



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're talking with Stephanie Hanna – creator of [The Other 85](#) – about developing meaningful professional relationships, mindset, and more. Your Law School Toolbox host today is Alison Monahan, and typically I'm with Lee Burgess. We're here to demystify the law school and early legal career experience so that you'll be the best law student and lawyer you can be.

Together, we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career related website [CareerDicta](#). I also run [The Girl's Guide to Law School](#). If you enjoy the show, please leave a review or rating on your favorite listening app. And if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolBox.com, and we would love to hear from you. With that, let's get started.

Welcome back to the Law School Toolbox podcast. Today, we're talking with Stephanie Hanna about all the non-substantive skills you need for success as an attorney. So welcome, Stephanie.

Stephanie Hanna: Hi, thank you. I'm glad to be here.

Alison Monahan: Oh, my pleasure. Thanks so much for joining us. First off, talk to me a little bit about the name of your business, The Other 85. What does that mean?

Stephanie Hanna: Yeah, so The Other 85 is based on the idea that only 15% of your job success is going to come from the hard technical skills, and the other 85 is what my business focuses on. So, relationship building, relationship maintenance, networking, how to put yourself out in the community, how to get yourself on boards, job opportunities, business development. All of those things, wrapped up, make up the other 85.

Alison Monahan: Interesting. And how did you get interested in this topic? What's your background, whether that's academic, work-wise, et cetera?

Stephanie Hanna: Yeah. So, I graduated law school in 2008 and the market was not great, if we recall.

Alison Monahan: Oh, we do recall. I was actually just before that. I was 2006, so tail end of the boom. And it got pretty ugly pretty fast.

Stephanie Hanna: Yes. I went to law school in Toledo, and moved to Columbus, Ohio, and didn't know anybody here. I moved here initially for a job in the prosecutor's office that wasn't guaranteed. I knew I wanted to be a prosecutor, be in the courtroom. And so, I started my career in 2008, and within the first maybe two and a half years, I had three different prosecuting positions, because every time I got hired, they were eliminating the position.



Alison Monahan: Oh, no.

Stephanie Hanna: Yes. So, it was a situation where I thought, "I need to be able to build some relationships, and know some people, and be able to start creating opportunities on my own, because cold-submitting resumes is clearly not the thing that's working." So, I just kind of started getting busy, getting involved in bar associations, non-profits, trying to meet as many people as I could. And it was working. I was getting a lot of job opportunities. My background started in the prosecutor's office. Then I worked at the court. I was a staff attorney in magistrate. Then I worked in a law firm. And then I worked at the Ohio State Bar Association. And all of those roles were relationship driven. I never submitted a cold resume, I never saw a job posting. It was people reaching out to me.

Alison Monahan: Wow, so that actually works.

Stephanie Hanna: Yeah.

Alison Monahan: We always tell people to do that. And you never know if it really is working for them or not, but you are a success case. Go out and network, people.

Stephanie Hanna: Yes, absolutely. I mean, everything was a result of relationships. So, friends started asking me how I was getting these different opportunities, and my advice was the same over and over and over. And I just thought there's got to be a way to put this into some sort of package and be able to help people, because most of my friends, no matter what sort of organization they were working in, whether they were a solo or in a big firm or medium firm or government, they were having the same questions. There was just this gap, and it started to be apparent that maybe law schools weren't covering it, maybe professional development...

Alison Monahan: You think?

Stephanie Hanna: Right? Maybe professional development programs at law firms weren't covering it. And so, it just kind of motivated me. I joke that I had been doing The Other 85 for free for a decade, and most recently just formalized it in the last couple of years. But that's really what got me interested, was helping friends and colleagues, watching them have success and realizing that there was a gap, and that I had an idea for how to fill it.

Alison Monahan: Oh, that's awesome. Let's face it, most lawyers and law students really hate to network, and I think probably that explains some of the lack of... It's, I guess, the chicken or the egg question. Maybe they don't know how, therefore they don't like it. Or they don't like it, and therefore they don't want to attend programs on it or whatever. Or the people putting on the programs don't want to think about it. I don't know what the issue is.



Stephanie Hanna: Right.

Alison Monahan: But I think we can probably agree, most law students, most lawyers really don't like networking. Most of them probably, frankly, aren't that great at it. Do you have any tips for shifting that mindset to be more positive?

Stephanie Hanna: Yes. So, I think two big mindset shifts that are crucial are – the first is being a giver instead of a taker. I think a lot of times we approach networking and relationships, business development as, "I want the client. I want the business. I want the opportunity. I want the job." And when we look at it that way, it's really easy to get really frustrated, really quick. If we shift our mindset to, "How can I add some value to this other person? How can I be a giver? Can I share an interesting article that I read? Can I give a case law update? Can I help someone? Something as simple as they told me they were looking to go to vacation in this town and I've been on vacation there. Can I share somewhere that I've visited?" So, is there any way at all that I can add value to someone else? Making that little shift turns it from this kind of dreadful task into something that we're all capable of doing. We can all have a conversation. We can all build a relationship. We can all add something of value to someone else. That's the first shift.

And the second shift is to think long-term instead of being so shortsighted. A lot of times, we are looking for the quick return. If you are a shortsighted taker, you are essentially looking for the job, the interview, the promotion, the business, and you need it now. And so, when both of those things don't happen, we give up and we just stop doing it. And so, if we are able to think long-term instead of wanting the immediate fix... And long-term is like decades, right? I mean, people are referring business to friends that they've built relationships with over years and years and years. And when you start to recognize that all of your interactions are being small deposits into a larger bank account, and you've got to make continual deposits for it to grow so that if you ever need to make a withdrawal there's enough in there for you to do so, it helps. It helps you to think of it as a long game, to recognize there's not going to be an immediate return. If something happens shorter than you expected, then great. That's a win. But if not, that's okay because you're in it for the long term.

Alison Monahan: I think both of those are such fantastic points. On the first one, I read a book many years ago. I think it's Adam Grant, maybe, called [Give and Take](#). Such an interesting book, because I think sometimes people hear what you're saying and they're like, "Well, if I just give and give and give, aren't people just going to take, take, take?" And I think that book is such an amazing counterpoint to that, where he talks about basically there's a balance. And sure, some people are just takers, and you probably don't want to give, give, give to those people. But that's not really what we're talking about.



Yeah, and on the long-term thing, it's so interesting. You run a website; you probably get these same emails from people who clearly have just gotten you from some list, or I don't even know where they get it, like, "Hi, I've written an article about whatever. Could you please link to it?" And I'm like, "Who are you? No, I'm not just linking to your random article about sleep beds. I run a law school website. What does this have to do with anything?" I wonder if that ever works.

Stephanie Hanna: Yeah. In that book by Adam Grant, there is a really interesting graph that basically says that yes, takers do have long networks, but they're very, very shallow.

Alison Monahan: Right, because people don't like them.

Stephanie Hanna: Yeah. You kind of can get lucky one time and then people are done.

Alison Monahan: Oh, yeah. Even back in the day, occasionally I would read these emails and take them seriously, and be like, "Oh, maybe this is an interesting article." Now I'm just like, "Are you joking?"

Stephanie Hanna: Exactly. Yes, people catch on quick.

Alison Monahan: Yeah. I'm like, "I know what program you're using to send your four follow-ups. Just stop."

Stephanie Hanna: Right. It's very automated.

Alison Monahan: Exactly. Yeah, it's crazy. Anyway, sorry.

Stephanie Hanna: Yeah. No, no, no. I mean, that's such a great example. Let me finish this thought about the book. The interesting thing was that givers, even though initially maybe the success rate wasn't super high, over the long run, they were exponentially more successful than the takers. And so, it just married the idea of yes, be a giver, and yes, do it for a long time, and it will reap the benefits that you're looking for.

Alison Monahan: Right. This is kind of like the classic game theory. Maybe you lose one game if you cooperate, but then long-term, you're better off, and everyone's better off, really.

Stephanie Hanna: Yes. Yes. And the other thing to think about is, we've all probably been on the receiving end where somebody is asking for a favor or looking for some sort of hookup, and we haven't talked to them in years. And out of the blue, here they are. It might start with a small pleasantry and, "Hey, how are you? Hope everything's going well." And then here comes the ask. And they haven't



maintained the relationship. That just feels so icky to be on the receiving end. So, keeping that in mind, try to not be the person that's making the ask out of the blue, and invest in a relationship long term so that if you are applying somewhere where a colleague works, or a former law school classmate, or you know somebody that could put a good word in for you, when you make that ask, you have something to withdraw against, and you're not just making it out of the blue and having them kind of question why you're reaching out in the first place.

Alison Monahan: Yeah. And you know there, of course, are some people who the only time you hear from them, like every two or three years, is when they want a favor. And maybe the second time you're still like, "Oh, okay, sure. I can help." By the third time you're like, "Okay, I literally only hear from you when you want something from me. I'm not really that inclined to give it to you anymore."

Stephanie Hanna: Yes.

Alison Monahan: Yeah, it's so interesting. And I do think sometimes lawyers are told, "Oh, you have to be so aggressive and make the... give that..." Whatever. I don't even know what the sales jargon is – like, "Always be closing" or whatever. But nobody wants to feel on the receiving side of that, that that's what you're doing. So yeah, I think this relationship-building is so important. Do you have some suggestions if somebody's listening to this and they're like, "Ah, I have no idea where to even start developing these professional relationships"? What should people be doing, either in school or when they're young lawyers?

Stephanie Hanna: Yeah, I think being aware of it is a great for a start, because I will work with people who have been practicing for several years, and this concept is very foreign to them. So, being aware of the fact that relationships are important, that you need to find a way to start dedicating time to it, is a really great first step. And once you have that awareness, the next step is to figure out a way for you to be intentional about it over the long run. For some people that means 15 minutes a day. For some people that means an hour every other week. Whatever might make sense for you – and it's going to be trial and error – you've got to put it in your calendar. It can be as simple as "professional development". That's really all you have to put in. You have to make it a recurring calendar appointment with no end date.

Alison Monahan: Yes, I'm always a big fan of those.

Stephanie Hanna: Yes. Just having that visual reminder is at least something that puts it in your brain, like, "Alright, I have to do this." And then once you have that step in place, come up with a list of people that you want to reach out to, whether it's people that you know that you haven't reached out to in a while. In the little blurb, I like to say it's never too late. I have a lot of people who will say, "Well,



it's been like two years." That's fine. Just remind them of how you know each other, and move on. Nobody's thinking about it as much as you are, so it's not that big of a deal. It could be someone that you have met before and lost touch with, someone you want to get to know, somebody that won an award and you just want to send them a quick note of congratulations. If you read a great article, you want to send the author a note. Get your list together and then just start plugging away at it, one at a time, during your allotted professional development time. And it sounds a little basic, but that's pretty much all it will take, especially when you are really, really busy.

If you have dedicated time and if you have a list, you don't have to think about something to do when you sit down for that time. But you've got a running list, and you're continually adding to that list. As you're having coffees with people or thinking of people you want to reach out with, just jot it down on that list, and then refer to it during your allotted time. You'll actually be surprised at how much progress you can make, because a lot of times it's better than what people are currently doing, which is usually nothing.

Alison Monahan: Right. Exactly.

Stephanie Hanna: So, you'll find a lot of progress really quickly.

Alison Monahan: Yeah, I think that meta level is so important – the, "What should I be doing?", and having that list going on an ongoing basis. I think that is a really critical takeaway because sometimes people have the best of intentions, but then every single time they see this pop up they're like, "Oh, what was it? What... I don't know what to do. Where do I start?" So, I think investing that time upfront, whether it's having a physical list, or... I would always plug the [Trello](#) app; my entire life runs on Trello. So you could have your Trello board with cards on it, kind of move people through your process. Because part of it is, you've got to keep track of it too. Do you have any strategies for that? There's nothing worse than somebody reaches out to you and asks you to do something, and then you don't ever from them again or they don't follow up. Or maybe they're supposed to. You say, "Yeah, I'd be happy to review your resume for you because I'm feeling nice today." And then they never send it. Stuff like that just really is not helpful, I feel like, for your networking efforts.

Stephanie Hanna: Yes, no. Yeah, there has to be some sort of system that works for you. For some people, it is an electronic to-do list, whether it's in their phone, or on an app, or on the computer. For some people, it's a basic Excel spreadsheet and where I put who I reached out to on what date. And then, you can even take it a step further. There are websites and products like [Postable](#) – it's postable.com. And they are essentially electronic greeting cards. Well, I take that back. They are paper greeting cards that you get sent out through their website.



- Alison Monahan: Oh, interesting.
- Stephanie Hanna: Yeah. So you tell them who you want to send it to, what you want the text to say, and it will draft the letter and send it. And it looks handwritten. It's actually really good. It's not just a typed computer font; it's very close to handwritten. And it's such an easy way, especially people who like to hide behind the "my handwriting is bad" excuse.
- Alison Monahan: Oh my gosh. I feel like my handwriting has gotten so bad. If I try to write anything, a postcard, I'm just like, "Wow, this is... My handwriting is terrible." Plus, I can't spell anything without spell check these days. So bad.
- Stephanie Hanna: So, Postable will help, and it will keep an automatic reference list for you of who you reached out to, what you said, and the date.
- Alison Monahan: Yeah, and I think that's so important. I can imagine someone who's listening to this be like, "Wow, this just sounds so transactional." But I think the key takeaway for me is, ideally, these are people you actually like and you want to get to know, and you want to know better. And you're not only reaching out to them because you think they could help you. Is that your take on it, too?
- Stephanie Hanna: Yes, absolutely. I mean, these have to be relationships that you are willing to maintain for the long run because they're people you want to be around. You like their energy, you like what they're working on, what they're doing. And a lot of times, I think we'll find even people who are in high positions of leadership are not necessarily the most powerful or the most influential. It's usually the people that are supporting them that can actually get things done. So, not being kind of power hungry or title hungry in who you're reaching out to, but more about, who is doing something that I'm interested in? Who has an energy or carries themselves in a way that I think is really cool and I want to learn more about their story? And it may seem a little transactional, but it's really just putting systems in place to make it easier on you.
- Alison Monahan: Right.
- Stephanie Hanna: That's really the way I look at it is, there's got to be a way to simplify it and streamline it, or else we're not going to do it. And clearly, a lot of people don't have those systems in place, which is why networking tends to fall to the bottom of the list. But with just a few small tweaks, I really think you can put systems in place to help kind of automate things, just to help you get in the habit of recognizing that this is something that requires continual maintenance.
- Alison Monahan: Yeah, and I think part of it, too, is... I think your point about just doing a little bit over time is so great. So sometimes, if people come to us, we also work with students sometimes on their career stuff, of, "I can't find a job. I struck out at



OCI. I don't know what to do." And part of what we say is basically, "Let's start doing one informational interview every two weeks or something." That's not that big. Even once a month, that's fine. Preferably once a week, but I understand that's kind of a lot. But even just doing that, say, every two weeks, you're doing 24 of those a year. That's a huge forward motion, particularly if you're asking these people the right questions at the end, like, "Who else do you think I should talk to about this? Do you have any thoughts for me?" From zero to that is huge.

Stephanie Hanna: Yes. And the other thing, too, especially for law students is, don't think that this all has to be in person. There's a portion of it that does and where it makes sense, but a lot of this can be over email, using LinkedIn, handwritten notes. It doesn't require you to necessarily get in your car and go have coffee with someone. Although that's great, they don't all have to look like that.

Alison Monahan: Yeah, and I think, too, the "Thank You" email is a lovely one. I love it when people reach out and they're like, "Oh, I've been listening to the podcast. That episode you guys did with Stephanie on networking was really great." That makes me feel happy. And then almost no one really asks us for favors, which is fine. You don't need to ask us for favors. But in that case, I would kind of be inclined maybe to do them a nice favor. I don't know, feel free to ask. That's the other thing – you have to ask for some of this stuff.

Stephanie Hanna: Yes.

Alison Monahan: What about that? I know particularly women often times have a really hard time actually asking for something. Do you have any advice around that?

Stephanie Hanna: Yeah. I started this passion project called [Capture Your Confidence](#), and it is all about kind of gaining confidence so that you can do the things that we are working on. And the clients are all women in most of those programs. And it's removing the mental barriers that prevent us from making the ask, doing the outreach, putting in the work. And it's not that we don't have the tools; it's there's still just some kind of invisible mental block that keeps us from moving forward. Some of the things we work on there are, "Are you doing things in alignment with your values? Are things so out of whack that are preventing you from taking that first step? Do we need to kind of recheck? What are our values? What's important to us?" Some other things that we do are playing out worst-case scenarios and helping people realize that what you think is the worst-case scenario is, one, usually not that bad, and two, very unlikely to happen. A lot of times in networking, people will say, "Well, what if they don't write back?"

Alison Monahan: It's like, "Okay, they don't. Then you could send a follow-up or you could move on with your life." Those are pretty much the two options.



- Stephanie Hanna: Yes. And it's funny, when people say it out loud, they're like, "Oh, yeah, I guess that sounds kind of silly."
- Alison Monahan: Yeah, "I guess I probably wouldn't actually die if they didn't respond to the email."
- Stephanie Hanna: But in their head, they played this up. It's like it's turned into a real barrier that has prevented them from reaching out. So things like that, talking it through with someone, role playing – that can be great, too. Sometimes what's making you nervous and holding you back is that you don't feel prepared. Role play some common informational interview questions or just some common things to keep a conversation going, things to help you feel a little bit more comfortable. But also realizing that the burden is on you, especially as, I would say, a law student and an attorney early in their career. People want to help you, but you've got to make it easy for them. And if you don't, there are 10 other people asking, and they'll just move on. And it's not for any ill intent; it's just what's in front of them and what's easy. What's easy is just something to respond to, and someone who's kind of teed up the question and made the ask, and they just have to follow up.
- Alison Monahan: Right. I think some of this is really around getting clarity on what you're even asking for, or what you want to ask for, or what's reasonable to ask for. You've got to kind of think like, "Okay, what could this person do to help me that they're pretty likely to possibly do? Let me frame that and really get specific." Because sometimes people are like, "Oh, can you help me with this?" And my response is basically like, "Well, what exactly are you asking me to do? I need to know what you want me to do for you before I could decide if that is something that's reasonable that I'm willing to do or not." So, I think your point about you've got to make it easy and you've got to do a lot of the work for the person probably makes it much more likely that you're actually going to get what you want.
- Stephanie Hanna: Yes, absolutely. And don't use your time with the person that you're reaching out to to help you process that. You need to do that before. I will hear that from a lot of my colleagues who are now in positions of influence in their organization – they'll say, "I met with this student" or, "I met with this new attorney and they had no idea. It took us so long to get this on the calendar. We had the coffee and what? You did not have questions written down?"
- Alison Monahan: Right. You did not bother preparing for this? If people are looking for a guide to informational interviewing, I actually have a [multi-part series](#) I did a long time ago on The Girl's Guide to Law School. People seem to like it. We can link to it.
- Stephanie Hanna: Awesome.



- Alison Monahan: And if people want to find out more about this project you just mentioned, how do they find out about that? Where is it?
- Stephanie Hanna: Yeah, so everything is on my website – www.theother85.net. And then, I am on Instagram, and I post a lot about it there as well – [stephaniethetheother85](https://www.instagram.com/stephaniethetheother85). And on LinkedIn – [Stephanie Hanna](https://www.linkedin.com/in/stephaniehanna).
- Alison Monahan: Awesome. Alright, cool. We'll follow up on all that at the end, too. But we are getting short on time, so I want to cover a couple more questions. Let me ask you about a specific scenario here. So, I'm a first-generation law student. There are no lawyers in my family. This could also apply for a young lawyer, I guess, after you've gotten that first job. How can I build my network when I feel like I'm starting at such a disadvantage?
- Stephanie Hanna: Yeah. I would say the first step there would be to kind of flip the mindset a little bit. Even people who have attorneys in their family don't necessarily come out at an advantage, because they may not know how to network or build relationships as well. And so, recognizing that everyone kind of sucks at the beginning and everyone needs a little bit of handholding and help in the beginning. And then the second part would be to reach out to kind of pie in the sky. It sounds almost counterintuitive, but to someone in a different city, or not an area that you're trying to practice, and just introduce yourself, look for some commonality. They might also be first-generation lawyer in their family, if that's in their bio, or if they are from the same ethnic background as you, or if they went to the same undergrad as you. The Internet's a great thing. So you can find somebody and send an email, and just introduce yourself. There's no real ask. It's just, "Hey, I'm just trying to grow my network, and I see that we have this in common. I just wanted to reach out. I'm a new lawyer in this city and I'm in the job search process. I hope we can keep in touch." That's really it. There's no ask, there's no nothing. And do that a couple of times to where you start kind of building a little bit of confidence in that space, because guaranteed, people will write you back, because you're not bothering them, you're not asking them for anything, you aren't being awkward about it. You are finding a point of commonality, and people love to help people.
- Alison Monahan: Right, exactly. And they love to talk about themselves typically, too.
- Stephanie Hanna: Yes. Yes. And so, that helps. And then you can start getting local. A lot of times people will say, "Well, I'm not emailing them, because what if I see them? Or they'll think it's awkward or we could run into each other." All of those things.
- Alison Monahan: Isn't that kind of the point? We want to run into each other. That's the whole point here.



- Stephanie Hanna: Yeah. So for me as a coach, sometimes it's easier instead of trying to dispel all those myths and tell them why that's a good thing, I'm like, "Alright, let's start somewhere that you're probably not going to run into the person, if that's making you so nervous. Find a point of commonality and practice." And then once you have the email that you're sending out – save that, and use that as a template, and don't reinvent the wheel each and every time.
- Alison Monahan: Yeah, exactly.
- Stephanie Hanna: And then also, find bar associations and other organizations that maybe have... I know here locally, we're starting to have committees that are tailored to first-generation attorneys. And so, I'm sure things like that are going to be coming up more and more as it becomes more common and people are talking about it more often. But whatever the thing is that you think is holding you back – try and find others who are similarly situated, and hear what is working for them and what sorts of techniques they're using, and get some inspiration from that, too.
- Alison Monahan: I think that's all great points. And frankly, most people in law school are probably among the first in their family to be in law school. It's different in college, I think. There, I think being a first-generation college student is quite a big deal for a lot of people. But I would imagine in law school, most people do not have parents who are lawyers. I mean, some do. My business partner – both of her parents were lawyers. She grew up in a courtroom. She basically had to be a lawyer. But I didn't have anyone in my family who was a lawyer. It's just a career path people have taken. Yeah, I think that's great. Alright, before we run out of time – we're coming up on the holiday season as we're recording this. Do you have any tips for building your network at holiday parties?
- Stephanie Hanna: I do. And I actually wrote an article on this, which I will send to you so that you can link.
- Alison Monahan: Perfect.
- Stephanie Hanna: It is called [Five Ways to Take the Awkward Out of Holiday Parties](#). So, I've got five ways in there that you can feel more confident. And it's everything from tips on how to be the friendly face and how to practice, and most importantly, how to make a graceful exit, which I guess people sometimes feel bad about.
- Alison Monahan: Yes, that is so important. I actually recently did a podcast where we talked about that with some other things with someone. It was really interesting. You're in a group and you just turn around and walk off – really not that elegant. There are better ways to do this.
- Stephanie Hanna: Yes. Yeah, so I will give you that article, and you can link that.



- Alison Monahan: Perfect.
- Stephanie Hanna: And they can read all of them there.
- Alison Monahan: Alright. Well, Stephanie, thank you so much for joining us. Any final thoughts you want to share on this general topic?
- Stephanie Hanna: Thanks so much for having me. I guess my last thought would be, there are so many good lawyers out there, and being good at your skill and at your craft is really, really important. But I think to get us to the next level, we've really got to focus on the relationships and the things outside of the substantive part of the practice, because that is what really sets people apart, what really gets you ahead. And it doesn't have to be hard, and it doesn't have to be something that is a barrier or holding you back from moving on in your career or trying to find the first job. But just take it day by day, bite-sized piece by bite-sized piece. Start with one email, one introduction. Talk to a stranger on the elevator. There's a lot of low hanging fruit around us to practice hearing our voices and introducing ourselves, and initiating conversation. So, take advantage of it because it will serve you well, no matter where you end up after law school or after practicing.
- Alison Monahan: A friend of mine who's trying to find a husband is doing a thing where she's supposed to introduce herself or talk to three strangers a day, which I thought was an interesting approach to that, too.
- Stephanie Hanna: Right?
- Alison Monahan: But having even that minor goal of something like that, at least you can tick off like, "I only talked to one stranger today, or zero." You've got to have some goals here, and manageable goals. Alright, Stephanie, thanks so much for joining us. Just tell us one more time your website and where else people can look for you.
- Stephanie Hanna: Yeah, so the website is theother85.net. And I'm pretty active on LinkedIn – Stephanie Hanna, and on Instagram – [@stephanietheother85](https://www.instagram.com/stephanietheother85).
- Alison Monahan: Perfect. Well, thank you so much for joining us. We really enjoyed it. And with that, we are unfortunately out of time. If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review or rating on your favorite listening app, because we'd really appreciate it. And be sure to subscribe so you don't miss anything. If you have any questions or comments, please don't hesitate to reach out to Lee or Alison at lee@lawschooltoolbox.com or alison@lawschooltoolbox.com. Or you can always contact us via our website [contact form](#) at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!



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