

Embracing Change

BY MIKE EVERS

Some people might think that this magazine took an unnecessary risk when it changed its name and design. However, for those of us who embrace change, the transition makes perfect sense. The best time to initiate change is when you are at the top of your game and operating from a position of strength. That isn't an easy concept for lawyers to grasp.

We are trained to value precedent and follow rules. The core function of in-house counsel is protecting the company and minimizing exposure to risk. As a result, lawyers tend to resist change. Yet if you're seeking to change jobs, you need to create a mindset that will support change. To do so, you should focus on the two most powerful attributes of a successful lawyer.

First, you are mentally tough. You studied when you didn't want to study any longer. You have worked hard and responsibly on at least one matter that bored you to tears. Even if you don't enjoy networking, interviewing or any of the action steps that will lead to a better opportunity, you have the discipline to do it well.

Second, you are goal oriented. From getting your law license to winning a case, you have demonstrated the ability to think long-term and execute strategy. Goal setting is the essential ingredient behind a successful career move, and it can get lost in the minutia of daily responsibilities.

Make change happen by setting goals and staying stubbornly focused on them. Along the way, try your best to avoid risk analysis, pro and con lists and second-guessing. Don't let the lawyer in you hold you back from pursuing a change that could make you happier.

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