

Indiana Law's 1L Legal Professions Course

Educating Tomorrow's Lawyers (ETL)

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Diagnosis and prescription

Diagnosis

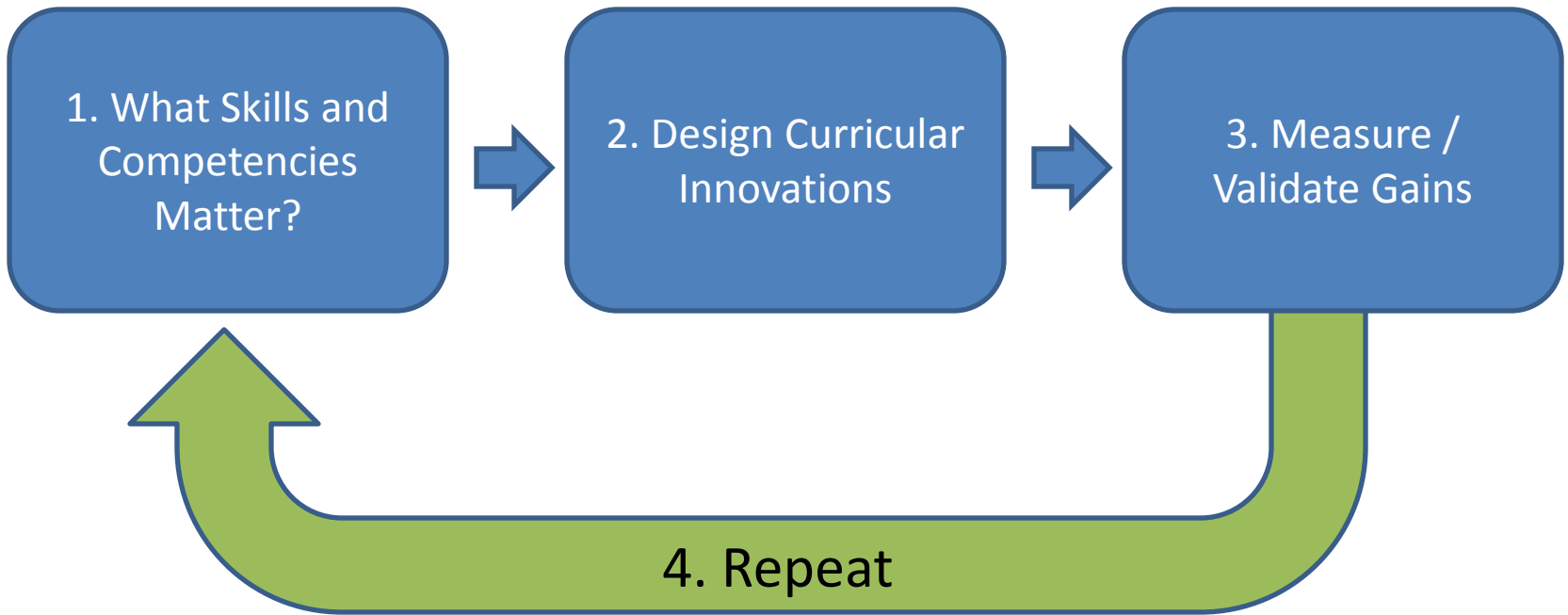
1. IU students are talented but timid
2. Unsophisticated about profession
3. Slow development of professional identity
4. Needed work on social and team dimensions

Legal Professions 1.0

1. 1L 4 credit course
2. Place students in teams
3. Learn about profession
4. Met practicing lawyers

Indiana's Model

(4 steps)

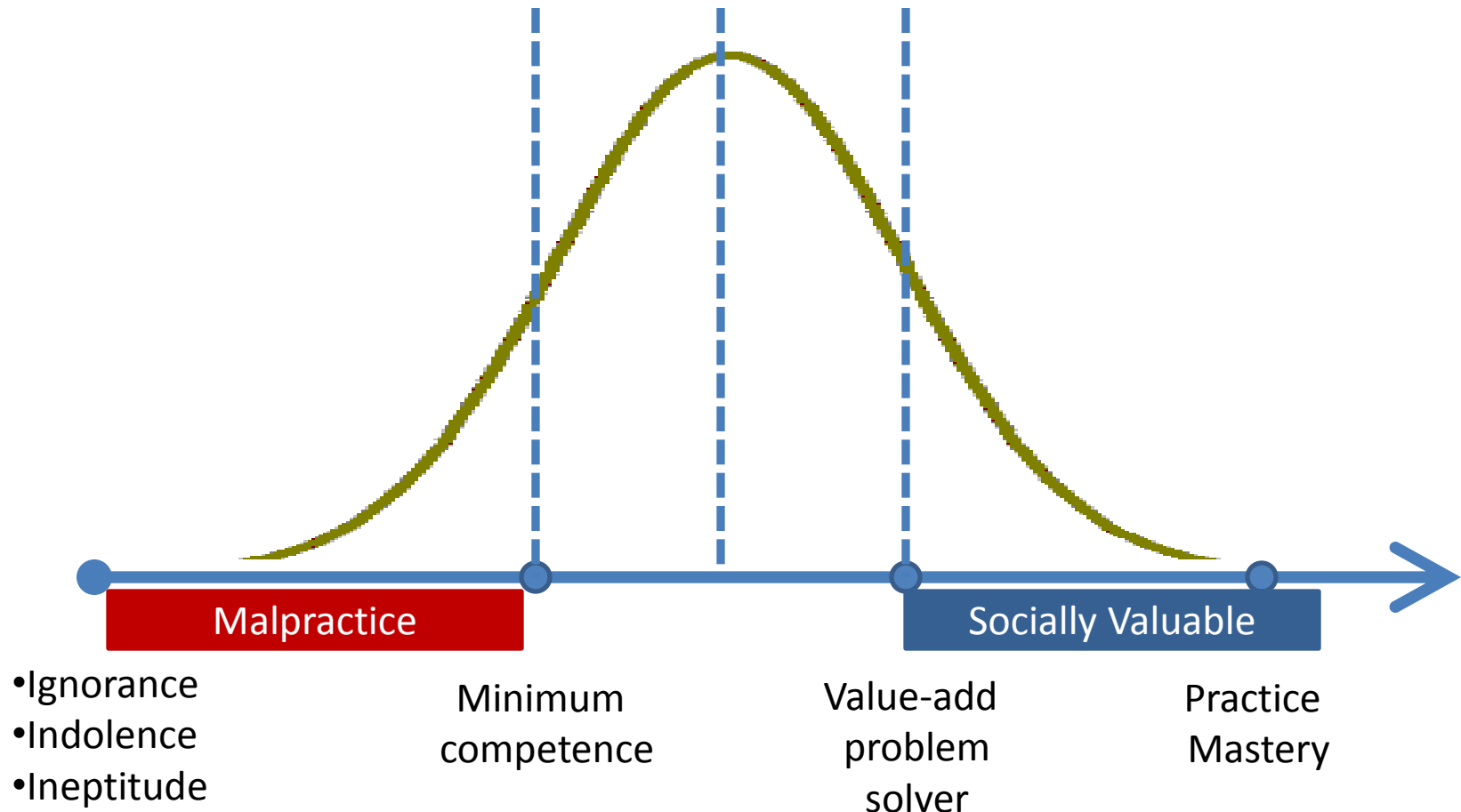


Legal Professions Course 2.1

- Team-based
 - Practice Groups
 - Upper class leaders (PGAs)
 - Role plays
 - Group presentations
 - 360° peer feedback
 - Career Choice speakers
 - 10+ practice settings
 - 5+ substantive areas
 - Informational interviews
- Competency Model with assessment tools
 - Personality & Behavioral
 - Achievement Motivation
 - Developmental report
 - Competency exercises

Framework 12

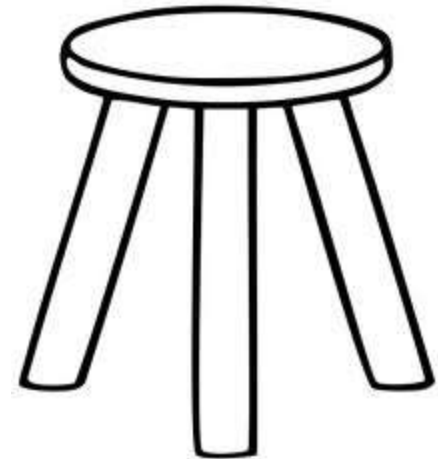
Competence Continuum



“A lawyer’s skill set is determined primarily by innate ability – you either have enough, or you don’t.”

Three Legs of a Stool

- Growth Mindset
- Reflective Practice
- Deliberate Practice



LSAC Successful Lawyering Study

Shultz and Zedeck (2008)

Intellectual & Cognitive

- Analysis and Reasoning
- Creativity & Innovation
- Problem Solving
- Practical Judgment

Research & Information Gathering

- Researching the Law
- Fact Finding
- Questioning & Interviewing

Communications

- Influencing and Advocating
- Writing
- Speaking
- Listening

Planning and Organization

- Strategic Planning
- Organizing and Managing One's Own Work
- Organizing and Managing Others (Staff/Colleagues)

Conflict Resolution

- Negotiation Skills
- Able to See the World Through the Eyes of Others

Client & Business Relations – Entrepreneurship

- Networking and Business Development
- Providing Advice & Counsel & Building Relationships with Clients

Working with Others

- Developing Relationships within the Legal Profession
- Evaluation, Development, and Mentoring

Character

- Passion and Engagement
- Diligence
- Integrity/Honesty
- Stress Management
- Community Involvement and Service
- Self-Development

MacCrate Report (1992)

10 Skills

1. Problem Solving
2. Legal analysis and reasoning
3. Legal research
4. Factual investigation
5. Communication
6. Counseling
7. Negotiation
8. Litigation and alternative dispute resolution procedures
9. Organization and management of legal work
10. Recognizing and resolving ethical dilemmas.

4 Values

1. Providing competent representation;
2. Striving to promote justice, fairness, and morality;
3. Striving to improve the profession;
4. Professional Self Development

Predictors of Success at Work and in Life

Spence (1993)

- **Achievement Orientation.** The desire to attain standards of excellence and do better, improve performance
- **Initiative.** Acting to attain goals and solve or avoid problems before being forced by events
- **Information Seeking.** Digging deeper for information
- **Conceptual Thinking.** Making sense of data and using theories and algorithms to solve problems
- **Interpersonal Understanding.** Hearing the motives and feelings of diverse others.
- **Self-Confidence.** A person's belief in his or her own efficacy, or ability to achieve goals.
- **Impact and Influence.** A person's ability to persuade others to his or her viewpoint.
- **Collaborativeness.** Working effectively with others to achieve common goals.

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The Big Five

- Five stable personality attributes that can be observed in 50 years worth of personality studies
 - **O**penness to Experience
 - **C**onscientiousness
 - **E**xtraversion
 - **A**greeableness (aka sociability)
 - **N**euroticism (aka Emotional Stability)

Take a Big Five assessment
online here (no cost):

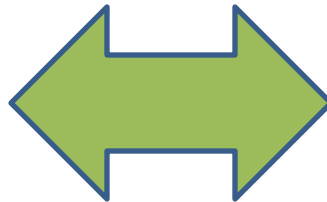
International Personality Item Pool
<http://www.personal.psu.edu/j5j/IPIP/>

Hexaco Personality Inventory
(Big Five plus and honesty-humility scale)
<http://hexaco.org/index.html>

Selecting an assessment requires “Mapping”

Personality Assessments

- 16 PF
- California Psychological Inventory
- Management Development Questionnaire (MDQ)
- Achievement Motivation Inventory (AMI)
- Hogan (HPI, HDS, MVPI)



Competency Model
(law school or law firm)
e.g., initiative, teamwork,
responsiveness, etc.

Mapping: Measurement scales in assessment instrument are in close alignment with competency model.

IU Law Competency Model

Core Competencies

- Responsiveness & Active Listening
- Empathy
- Self Awareness
- Questioning and Probing
- Communication & Professional Presentation
- Resilience

Other Important Competencies

- Self Confidence/Assurance
- Initiative
- Teamwork
- Analytical Thinking & Problem Solving

360° Feedback

- Formative (mid-semester)
- Summative
- What does it mean?
 - Uncorrelated with LSAT and UGPA
 - But strongly predict 1L grades (all classes)
- Group Scores best predicted by two factors
 - Students who give high levels of “useful feedback”
 - Students “listen and understand what others are saying”

Questions