

26 LAWYERING EFFECTIVENESS FACTORS

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Factor	Brought to law school	Increased in Fall	To work on in Spring
1. Analysis and Reasoning: Uses analytical skills, logic, and reasoning to approach problems and to formulate conclusions and advice.			
2. Creativity/Innovation: Thinks “outside the box,” develops innovative approaches and solutions.			
3. Problem Solving: Effectively identifies problems and derives appropriate solutions.			
4. Practical Judgment: Determines effective and realistic approaches to problems.			
5. Providing Advice & Counsel & Building Relationships with Clients: Able to develop relationships with clients that address client’s needs.			
6. Fact Finding: Able to identify relevant facts and issues in case.			
7. Researching the Law: Utilizes appropriate sources and strategies to identify issues and derive solutions.			
8. Speaking: Orally communicates issues in an articulate manner consistent with issue and audience being addressed.			
9. Writing: Writes clearly, efficiently and persuasively.			
10. Listening: Accurately perceives what is being said both directly and subtly.			
11. Influencing & Advocating: Persuades others of position and wins support.			
12. Questioning & Interviewing: Obtains needed information from others to pursue issue/case.			
13. Negotiation Skills: Resolves disputes to the satisfaction of all concerned.			
14. Strategic Planning: Plans and strategizes to address present and future issues and goals.			
15. Organizing and Managing (Own) Work: Generates well-organized methods and work products.			
16. Organizing and Managing Others (Staff/Colleagues): Organizes and manages others’ work to accomplish goals.			
17. Evaluation, Development, and Mentoring: Manages, trains and instructs others to realize their full potential.			
18. Developing Relationships within the Legal Profession: Establish quality relationships with others to work toward goals.			
19. Networking and Business Development: Develops productive business relationships and helps meet the unit’s financial goals.			

20. Community Involvement and Service: Contributes legal skills to the community.			
21. Integrity & Honesty: Has core values and beliefs; acts with integrity and honesty.			
22. Stress Management: Effectively manages pressure or stress.			
23. Passion & Engagement: Demonstrates interest in law for its own merits.			
24. Diligence: Committed to and responsible in achieving goals and completing tasks.			
25. Self-Development: Attends to and initiates self development.			
26. Able to See the World Through the Eyes of Others: Understands positions, views, objectives, and goals of others.			

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