



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 having difficult conversations at work. Your Law School Toolbox host 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 here with us to talk about having difficult conversations at work. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, we're in the middle of what some people are calling the Great Resignation, and lots of people are quitting jobs right now, and no doubt some of them are handling this better than others are. Before we dive into the specifics around how to quit a job, which is something many lawyers might be doing for the first time, let's take a step back and talk about some other types of difficult conversations people might encounter in the workplace. What kinds of things have you seen?

Sadie Jones: Well, I think there's a variety of conversations, and people's reactions to them tend to be similar, which is sort of nervous and maybe a little avoidant. And these can be around performance reviews, which may be positive or negative – like you may know you're doing well, but you're still worried about this conversation. It could be feedback on an assignment, it could be more of a career discussion – like where are things going, good or bad at this place. It could be a personal issue that you're having, that you feel like you need to bring up at work and you're not sure how to do it. It could be anything, I think, around promotion or money, benefits, salary, something you're asking for.

Alison Monahan: Yeah, definitely. I think there're so many different things that people can kind of run into problems with in the workplace. And some of these, like you said, are not necessarily problems. It even might be a positive, or a potential positive – like you want to ask for a different type of work, or maybe you feel like you should be getting some type of salary increase or a different benefit or something. At law firms there are going to be some angst sometimes around, you want different types of work, you want more work, you want less work, maybe you need a favor of some type – like some time off or something, maybe



something's happening in your personal life that you think is going to impact your work. There are all these kinds of things. I've even had a situation where someone asks you about a rumor and you're not really qualified to talk about it, or you don't want to talk about it. So, I think there're just a lot of things that can come up that people can feel kind of angsty about. Do you have any thoughts on how people generally should approach these types of conversations?

Sadie Jones: My general advice would be, one, try not to sort of bury it and let it fester for a really long time. I think that always makes the conversations harder, and that's been my experience. It can kind of build up in your mind into a bigger deal than it needs to be. And some of these things are time-sensitive, so my advice would be, pick a time that you want to do it, or that you're planning to do it, or setting a meeting with someone, and actually do it.

Alison Monahan: I think that's really good advice, particularly around quitting a job and stuff. I think Lee laughs about this, that she'd planned to quit her firm job and she kept not doing it, not doing it, not doing it, and her husband at some point was like, "Are you ever going to actually quit?" She's like, "Well, just as soon..." He's like, "No, you're going to put it on the calendar, and you have to do it by this day." I know when I left the firm, I was sort of similar. You're not quite sure, you're like, "Hmm, I don't know, maybe I'd like another paycheck." And it's just easy to put these things off. In my case, something external also happened that made me have to do it at a certain time. But I do think any time you have something you want to talk to someone about, it is best to kind of get that on a schedule, even if it's only your own schedule, because otherwise you can just put these things off indefinitely, and they're never going to be resolved at that point.

Sadie Jones: Exactly. And there are certain things where I think if you're putting it off so much, you have to ask yourself, do you really want to do it? Is there something else going on that's making you not have those conversations? And that's worth discussing with a therapist or a trusted friend or something. Make sure that it's a conversation you want to have and it's a step you want to take. So, I would double-check that that's not the reason you're putting it off. But if it's just kind of like you don't want to deal with it...

Alison Monahan: Then it's just going to be awkward.

Sadie Jones: Yeah. Lawyers tend to be non-confrontational...

Alison Monahan: Ironically.

Sadie Jones: Yeah. It seems like the kind of profession that would be the opposite, but I found that across the board, it's just a really common trait. And so, when you have two non-confrontational people... So, usually the person you're having a conversation with, whoever – the partner, let's say – they also feel that way, it



can make it more awkward and harder to have the conversation no one wants to have. So I'd say, take some initiative, be the person who tries to drive the conversation.

Alison Monahan: Yeah. And I think this also can be awkward if you know that somebody has a problem with your work, or if you know you did something and you feel like they should be talking to you about it and they're not. I think that's definitely one of those cases where you can probably assume the other person is thinking about having that conversation and not doing it, so it might be good for you to step up and be the grown-up and say, "Hey, I feel like this last piece of work I gave you maybe wasn't what you were looking for. Do you have any thoughts on that?", and just kind of push that conversation forward.

Sadie Jones: I totally agree. Especially like that, where it's something where you feel like it's a negative thing – you know you're not going to get a good review, or there's an issue – I would say, deal with it head-on. There are situations where this isn't the right place for you, and they may figure something out for you. Going forward, it may be something where you just need some feedback and kind of move in a different direction with your work. So rather than be so afraid of it, why not just take it on and try to figure something out? Because these things will never go on forever. At some point they're going to have a conversation with you, and maybe it won't be pleasant, but I think it's a great skill to have, to learn to have those conversations and be okay with them.

Alison Monahan: Right, because as a lawyer, you're often going to be having awkward conversations or difficult conversations, whether it's with a client that you have to deliver bad news to. All of these sorts of skills are going to come in handy. I have a weird habit, or used to, of sometimes reading the reports on people's malpractice and how they were fined or whatever by the bar. And it is amazing how many of these scenarios start with someone got, say, a bad court decision, and then they didn't want to tell the client, so then they proceeded to hide it, and then it just spirals out of control. So, those are definitely not the situations that you want to find yourself in, or you might be the one who's written up in the back of the bar magazine.

Sadie Jones: And I could see how those things you dig yourself in deeper. I've seen that even in things that seem small – summer associates, like you said, hiding a mistake, looking at something by accident, seeing something they're not supposed to see, handling something wrong. I always think it's best to bring it up. And maybe bring it up with a mentor or someone you trust first, and ask for some advice, but hiding things just doesn't work. It always comes out.

Alison Monahan: Yeah, I think if you need to have a conversation, you need to have it. And I think it's good to go in with a plan for this, and I think your idea of talking to someone else first about it can also be good, because part of what you need to do often is



kind of practice how you're going to present something. So, say that you're asking for a more flexible work schedule because you have something going on in your personal life. There are a lot of different ways you could frame that, but you want to think through, "What is going to be best received and be most likely to get me the results that I want?"

Sadie Jones: Absolutely. And this is a situation where I would say in the practice, discuss with the other person, like you said, the framing and how honest and direct you want to be. I think that some people in these conversations give all of this information that the other person doesn't need and doesn't want to know, and is your personal business. I do find that sometimes people overdo it with that, so I would make sure that you're kind of vetting it with someone else. Does this sound like something they need to know, or is there another way to be a little more vague, but get what I want out of it? So, in a work setting, I don't think you need to share everything about your personal life.

Alison Monahan: Oh, absolutely, I think that's right. And a lot of times, if this is like a medical issue or something, you're also going to have rights that are protected, and you want to know what those are going into it. I think you're totally right – people don't need a ton of detail usually. There's a fine line between hiding something and just over-sharing, and I think in all of these types of conversations, you want to be really clear on where that line is. People may ask you questions that you don't want to answer, you don't feel like you have to answer, and so you also probably want to prep for that. What if somebody is really pushing on this and it's none of their business?

Sadie Jones: Right, maybe there's a way to deflect it, come up with some kind of neutral, "I'm not really comfortable sharing that." I think there're a lot of those kinds of phrases that you could use. Or maybe you say to yourself, "Well, if they ask me more, maybe I'll tell them more. I'll see what their reaction is." I like that idea of looking through different scenarios. I would also say I totally agree with you – you should find out where you're protected, what they have a right to know or would be best for them to know or not. I've also found that some people think they're protected in a way that they're not, in their mind: "Oh, they're not allowed to... They have to give me..." And a lot of times it's not that straight-forward. I know we had an issue at a place I worked where everyone wanted a standing desk, and came up with a lot of different reasons they thought they should have one. And in their mind, like, "Oh, well, this would make my life more comfortable, they have to give it to me." And that wasn't actually true. And so, I think you should know where you stand with it before you kind of make a big deal about it and demand something. And maybe it's something you could just pay for yourself – like, "I want to have this, I'll put in the money." Just as an example of an accommodation that maybe is allowed for some people, but isn't just something anyone can get if they ask for.



Alison Monahan: I remember I went through a week of insane back and forth over getting a particular type of mouse that I needed to avoid carpal tunnel. And at some point there was this moment of like, "I really should have just gone and paid the 30 bucks and been done with this." I just did not anticipate it being that type of problem, but now it's become this thing, and yeah, it's just a mouse.

Sadie Jones: Well, what I've found is that sometimes these things kind of spiral. Someone hears that somebody else got something, so places are sometimes hesitant to give out anything, even though it seems small. So, just kind of think through all of that.

Alison Monahan: Yeah. I had another situation with a whiteboard that took multiple weeks and partner intervention with the head of the firm to get me this. It was probably, again, like a \$30 whiteboard. It was insane, the amount of time that was spent on this.

Sadie Jones: And sometimes you don't know, there might be a place where that would be absolutely no big deal. So, sometimes asking around a little bit: Is it the kind of place where they'll just give you stuff because they want you to be happy?

Alison Monahan: And productive, and not want you spending time you could be billing on a stupid whiteboard.

Sadie Jones: But then there are places, yeah, where it's like every extra pencil is a really big deal.

Alison Monahan: Yeah, I think you've got to know your culture.

Sadie Jones: Exactly.

Alison Monahan: Yeah, and I think part of this too is always think about the other person's point of view and their interests. So, why should they give me this whiteboard? Well, because it's going to make me more effective at this thing that you're asking me to do.

Sadie Jones: I totally agree. You should go in with your points about why you want it, need it, what it's going to do to help your productivity, your work situation. It's sort of like when you're a little kid maybe, and you're asking your parents for something and you make a little plan – that you want this hamster –you're going to take care of it, you're going to do all those things. Sometimes I think that is kind of how you have to approach some of these things you might want at work, and why they should make an exception to give it to you.

Alison Monahan: Yeah, and I think you always want to be clear with your ask if you are making an ask, because I know sometimes from the other side, the partner who is giving



this to you, viewpoint, they have these conversations with people where it's like someone comes in and they're complaining about something, and they spend 20 minutes listening to them complain, and then the person walks out frustrated because they haven't gotten what they thought they were asking for, but they never really asked for it. You want to be very clear: What are you asking me to do, or to grant you, or change or whatever? Because if you can't come up with that, what's the point of having the conversation?

Sadie Jones: Yeah, I think some people do that too – they're not happy or something, or their life feels out of control. You shouldn't be going to a partner and just saying generally you're miserable, and crying, which I think a lot of people do when they find themselves in those situations. Rather than talk to a therapist, talk to, like we said, someone outside first, work through maybe some of the issues, and then come up with a plan of the things they could do that would make things better, rather than put the work on them to figure it out for you, because that's not something they're probably going to do.

Alison Monahan: Well, it's also unlikely to work because if you don't know what you want, how's anyone else going to know what you want?

Sadie Jones: Exactly. And if you know that what you want is not to work there, then going through all of these hoops to try to have them accommodate stuff that you don't think is going to work out in the end anyway, I think is a mistake and can burn bridges. It's better to just leave, if that's what's going to happen.

Alison Monahan: Yeah. I remember someone when I was a summer associate in New York – I don't know why he was even telling me any of this, but he was complaining to me about all the things he hated and he was trying to change this, and he was trying to change that. But every time I'd see him, he'd made the change and he was still miserable. I think he ended up quitting in the end, but it was just kind of this ongoing saga of, "Oh, I'm going to change offices and that's going to be better", "Oh, I'm going to change like this and that's going to be better." And I think it just kind of got really draining for everyone.

Sadie Jones: Well, I think that's a good life advice. These external things aren't necessarily going to fix something going on that you're unhappy with. So, there are situations where you're like, "Having that mouse is going to make it so that my hand doesn't hurt, and will make it easier for me to do my job." It's not about you hate your job; it's about your hand hurts. And so, those are all fixable. But if it's sort of a general "I'm unhappy", then I actually wouldn't bother with any of this other stuff, because no one wants to deal with that and at some point they're like, "We want you to leave."

Alison Monahan: Right. I think there are things, even big things that you could change. Say, for example, you've gotten stuck working with a particular person that is just like an



absolute nightmare for you, something like that. That's a pretty big ask not to work with this person ever again, but it might actually change your experience and maybe it's worth it. But yeah, you have to be pretty clear that you're not just going to move to the next person and be like, "Well, actually, it's just that I hate this job."

Sadie Jones: Exactly, and I think that is where people get into trouble. Also, you should know what kind of capital you have going into that. Do you have good reviews? I think people usually know if they're doing well somewhere. Not always. And I know people will say, "I don't get any feedback", but you probably did get feedback that you didn't really interpret as feedback. So, I do think a lot of times people have an idea of if they're doing well, if they've been told that they have a future, even in the sort of short term. You should know that going into any of these conversations where you're asking for something special, because if you're not doing well, then I would put my energy into something else.

Alison Monahan: No, I think that's great advice. I'm remembering a situation where I was a young attorney at a firm and they just had this blanket rule for whatever reason, we all had to do this really annoying document review with this really annoying person in a different office. And this guy was like a complete dictator and I couldn't stand him. And I literally went to the person I was supposed to be working for and I'm like, "Look, I will do this if you tell me I have to do it, but you should understand that I am more valuable to you doing X, Y, and Z, than doing this work." And there was this moment of, "Huh, yeah, you're right, you are. I'll call this person and tell them you're not working for them." But I also had to follow through on that.

Sadie Jones: Yeah, and that's the other thing. You do need to know, depending on what they say, how you're going to react to that. I don't really like ultimatums anyway, but definitely don't give ultimatums and then not follow through with it. That's not good.

Alison Monahan: Yeah, it's like if I basically said, "I am more valuable to you than whatever you've told me I should be doing" – I have to make sure that I'm actually incredibly valuable at that moment and do really good quality work and do everything else that I'm asked to do, if I want to get off of this annoying other project.

Sadie Jones: And for example, a lot of people want kind of alternative work schedules, and there's different situations where they're a possibility or they're not. But if it's something where you feel like it could work, I think it's really important to plan out what that work schedule is going to be, how it is really going to work, how you're going to deal with clients, how you're going to make sure that nothing about that work schedule is going to make things really difficult for everybody else. Because I know a lot of people that have made that work at BigLaw firms, but it's because they had a plan and followed through with it. A lot of times



taking one day off a week does not work as well as just working fewer hours all the days. It can be really hard to completely take off one day, because maybe that's a day where someone wanted a meeting. So, just think about things like that: How is it going to work, how have you thought it through, and maybe even say, "I want to try it like this for three months, and if anything comes up, I'm totally flexible to re-evaluate." Just make sure you're being flexible about how whatever you want is going to affect other people.

Alison Monahan: No, I think that's true. I think you can often get at least some of what you want, but you have to be really clear about what you actually want and how this is going to work. And then sometimes people are like, "Okay, cool, we'll try it." And sometimes for whatever reason they say "No", and then you have to evaluate, "Okay, is this something that I can live with or not?" So, how do you think somebody's supposed to know when it's time to cut their losses and move on if this conversation doesn't go well?

Sadie Jones: I think sometimes you might want to say to yourself, "I'll go back with a different attitude about it" or, "I'll come up with another plan of something I think might work." But if you know that not getting this thing that you're asking for is going to make your life miserable, make you sort of unable to do this job without complaining about it constantly, and you're always going to go back to this conversation of what they didn't give you and how you're upset about it – to me, that's where you say, "I need to try something else." And then ask yourself, is it BigLaw in general, or wherever you are. Then don't apply to the same kind of job somewhere else and expect it to be different, because, "Oh, I didn't have this person." Maybe you need something different – figure out what that is. But I would say if you feel like you are never going to be able to let this thing go and they're not going to give it to you, then to me, it's time to move on.

Alison Monahan: Yeah, at some point you have to understand, "Okay, this is probably not the best workplace for me."

Sadie Jones: I think it's a hard thing for associates to realize how expendable most of them are. And it sounds kind of cold, but the truth is even the best one most of the time, they're okay if you're not there anymore, and they'll find somebody else to do your job.

Alison Monahan: Yeah, and people might be sad. I had someone I worked with call me up and be like, "You're breaking my heart. What could I do to change your mind?" I'm like, "Nothing." And have I heard from that person again? Maybe a few times in the last 10 years.

Sadie Jones: Right. You usually hear right after for a month or two, and then you get replaced with someone else and they're doing your job.



- Alison Monahan: Exactly. It's like in the moment, I'm sure that he was very sad that I was leaving and he was going to have to someone to replace me because I was doing good work. But hey, you know what? That's life. That's what you signed up for.
- Sadie Jones: Exactly. So I think in all these conversations, it is good to remember this is a job, this is not your actual life, your family, your friends. This is somewhere you work, that they pay you, that you do a job, and you can do it or somebody else can do it. I think it's good to distance yourself a little sometimes with these situations, because we spend so much time at work, I think that people can take things really personally.
- Alison Monahan: Right, and get really worked up that people are going to be so upset when you quit. It's like if you're working at a law firm as an associate, at some point everyone expects you to quit. That's the business model. Yes, they might be sad, they might be frustrated, whatever, but nobody's going to be shocked if you walk in and quit.
- Sadie Jones: Right. It's a pyramid, and there are very few people left at the end. And if it's not you, it could be another person, and it'll probably be fine.
- Alison Monahan: Yeah, exactly, people quit left and right, it's just kind of what happens. Well, let's shift gears before we're out of time and talk a little bit about that, because I know this is an area that everybody tends to have angst about. What are some best practices around quitting?
- Sadie Jones: Well, what we already said, which is, decide when you're going to do it, and I would say try to stick with that. There might be something that necessitates it being earlier or later, like a work thing or something comes up, but I would try to have a plan. I would practice it first, and I would make sure that you try to take the emotion out of it. I think ideally you're not crying when you're quitting. And people do it a lot, you'd be surprised.
- Alison Monahan: I think it's nerves. People get nervous, and then they kind of get shaken up and then it's like, "Oh my God." But yeah, you want to not do that if you can avoid it.
- Sadie Jones: It's not the end of the world – people are used to it – but it just makes everything more uncomfortable. So, if you can practice it, I think sometimes it can take some of the emotion out. And practice, not like a robot, but practice kind of generally what you're going to say. And I think it's usually a good idea to compliment them, that you've enjoyed your time there, whether or not you have.
- Alison Monahan: Obviously, you haven't that much, or you probably wouldn't be quitting. But hey, let's all pretend.



- Sadie Jones: If you are going to tell them where you're going, tell them where you're going; you don't have to hide it or be weird about it. I've seen that a lot. Or let's say you're quitting, you're not going to do something else for now, kind of just explain you're taking some time off or you're going to be trying something different, I think that's fine to say. Have kind of a story about what the plan is, and tell them how much time you're planning to give. Maybe if there's some flexibility around that, you can say, "I'm planning for my last day to be X day, but I am flexible if you need me to finish something up." Have thought about that ahead of time, so that you've kind of answered the questions they may ask in that meeting.
- Alison Monahan: Yeah. And I think ideally, you would be sort of cognizant of what you have going on when you decide to quit. I mean, there's quitting and then there's quitting. There's quitting to move on and do something else, and then there's quitting literally in the middle of a trial or something, where you're a primary person who's doing the actual work and it's going to be this huge burden. And hey, there may be reasons you need to do that, but I think there should be a very good reason to do that.
- Sadie Jones: And you need to tell them what it is.
- Alison Monahan: Right. That is a real problem if it's like, okay, you wait until this is over and then you quit – cool, no hard feelings. But I do think that's one of the places this can go badly wrong, is when people feel like they've really been left in the lurch by this. Say you take on a really big new project and you're all excited about it, and then you quit a week later.
- Sadie Jones: You'd have to explain, "This was an opportunity I had that I could not give up, it would never come around again", or some personal issue. There should be, like you said, a really good reason. Also you should always give at least two weeks' notice, for sure. It's just rude not to.
- Alison Monahan: Yeah, I think that's definitely the expectation, at least in the U.S. What are some not-to-dos when people are quitting, other than just quitting right in the middle of a trial, because you can't stand it one more second?
- Sadie Jones: Don't burn everything down on the way out, and say all the people you hate and why this was a terrible place. There's just nothing good that's going to come out of that. Maybe it'll make you feel better for a minute, but everyone will remember, and I just don't think it's good to put that out there; it's not professional. But I think some people just have a lot of anger or feel like this is their chance, and it's just not a good idea. Actually, I have some advice from personal experience that I actually think you can give too much notice. I think two to three weeks is right. There might be a situation where I would give a little bit longer because you were wrapping something up, but if you give too



long a period of time, I'll just say it gets weird and people start acting weird and there's not a lot to do a lot of times in that time, because they're already transitioning it out. So, I think it's actually a bad idea to give more than, let's say, three weeks' notice.

- Alison Monahan: Yeah, you kind of become like a dead man walking, or a ghost walking around, and everybody knows you're not really going to be there, but there you are.
- Sadie Jones: Yeah, and it's like, are they just here to get paid a little longer? It just gets weird, and there's not as much for you to do. So I'd say, don't do it. I just think you should treat it, like I said, like you're a little removed from it. Just be professional.
- Alison Monahan: Yeah, I think on the notice too, it can get weird if someone was like, "Well, I'm going to give six weeks' notice", and then they're like, "No, we want you to leave in two weeks."
- Sadie Jones: Exactly.
- Alison Monahan: Like, "What are you doing? Nobody needs that much notice that you're leaving."
- Sadie Jones: Also, I've noticed... It's weird, people have this fear if they're going to quit, that someone's going to be like, "Fine, just leave today." And I've actually never seen that happen.
- Alison Monahan: I had that at a non-law job. It ended up being awesome. The CEO was so angry that I quit that the next day after I quit, he came in and tried to fire me in front of all these people. And I was literally like, "Are you firing me? Because I'll collect unemployment."
- Sadie Jones: Yeah, that seems like a good outcome.
- Alison Monahan: So, I got a call from the poor HR person who'd gone to lunch when this was all going down, and she's like, "Obviously, you're not fired; you've already quit. But you don't have to come in for the next two weeks, and we'll just keep paying you." It was the best.
- Sadie Jones: So that worked out really well. I will say I think that's unusual, though, and very unusual in a law firm.
- Alison Monahan: No, that would never happen in a law firm. This guy was crazy.
- Sadie Jones: Because they're careful about stuff like that. I think people just assume that everyone else is going to take it really personally and be upset. And most of the time they're happy for you, and they're like, "We'll miss you..."



- Alison Monahan: Or at least they pretend to be.
- Sadie Jones: Yeah, they're going to be professional too. So, I think that's not going to happen. I think that's one of the reasons people get worried about having the conversation, that they're worried that the person's going to get mad or something, and I think that would be really rare.
- Alison Monahan: Yeah, that doesn't typically happen in a law practice, but it does happen other places. We've touched on this kind of obliquely, but let's talk about it before we're out of time directly. What about exit interviews? Do you think people should tell the truth about why they're leaving, or not, in those?
- Sadie Jones: I think this is a hard one, and not everyone will have the same opinion. I'm of the belief that, no, you shouldn't just be honest and tell them everything you think – like I said, don't burn everything down on the way out. But I think there are specific situations or questions they may ask you that something you say could potentially help them. And maybe you care about the group that you're leaving, or you maybe have a close relationship with the person who's doing the exit interview, where you could make some suggestions. You don't have to, and it may not be a good idea in most things, and you don't really owe them to figure out how to make their business better. I could think of where a group kept losing people at a junior level or something, and someone did say, "Just so you know, this is how the workflow has been, and it doesn't work very well" or something. So, I definitely wouldn't say anything personal about someone specific. I don't think it's a good idea to say, "This partner's a nightmare." Everyone knows. There's no way they don't know.
- Alison Monahan: Yeah. I guess I'm kind of the opinion that it's not my problem to fix your workplace. I think if there's something very specific that's not really confrontational or not really controversial, I guess – sure, I'd be like, "Oh, you know, the way that the work is assigned could be improved." But in general, I just feel like you don't really gain that much, and probably have a potential to lose by being like, "Well, the problem is that there's this and this." At least for me, I felt like it was a place where I would just be like, "Oh, you know, everything was great, I'm just moving on to whatever, the next law firm." We all know what the issues are.
- Sadie Jones: It depends how long you've worked there too. Sometimes if you've worked there for 10 years, maybe you feel more invested in it. But generally, I agree, I think that everyone has this idea of all the stuff they're going to say in their exit interview. Some people think about it for years.
- Alison Monahan: Yeah, like, "I'm going to say this and this." That probably isn't going to benefit you, because, a) nothing's going to happen probably based on it; you've already



quit and it's not your problem. And if they are losing tons of people, presumably they have some clue why and just aren't changing it, so what is the point?

Sadie Jones: So I think you just need to remember that your paths may cross again with these people. My biggest advice about leaving is just that you're not necessarily leaving this person forever. Or you might need a reference.

Alison Monahan: Right, you're not leaving the profession forever; you may come back around. Things happen.

Sadie Jones: Yeah. And I think people also, especially let's say now, where it's a good job market and there're lots of opportunities, kind of feel like, "Oh, whatever, I'm wanted wherever I want to go." And things go up and down and you never know. So, I think you should always just leave on a positive note with everybody.

Alison Monahan: Yeah, you just never know who's going to be in a position to blackball you later.

Sadie Jones: It's true.

Alison Monahan: It is absolutely true. People can say pro or con, and you just don't know when that's going to happen.

Sadie Jones: Definitely. And the legal world specifically is very small.

Alison Monahan: Very. Alright, any final thoughts on this topic?

Sadie Jones: My final thought is really not to avoid these conversations, that I think they're good to have for whatever you're trying to do in that moment, but also they're just good experience to be the kind of person who knows that something difficult is coming up and they're just ready to take it on. To me, that's a positive quality that you should build on.

Alison Monahan: I agree, and I think therapy is a great place to practice this. So, if you're very uncomfortable having difficult conversations, start therapy and you'll probably get a lot better at it.

Sadie Jones: I agree.

Alison Monahan: Alright, well, thank you so much for joining us.

Sadie Jones: Thanks for having me.

Alison Monahan: My pleasure. With that, we are out of time. For more career help and the opportunity to work one-on-one with us, you can check out [CareerDicta.com](https://www.careerdicta.com). If



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