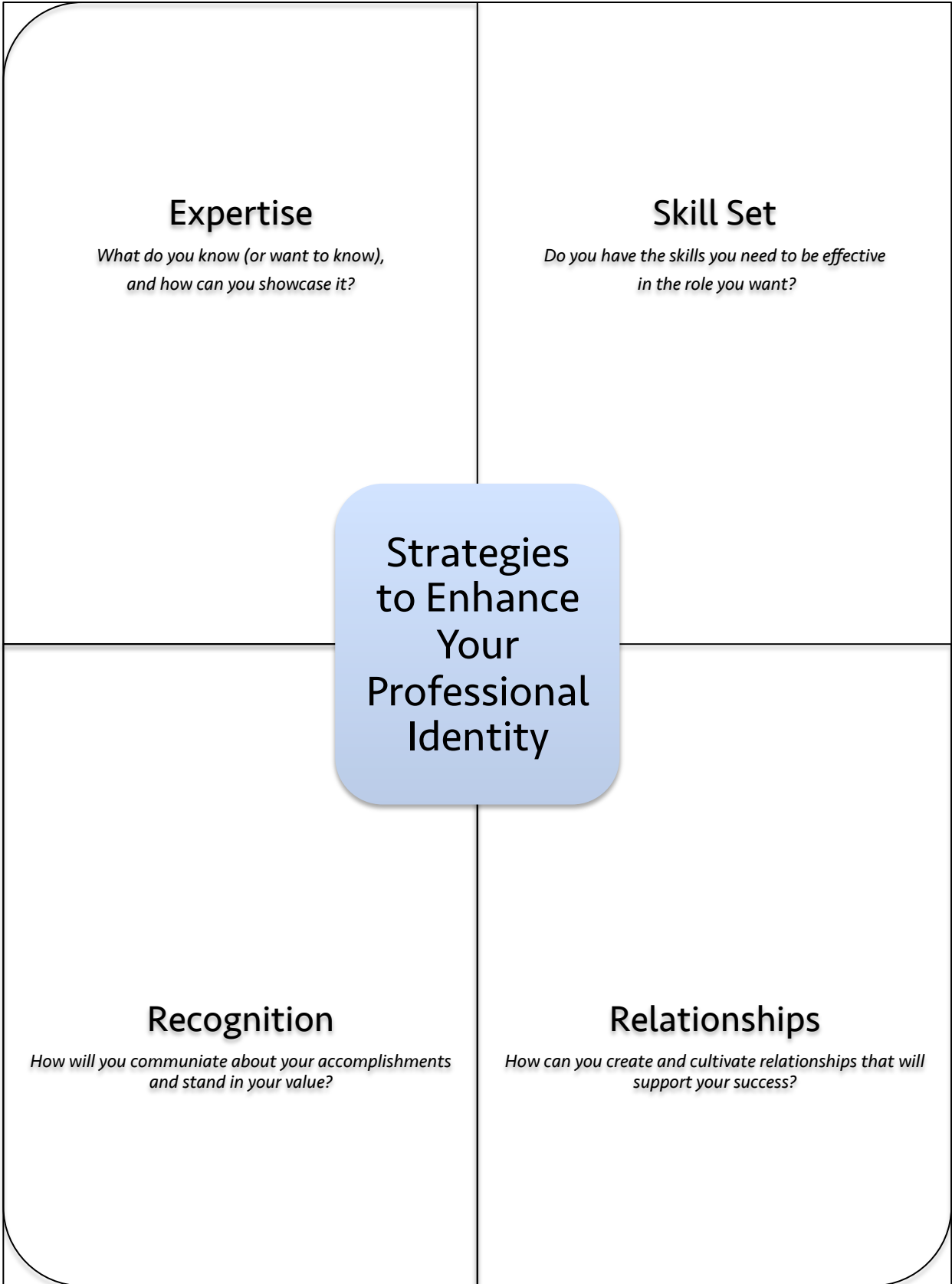
The SCARF Model

Dr. David Rock, Your Brain At Work

Element	How Are You Feeling In Your Work?	
<u>S</u>tatus Our social position in relation to others.	Threat	Reward
<u>C</u>ertainty Being able to predict outcomes.	Threat	Reward
<u>A</u>utonomy Sense of control over our own destiny.	Threat	Reward
<u>R</u>elatedness A sense of safety with others.	Threat	Reward
<u>F</u>airness Are we (or others) treated in a fair way?	Threat	Reward
Overall THREAT/REWARD RESPONSE	Threat	Reward

Adapted from <https://www.linkedin.com/pulse/strategy-cultures-prisoner-hermann-woithe> and <http://leancchange.org/2015/11/how-much-does-change-really-hurt/>

How can I minimize the threat response and maximize the reward response?



My Top 3 Action Priorities:

Action Priority #1: _____

What will this do for me? What makes this important? (Think about SCARF!)

Where do I want to be 180 days from now?

What do I need to do at 90 days?

What do I need to do at 30 days?

What are the obstacles?

What are the resources to help?

How do I want to begin?

Action Priority #2: _____

What will this do for me? What makes this important? (Think about SCARF!)

Where do I want to be 180 days from now?

What do I need to do at 90 days?

What do I need to do at 30 days?

What are the obstacles?

What are the resources to help?

How do I want to begin?

Action Priority #3: _____

What will this do for me? What makes this important? (Think about SCARF!)

Where do I want to be 180 days from now?

What do I need to do at 90 days?

What do I need to do at 30 days?

What are the obstacles?

What are the resources to help?

How do I want to begin?

Accountability Plan

I will allocate the following time to work on this:

I will add these action items to my calendar:

My accountability partner is:

- Name:
- Email:
- Phone:
- We plan to talk on: Date: _____ at Time: _____

[Optional] My complimentary phone conversation with Susanne is scheduled on:

- Date: _____ at Time: _____
- I will call Susanne at 971-361-6822 at our scheduled appointment