



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have ex-BigLaw recruiter Sadie Jones here with us to talk about taking ownership of your career. 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 excited to have ex-BigLaw recruiter Sadie Jones with us to talk about taking ownership of your career. Welcome, Sadie.

Sadie Jones: Thanks for having me.

Alison Monahan: My pleasure. Well, when we were just talking about some ideas for this episode, we had a couple of different things in mind and kind of decided to combine them because they're related, although somewhat contradictory. And the first is that people really need to take responsibility for their own future career, starting as law students. But the second idea is that you don't actually have to do everything on your own and you shouldn't try. It takes a village and there are lots of resources to help. So, let's unpack those a little bit. What type of problems have you seen in your work with law students when they're not taking ownership of this process, or sometimes they're not even really taking ownership of their desired endpoint?

Sadie Jones: Well, I think first of all a lot of times they end up somewhere that they don't want to be and they don't know how they got there.

Alison Monahan: Right. I had someone once describe it to me actually in a recruiting interview at OCI as being like on a treadmill. You just sort of get on that treadmill and then before you know it, you've ended up... I guess if it's a treadmill, you're still at the same place. Maybe a better analogy would have been one of those moving sidewalks at the airport. You step on and suddenly you're like, "Wait, am I going to London? Wait, do I want to go to London? Maybe I'd rather go to Paris." But that's just where the sidewalk dropped you off, so that's where you get on the plane. I think this happens a lot, let's face it, with BigLaw. People end up in these jobs that they're pretty unsuited for and don't even necessarily want. Recently we read the, who was it, Andrew Yang, the presidential candidate who lasted



five months in his first BigLaw job. Well, only BigLaw job. You end up in these places where you don't really want to be.

- Sadie Jones: And I do think that law school is sort of designed in a way to encourage you to get on that moving sidewalk or whatnot, and keep going. I think that it can sort of be set up that way, and so I just encourage students to kind of take a step off and think about it. No matter what the people around you or the people at school are encouraging you to do, you need to think about where you want to end up, because they're not the ones who are going to have to work in those jobs.
- Alison Monahan: Yeah, I think that's very true. And different schools are pointing you in different directions. And so one of the things when you're looking at schools is you can consider, "What are the job prospects most typically from this school? Is this a place that seems to align with what I think maybe I want to do?" I went to a school that was kind of notorious as a BigLaw factory, and shockingly enough, a huge percentage of the people who graduated ended up doing large-firm work, even if they came in thinking they would do something different. So, this is a perpetual problem and different schools are doing different things. But I think it is worth really thinking about, "Is this pointing me in a direction that I want to go?"
- Sadie Jones: Absolutely. And I think another issue that we definitely see with students is that they expect that they go to law school, it'll all just be figured out for them. There's a process in place, there's OCI, they have Career Services. And so, if they end up at the end of that process and they don't have a job, they feel really discouraged, bad about it, maybe a little bitter about it.
- Alison Monahan: Sometimes, certainly.
- Sadie Jones: Yeah. And I think that it's not a process that's going to guarantee you a job, and no one's telling you that, or they shouldn't be.
- Alison Monahan: Right. I think even in today's economy, which is much better than it was many or several years ago, but even now, firms are not hiring every single person at any school, really. We have podcasts on [getting a job outside of OCI](#). That's a place that many people at every school where OCI is going on will be. And the reality is, unfortunately, no one in career services has a magic wand that they can wave and provide you with a job. That's something that you may end up having to hustle for.
- Sadie Jones: Yeah, and I think they can help you, but they definitely can't just do it for you. And so, I think I'm just encouraging people to kind of take some responsibility for what they want.



Alison Monahan: Yeah. Sometimes I've heard from my friends who are in career services and it's frustrating for them if someone just shows up and says, "Well, I just want a job." It's like, "It's harder for me to help you in that scenario." They are like, "Well, what kind? Give me some direction here. What do you actually want?" And I don't think a lot of law students can really answer that.

Sadie Jones: And I think that is something to ask yourself in law school, because it's going to come up eventually. And so, even if you get your first job outside of law school and that gets done through OCI, at some point you're going to hit somewhere in your career where you're going to be faced with that question. So it's probably better earlier to get on a track that you're more interested in and happy about, rather than later.

Alison Monahan: Right. And I think sometimes too people get kind of panicked and they just start applying to anything without any real sense of whether this might be a good fit for them or that they're particularly qualified or interested. And so, as a result you sent out 200 applications, but it was everything from trust and estate firms to public interest to tax law. And it's like, this is probably not the best application that's landed on someone's desk.

Sadie Jones: And I think it's going to get confusing when you're trying to sort through this and you have all these different stories.

Alison Monahan: Different resumes.

Sadie Jones: "This is what I really want to do. No, this is what I really want to do." Somehow it's not going to work.

Alison Monahan: Yeah. I think taking ownership kind of means thinking in a real way about, "What do I bring to the table? What makes sense for me? What am I a good candidate for?" And if you're not a great candidate for something that you do think you really want to do, that's fine. You just need to kind of own that and take steps to move in the direction of getting that experience however that is, whether it's a class you take or an internship or even some sort of paper you write, so that you can make yourself a legitimate candidate. But if you're applying to 18 different types of firms and you've never taken classes in any of these, it's probably unlikely to work out that well.

Sadie Jones: Definitely. And then I think it's something a lot of law students do. I know that it can be difficult to figure this stuff out, and that's why I'm just encouraging everyone to give it some thought.

Alison Monahan: Yeah, and we'll talk later about the best way to do that. I think another aspect of this not taking ownership of the process is that often times... And I think this might be because law students are kind of used to being told what to do, and



then achieving certain results based on that. But often times people really fail to look outside of these standard channels and to really look for other job opportunities. So maybe for example, they're only applying to stuff that their school sends to them. Well, everybody at your school got that job offer, got that posting. So, you can probably assume other people are applying to that too if it's a not terrible opportunity. But maybe there are other places people could be looking. I think if you kind of forget about how the rest of the world finds jobs, you're not really using the resources that you could be using.

Sadie Jones: Absolutely. And I encourage every law student, all of you look to your local bar association, because I always think of that as a place to start outside of school. And rarely does anyone say that they have. I think that's just an example of that should be the first place you look – what's related to the law in your city.

Alison Monahan: Yeah, and I think certain types of job candidates have a better idea of this, and if you talk to someone who's interested in public interest or something and you say, "Have you looked at indeed.com?" or whatever it is, and they are probably like, "Yes, I have." But beyond these really obvious places, I think most people are just kind of like, "Oh, well, I'm sure a job will show up in my inbox one day." And it's like, "Well, that's not really the way this typically works. You might have to go out and find these opportunities for yourself."

Sadie Jones: Yeah. It's going to take a lot of effort, but I feel like it will pay off in the end if you do it in a more calculated, organized, thoughtful way.

Alison Monahan: Yeah, and if nothing else, as you mentioned, this job straight out of school is pretty unlikely to be the last job you're ever going to need to look for. So these are all just skills you can take forward in your career when you decide you didn't actually like that dream job that you found the first time out of school.

Sadie Jones: I can't think of anything we're talking about that would be a waste of time or not worth it, whether or not it gets you a job right now.

Alison Monahan: Very true. I think that's right. Alright, let's shift gears to the second part of the question. So we now just told everyone they have to do everything. No, not true. What about people who just absolutely refuse to get any help? What have you seen them kind of missing out on?

Sadie Jones: I think these people are sort of the other side of the same coin, a different way to think about things. But to me, this is the person who, you say, "Have you opened up your network? Have you thought about who you know?" And it's just like, "I don't know any lawyers." Sort of very specific in their thinking and they only want to do it a certain way, and they don't want to put it out there. And I think there could be lots of reasons for this.



Alison Monahan: Yeah, I think so too. I think a lot of this really comes down to becoming a mindset issue. It almost goes back to our [very first podcast](#) that Lee and I did about the growth versus the fixed mindset. So if you're coming at it kind of a scarcity mindset, a rigidity mindset like there's just one perfect job, you're competing in the zero sum game, you have to get it, other people are trying to prevent you from getting it. That's not really the case typically. So, if you come at it from a more place of curiosity, openness, and strategic but also flexible... Because otherwise, if you're one of those people who are like, "I will do this totally on my own. I will not accept help from anyone" – you're just missing opportunities. You're missing opportunities for possible job prospects. You're missing a chance to possibly become a stronger candidate, developing some self-knowledge, maybe talking with people who know you about what you could be doing, or personality features or whatever it is. Whether that's a personal connection or even a coach or something like that, these things are going to actually help you move forward in your career. And frankly, in some cases, people who are failing at interviews and that kind of thing, you need help to get better at them. You're just kind of making things harder for yourself than they need to be.

Sadie Jones: And that's why I think people on both of these categories can end up in the same place, which is sort of stuck and not knowing how to move forward, and just kind of discouraged. I think both of these people can use help to kind of figure it out. And so, I think it's about sort of taking initiative in both ways, and like you said, be more flexible, be more creative, all that.

Alison Monahan: Yeah. I know from my own personal experience, sometimes I feel like I kind of vacillate between these two sometimes if there's something I'm stuck on. So it's like, "Oh well, I'm kind of overwhelmed about the idea of finding a job. I don't really want to talk to anyone about it because that seems stressful, so I'm just going to figure it all out on my own." I kind of go back and forth, and in the end, don't necessarily end up making progress. So, I haven't really taken any ownership of it and I haven't really done anything, but I'm also refusing help.

Sadie Jones: We've all been there.

Alison Monahan: Yeah, and I feel like this is maybe not an uncommon viewpoint of the average law student. You're under stress, you're maybe not in the most perfect conditions for emotional intelligence, and you feel like there's all this pressure. But just vacillating between those two poles is unlikely to get you the results that you're looking for.

Sadie Jones: Definitely. And I think though there's a way out of it for both sets of people that to me is sort of a similar answer.

Alison Monahan: Right. What is that answer?



- Sadie Jones: Well, I would encourage, if you're in that place of being stuck, which is where I picture both of the people we're talking about, I would say make a list of some things you haven't done yet. Just open yourself up to like, "How would I get a job? What are some steps that I can do? Are there some people I can talk to?" Look at my LinkedIn. That always seems like a good place to start to me. And I think we talked before about how everyone should have a LinkedIn and should have people on it.
- Alison Monahan: So, hey, if you don't, that's a great place to start.
- Sadie Jones: Yeah.
- Alison Monahan: Super easy. Five minutes, done.
- Sadie Jones: Yep. And I think you'll find tons of people you know right away. So, look at their networks. There may be people who can help you and you didn't even realize. So I think just doing something that's different from what you've been doing. You can go to the library, get a book. I think it's a great place to start. Look in the career self-help section.
- Alison Monahan: Yeah. No, that was going to be my suggestion. I was like, "Get curious. You're in law school. Do some research." This doesn't have to be like un-fun. I think hopefully for most people learning more about yourself and thinking about what you really want, can actually be enjoyable. Frankly, I think for a lot of people, depending on your family history, this might require some therapy if you really have no idea what you want. I think it was [Brené Brown](#) who talks about this a lot, about the people who end up in law school tend to be sort of perfectionists and very driven, very results-oriented type people. And a lot of that actually comes probably from having dysfunctional family dynamics when you were a kid, where you were expected to perform and do really well. You don't actually at that point typically question what you really actually want, because all you've done your whole life is be the teacher's pet and kind of perform and get As. That's frankly how most people end up in law school. So this may actually require taking a step back and really doing a deep dive and kind of sitting with that idea of, "What do I want when it's not just people telling me what I should want?"
- Sadie Jones: Yeah. I actually think all this stuff we're talking about is sort of taking a step back from job applications, because I don't think that's a place to go when you're stuck, sort of in the logistics of all of that, or by applying.
- Alison Monahan: That's kind of like strategies and tactics. We've already got some podcasts. You can go listen to that. You're not at the point where you need tactics, because you don't actually have a real goal yet.



Sadie Jones: Yeah. And I think you could have already had a bunch of applications and you could have already done that. And then you're taking a step back and you'll go back to that. You can kind of vacillate. I think what also happens is people get panicked about all of that stuff, and so they feel like taking a step back maybe is taking time away from that, but it's not. It's going to help you get to the goal. And I think it's much more useful and it's going to be more productive actually.

Alison Monahan: Yeah, absolutely. I feel like before you can figure out how to get to the end goal, you've got to kind of really figure out why that even makes sense and what you're really looking for. Yeah, a couple of books I liked – I liked [The Start-Up of You](#), which is kind of an interesting book by the founder of LinkedIn. I think anything by Brené Brown, who I've already mentioned, is super useful. Brene is kind of that helpful big sister type, where you're just like, "Wow, I just want to listen to you talk more about how I don't have to be perfect. That sounds great, Brene." But I think if you've never had that experience, then it's hard to say what you want until you've kind of sat with where you've ended up, and is that really where you want to be? I think [Seth Godin](#)'s also really interesting typically. He's more kind of the marketing and stuff. But any of these things, they're not specifically career books, but they're kind of about living and work and that kind of thing. You can also just Google or go to a bookstore and pick up what seems most interesting. I found an interesting list we can link to on The Muse, which was [21 Books That'll Get You Ahead at Work](#). There's some interesting stuff on that list. And so, I think just following your curiosity is a good starting point for people who really just aren't sure where they want to end up.

Sadie Jones: And I was going to say, if you're listening to this, you probably like podcasts, and there's tons of podcasts I think would be helpful too. There's one I've really liked, called [Without Fail](#), that started this year. It sort of talks about people in all different industries who are successful, but then it talks about their biggest failures also. It's such a range of people and I think it's really interesting, because some of the people you might not have even known... You think of them as a success and you don't know how they got there or what big failures they've had, and everybody's had that. It's sort of how you pick yourself up.

Alison Monahan: No, that sounds really interesting, because I think sometimes people are afraid, like, "What if I make the wrong choice? What if I get the wrong first job?" or, "What if I get a job and then I'm not good enough and I don't succeed in it?" "What if this and what if that?" And the reality is, these things are going to happen. You can't predict them. Like I said earlier, I'm not sure there's one perfect job that you have to get or your life is over, which is also the mindset I think a lot of law students get into: "If I don't get that clerkship, my life is just going to be terrible." Well, probably not. You'll probably find something else. Maybe you meet the love of your life in that second job and you live happily ever after. We just don't know.



- Sadie Jones: Definitely. And I can think of lawyers who probably would not have been able to get the job they ended up with at the beginning, because they didn't go to the law school where they would have recruited them from, or all sorts of things.
- Alison Monahan: I definitely know people like that, absolutely.
- Sadie Jones: And they're in the same place as everyone else.
- Alison Monahan: Right, and typically they're happier in the end, because they actually know that they hustled and that they really worked to get this job. And they know that, "Okay, if something happens, I'm not going to be just left out in the cold. I know how to do this." So again, you're developing these skills, so it can give you confidence later on.
- Sadie Jones: Definitely. And I think we've also talked about some alternative jobs, where you're not actually working as a lawyer. The JD Advantage jobs – I think there are lots of great options there, and that might be a better fit for you.
- Alison Monahan: Yeah. I think overall this is a great time to start figuring out what you need to learn and start learning it, and also thinking about who you can reach out to, and then as you made the point, start doing it. We've done some podcast on this, but I think certainly the baby steps approach here done over time consistently – that's what's going to really help, and also hopefully get you out of that stuck feeling if you can sort of look at your schedule and be like, "Okay, I said I was going to send out two emails this week and I haven't done that, and it's Friday so I really need to do that."
- Sadie Jones: Definitely. I think it's sort of like a diet. If you're trying to eat a certain way and you have a bad couple of days, rather than completely get off track and just say it's over, why not just say, "Tomorrow. No, I'm going to do something tomorrow."
- Alison Monahan: Yeah, exercise like 15 minutes. "Okay, I'll start tomorrow." Yeah, I did an intriguing [podcast recently with Stephanie Hanna](#), who has a company called The Other 85, and she talks a lot about developing the social skills you need to succeed as a lawyer. Point being, only about 15% of your success is really that substantive matter. That's an interesting one. People are always like, "Well, I don't know how to do this." She has some great ideas for just building your network in a way that feels authentic and isn't terrible, because really that's what we're talking about. And when you refuse to ask for help, I feel like you're also missing that opportunity to build relationships with people, because the reality is most people like to help you. And they're not going to think poorly; they're going to think better about you in the end.



- Sadie Jones: Definitely. I think we all know that feeling, where it does feel better sometimes for us to help other people than probably even what they're getting out of it.
- Alison Monahan: Oh yeah, you feel so important. You're like, "Oh wow, I'm so flattered. They want my help, wow! They must think I'm really great."
- Sadie Jones: Exactly. But I think a law student might look at it as you're busy, you're important, you probably don't have time for it. And you know what? If they don't, they won't do it. They won't get back to you. They're not going to fit you in. But if they do it, it's probably because they want to help.
- Alison Monahan: I got an email the other day from someone who's thinking about going to law school and they have similarities in some of their background and they were like, "Hey I listen to your podcast. I thought that you would be a really interesting person to help me kind of figure this out. Can we get coffee?" And I'm like, "Yeah, you seem interesting." That was a polite, nice email. This is not a huge ask. Why not?
- Sadie Jones: And I think you'll probably get a good number of those if you reach out to people.
- Alison Monahan: Yeah. Again, you kind of have to know what you're asking for, and why. In this case, it was a very specific targeted ask, and it made sense for me to talk to this person. It wasn't just like, "Hey, so I'm unhappy in my current job and I'm thinking maybe I should go to law school. Can we have coffee?" I'd be like, "No, I'm sorry. You need to go and think about this for a while". But I think asking for help, whether it's from career services, career coaches, even just friends or family who like doing this stuff. Almost everyone probably has someone in their life who's always the person that people want to talk to about their career and things like that. I feel like I always have.
- Sadie Jones: And I think I would suggest doing it in the order of doing some of the self-work first, coming up with some kind of place to start with, and then come to somebody. Because I think everyone is a little more inclined to help if they feel like you've done some of the work yourself first and you sort of have a direction. It can be hard for career services when law students come to them with no idea what they're supposed to be doing.
- Alison Monahan: Right. Like, "I just want a job." It's like, "Okay, great. Would you like to go be a barista? I think Starbucks is hiring." "Oh no, that's not what I want." It's like, "Okay, then what do you want?"
- Sadie Jones: Yeah, just come up with... It doesn't have to be one idea, it could be a few ideas. But I think that's a good place to start.



Alison Monahan: Yeah, and I think you can always evaluate how these ideas are going, and people shouldn't be afraid to make changes. So if you do get a job or an internship, or whatever it is, I think it's always really important to actually evaluate how that experience is going. Sometimes people get so fixated on this idea that they have their dream job, like, "Oh, BigLaw is my dream job." And then they get there and they're actually kind of miserable, but they can't really admit that because it's their dream job. I think you've got to pay attention to really the details of how you like to work. Is this an environment that's comfortable for you? Do you like the other people? Is the work interesting? Is it the type of stuff that you want to be doing? Do you feel good about the clients you work for? Not just like, "Oh, I have my dream job, so now I have to stick with it."

Sadie Jones: Definitely. I think that's true and I can see why people get stuck in these situations.

Alison Monahan: Oh yeah.

Sadie Jones: For practical reasons, and also because it maybe feels embarrassing to say, "I made the wrong choice" or, "This isn't right for me." But like we've said, I think it's all going to lead you somewhere. So nothing's a waste.

Alison Monahan: Yeah. I think there're plenty of reasons to stay in a job you're not thrilled about. I was actually kind of impressed. This article I read, I think it was in [The Washington Post about Andrew Yang](#) – it was kind of being circulated as like, "Wow, he's such a quitter. He left after five months." And I was like, "Actually that's pretty impressive." Most people stick it out for a couple of years being unhappy in BigLaw, but I have to admire the audacity of just being less than six months in and saying, "You know what? This is not for me. I'm quitting with \$100,000 in loan debt." I'm not sure financially it was probably his best option, but I admire the audacity.

Sadie Jones: Yeah, and I think there's something to be said for really knowing what works and doesn't work for you, and not everyone fits into those categories, but I think that's impressive.

Alison Monahan: Yeah, I read it as more of a positive. It's also funny because any lawyer who's worked in BigLaw that I know, no one is surprised by that article at all. But for people who are not lawyers it's this moment of like, "But what do you mean he quit this job? He was making so much money, and it was so prestigious and he was so lucky to have it." And every lawyer who's worked in BigLaw is like, "Oh yeah, less than six months? Man, more props to him."

Sadie Jones: Yeah. I always say there's a reason they pay you that much right off the bat.

Alison Monahan: Exactly.



- Sadie Jones: It's not just to be charitable.
- Alison Monahan: Right, it's not just because you're a smart person. It's because you're getting paid for your time, basically, which means you're going to be working a lot. I mean, it is what it is. For some people maybe that is their dream. But I think being realistic too about what you're actually getting into and not just buying into like, "Oh it's so prestigious." But really looking at the day-to-day of how this work environment is functioning. For me, one of the things that was most challenging about being a firm lawyer was the lack of interactivity with other people. So, I was in San Francisco and you have these open plan offices, and there are debates about whether that's good or bad in tech companies and things. But in my law job I had my own office, and I would go in and I would sit there and I would work. In the average day, maybe I would talk to my secretary, chit chat for a few minutes. But it was very isolating, I found. And so for me, that was not an environment that was probably going to be conducive for me to do my best work for a long time.
- Sadie Jones: But you had to do it in order to realize that.
- Alison Monahan: Right, exactly. I never realized how much collaboration and also location independence mattered to me. I actually would have been happy working from home. It was just the fact that I had to be in this office that I really didn't like it.
- Sadie Jones: Mm-hmm. And that's definitely something to keep in mind. What are the things where you work better or worse? All of that. I think that's things you can lay out and try to see, "Okay, this job might be a better fit or not."
- Alison Monahan: Yeah. And I think a lot of it is just knowing yourself, which is hard until you've had those experiences and kind of started to parse out, "What about this is not working for me? Is it the work, is it the people I'm working with, is it the work environment?" It may be all of the above, but there are probably some things that bother you more than others. And I think the faster that you can start to figure out what those things are and avoid them, the happier you're going to be. Unfortunately for me, one of the things that apparently my personality type is driven the most insane by is having to bill hours. So, once I read this, at some point I was like, "Oh wait, probably this BigLaw environment where everything is accounted for in six-minute increments is not really sustainable for me."
- Sadie Jones: Yeah, that's kind of the basis.
- Alison Monahan: Right. I mean, it doesn't sound that bad; you just track your time. But there are certain personality types where that idea is really bothersome to you. It's just not something you do naturally. I'm always late, I'm not really time-focused.



And so, I had no idea that that would actually end up being a really serious road block to my happiness working in a firm job.

Sadie Jones: I also think that you can sort of think of your career on this longer path. And so, sometimes you just need to get the job at the beginning.

Alison Monahan: Right, exactly.

Sadie Jones: I still think it's worth thinking about where you want to go, because all this can lead you somewhere. I also think people shouldn't be discouraged if they end up with not the ideal job at first, but they just need a job.

Alison Monahan: Yeah.

Sadie Jones: And so, I think what we're talking about is thinking ahead to, where do you want to end up? What environment is best? What type of work? All of it.

Alison Monahan: Well, and I think too, whatever job you do end up with, really getting the most out of that. What can you learn from this? Maybe it's not what you wanted exactly, but what can you get out of this? What relationships can you build? What can you learn about what you like or don't like? Those are the things that you can always take with you. And I think you can learn something from literally any job. I've never had a job where I didn't get something out of it, even when I was working as a barista or a lifeguard or a babysitter or any of those things.

Sadie Jones: Definitely. I think that's where mindset comes in too. How are you thinking about it? Because just like you said, there's nothing where you're not going to learn something. And you want to be able to spin that into a story that makes sense for future jobs. So you should be thinking about it going in.

Alison Monahan: Yeah. Have your private notes to yourself of like, "I've learned something about what does not work for me perhaps in the working place." But again, when you're in your next interview, probably you don't want to bad mouth whoever you worked for, so you've got to come up with something where it's like, "Well, it was a really challenging environment. I learned a lot about operating with multiple deadlines." Fine.

Sadie Jones: Yeah.

Alison Monahan: That sounds like, "Oh yeah, right."

Sadie Jones: Different personality types. There are all sorts of ways to make it.



- Alison Monahan: Exactly. Managing a bunch of different personality types in a fast-paced environment. People kind of understand what you're saying there. You had a terrible boss and too much work to do. But you said it nicely.
- Sadie Jones: And I think it says a lot if you come out of a situation like that.
- Alison Monahan: Totally. Alright, any final thoughts for people on this? We're unfortunately about out of time.
- Sadie Jones: Well, my final thoughts are, we're heading into the holidays, and so it's a good time to start this process if you haven't yet, because maybe you'll have a little bit of extra time.
- Alison Monahan: Right. You can even go to the library in your hometown, check out these books. You don't even have to buy them. I walked past the library today and was like, "Wow, right, the library. I can stop purchasing books and just come here."
- Sadie Jones: Definitely.
- Alison Monahan: So yeah, get yourself some nice books, read them over Christmas and New Year's, and maybe you'll have a whole fresh perspective by the time January rolls around.
- Sadie Jones: Yeah. I think that's a good way to kind of come back at it and feel like you're starting new.
- Alison Monahan: Absolutely. Well, with that, thank you so much for joining us.
- Sadie Jones: Thanks for having me.
- Alison Monahan: My pleasure. For more career help and the opportunity to work one-on-one with us, including figuring out your life, check out [CareerDicta.com](https://www.careerdicta.com). 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. 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](mailto:lee@lawschooltoolbox.com) or [alison@lawschooltoolbox.com](mailto:alison@lawschooltoolbox.com). Or you can always contact us via our website [contact form](https://www.lawschooltoolbox.com/contact) at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

## **RESOURCES:**



[CareerDicta](#)

[The Washington Post – Andrew Yang article](#)

[The Muse – 21 Books That'll Get You Ahead at Work, According to Top Career Coaches](#)

[The Start-Up of You, by Reid Hoffman and Ben Casnocha](#)

[Brené Brown](#)

[Seth Godin](#)

[Without Fail podcast](#)

[Podcast Episode 1: Mindset – The Key to Success in Law School?](#)

[Podcast Episode 114: Law School Networking 101](#)

[Podcast Episode 207: Navigating Networking Events as a Law Student](#)

[Podcast Episode 214: Handling an Extensive Job Search Outside of OCI](#)

[Podcast Episode 219: Mastering People Skills for Success as an Attorney \(w/Stephanie Hanna\)](#)