



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have Givelle Lamano here with us to talk about starting and running a criminal defense law firm. 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 Givelle Lamano here with us to talk about starting and running a criminal defense law firm. Welcome, Givelle.

Givelle Lamano: Hi, thanks for having me.

Alison Monahan: Oh, my pleasure. Well, to start us off, can you just give our listeners a little bit of background, so that they have some context for where you're coming from here?

Givelle Lamano: Sure. I'm the owner of a criminal defense law firm, Lamano Law Office, in the Bay Area, California. We essentially keep people out of jail, and have a 98% success rate of doing that.

Alison Monahan: Wow.

Givelle Lamano: Thank you. We've been featured on Forbes, Inc. and other major publications on issues surrounding women in leadership, women in business, diversity, equity, inclusion, and just social justice and criminal reform.

Alison Monahan: Awesome. And was law school something that you knew you were going to do, or was this something you came to in a roundabout way?

Givelle Lamano: No, I was graduating undergrad and realized I wasn't ready to be an adult and to have the responsibilities of joining the workforce. So, I figured why not go to grad school, and law school just seemed more attractive than med school or other options.

Alison Monahan: There you go. It's probably not an uncommon story. I decided randomly to go to law school one day at lunch, because I said, "Oh, I think I'll move to New York." And my co-workers were like, "What are you going to do in New York?" And I thought about it for a second and said, "Well, maybe I'll go to law school."



- Givelle Lamano: Yeah, I didn't even know what the LSAT was or what any of that was, so it was a very Elle Woods, Legally Blonde approach, but I'm a brunette. Anyway, it is what it is, but here we are.
- Alison Monahan: Here we are, right. And if people do want to learn more about your work, just for reference, where would be a good place to look?
- Givelle Lamano: The easiest way is to just hop on our Linktree, which links all of our social media handles and website, and that's linktr.ee/lamanolaw.
- Alison Monahan: Nice, awesome, I love it. Very modern. Well, one question: When you were in law school, did you plan to start your own firm, or was this something that developed later? What was your career path like?
- Givelle Lamano: My career path was pretty much sink or swim. I wasn't the most attractive candidate for employment, I didn't have an accolade of awards or any CALIs or Wickens, and I didn't graduate from a top-notch school with honors or at the top of my class. So, I started my practice because I needed to make money to support myself, and I did it simultaneously while starting a non-profit organization. I was also single, I didn't have kids, I was living in a studio apartment with \$1,000 in rent in San Francisco, while also working a bunch of restaurant jobs in my late 20s. So, I had a lot of energy, and I was excited to just dip my feet in anything that would allow me.
- Alison Monahan: So you did this basically right out of school?
- Givelle Lamano: Exactly.
- Alison Monahan: Wow, okay. Yeah, that definitely seems pretty challenging. Running a business is pretty different from just practicing law or working as an intern or something. How did you learn what you needed to know to start and run your firm, particularly doing it straight out of school?
- Givelle Lamano: Well, at first, when I started my firm, most of my clients were other attorneys who had an overflow of work, and so that was a way for me to gain experience in the criminal defense world. The biggest thing was finding the right mentors, which led me to business coaching and flexing that muscle as a business owner and an entrepreneur, which I enjoyed more than arguing in court or writing motions. Plus business coaching helped me learn to hire attorneys and people that were smarter than I was, when it came to legal work.
- Alison Monahan: Yeah, that's an interesting path. Another friend of mine who's been on the podcast started her firm, she now does trust and estates work, but she started doing freelance attorney type of stuff. She even wrote a book on how to do this



freelance pathway, then she realized that people who were going to do this probably just would do it and not buy the book, and people who were not ever going to do it might read the book but never take action.

Givelle Lamano: Yeah. I think that perfection is probably the biggest enemy of progress, and a lot of people that I spoke to before starting my practice were naysayers, saying that it was really hard, but those people aren't in business anymore. So, I definitely think grit and life experience and self-awareness and confidence in yourself are necessary components to starting a firm, and knowing that if it doesn't work out, life goes on.

Alison Monahan: Right. I think when we started this business, certainly if you'd told me I would be running a business before I did it, I would be like, "That's ridiculous. I don't know anything about any of this. I don't know anything about accounting or marketing or any of this." But, yeah, I think you just have to learn it. It's like anything else. If you've gotten through law school, you're clearly able to learn things, so obviously, you can probably learn how to find someone to build your website or whatever it is.

Givelle Lamano: Exactly. I think another tool that was really helpful for me as well, as far as my journey to self-awareness and understanding what my zone of genius was, as far as what I was good at as an entrepreneur or a small business owner, were two tools – the [Gallup StrengthsFinder test](#), which is like 20 bucks, to tell you what your top five strengths are, and the [DiSC profile](#), which explains how you work in a group setting. So, what I did was hire people that weren't exactly like me and who had complimenting strengths, because if you're a go-getter, you don't want to put somebody in a library if they're good at sales.

Alison Monahan: Right, that's really interesting, I haven't heard of that one. I've done the StrengthsFinder – another ex-lawyer, a friend of mine who went into HR stuff, recommended that one. She was having all of our friends do it and talk about it. But yeah, I haven't heard of this one where it's sort of like who you should work with. That's interesting.

Givelle Lamano: Yeah, I remember in law school, everybody had their study groups, and I hopped around from different groups until I realized that the way that I prepared for the bar exam, knowing this, was I was an auditory learner. I needed to be able to explain things in order to make sure that I understood it and mastered it. And I even remember for the bar exam, I had this long mnemonic that represented every single subject area that had a mini-mnemonic after that. So, the DiSC profile is just, how do you work? Do you want to go in your cave and learn things on your own and then talk about it, or do you want to talk about it at first? So, it's a good return of investment.



- Alison Monahan: No, that's super interesting. I'm a very visual learner, and so, I'm terrible with mnemonics. When you talk about mnemonics after mnemonics, I'm like, "Wow, that is literally my worst nightmare." I would never be able to remember that.
- Givelle Lamano: Yeah, and I'm not a good visual person, I still can't read a map well.
- Alison Monahan: Yeah, in law school, I was coloring my flowcharts, and a friend of mine came over at one part, I was making flashcards and I was also a study group... I was not a monogamous study group person, I was always flitting around and trying this person or that person. And so I had some friends over studying for a specific test, and finally he was just like, "What are you doing? You're sitting there coloring pictures. This is not elementary school. What are you doing?" It was just really funny. I was like, "This is the way I process."
- Givelle Lamano: Yeah. And I'm glad you bring that up, because right before I took the bar exam, my academic advisor had suggested that I might have some learning disabilities, and I was highly offended because I thought... It took me so much just to get into law school, because I thought that that was something I should be ashamed of, having learning disabilities. But the questions on our tests that people were getting right, I was getting wrong. And the ones that people were getting wrong, I was getting right. So, I learned that mnemonics and my learning disability coupled together helped me pass the bar exam on the first try. And so I was in this room, this smaller room for the bar exam, with other people that had disabilities. And the first thing that I did as soon as I sat down was just write out my entire outline using mnemonics. So, whatever works for you, yeah.
- Alison Monahan: Oh, that's awesome. No, that would make sense. And yeah, that's a great piece of advice for anybody who's struggling with memorization, is come up with something like that – whether it's a visual structure or just something you can write down with letters really quickly. If nothing else, it's going to give you a lot more confidence. That's a great idea, thank you.
- Givelle Lamano: Yeah.
- Alison Monahan: Well, let's switch gears a little bit. Tell me a bit more about doing criminal defense work, because I think this is one of those areas people are always like, "Oh, that's such a real life, sexy area of law." What are some of the challenges here and some of the things you enjoy about it?
- Givelle Lamano: Well, somebody once used the analogy of having X amount of energy tickets per day, and I think everybody can relate. You meet with some people and they just take up all of your energy, and you meet with other people and they just boost your energy and you feel refreshed. I think that the challenges of criminal defense is the demographic of people going through the revolving door of the criminal justice system – it can take away your energy tickets just because it's



life. It makes you question whether there is a God out there if all these bad things happen to good people – specifically victims of crime who didn't do anything. And unfortunately, a lot of the people that are accused of crime often include minorities, people of color, people from lower income brackets. And I grew up dirt poor, so I saw first-hand how a lot of my peers fell into the traps of early pregnancy, drug use, crime, to survive, and how a lot of what we learn in our formative years stem from what we see at home. So, while we are successful at keeping people out of jail, we like to take a more holistic approach by trying to identify what the root cause was of the allegations that were made against them, so that we don't have repeat clients and help change intergenerational trauma. So, it takes a lot out of me when I hear somebody's story and why they might be in the criminal justice system, and that just pains me. But the joy includes going inside prisons and helping those that are incarcerated with second chances, helping people clean up their records. Just watching the journey of self-awareness, forgiveness, compassion, by both the victims and the aggressors. So, it's a mixed bag.

Alison Monahan: Yeah, I can definitely see that. I've always thought, "Oh, I definitely would be on the criminal defense side." But then, one of our tutors is a prosecutor, and it was really interesting hearing her story because she, as a child, was a victim of a fairly serious crime and was inspired to go to law school by the prosecutor that she worked with. So that kind of opened my eyes like, "Oh yeah, right, these are muddy issues, this is not a cut and dried situation in either direction."

Givelle Lamano: Yeah, and you can tell when you go into court who the baby lawyers are and who the real experienced ones are and which ones have life experience, because some of my closest friends are district attorneys. They were at my wedding. They're the godmother of my future children. We all come from different backgrounds. And I think especially in the legal world, it's a man's playing field, and there's a special place for women who don't empower other women in hell. I think we just need to lift one another up because there aren't many of us in the criminal defense sector on top of the legal sector. Everybody's gone through their own thing, and it's not what you learn in law school where everybody's so adversarial. You get the best deals by your reputation, which takes years to build and just minutes to ruin.

Alison Monahan: Yeah, that's very true. I think that's true across the board. And law people forget, it's a very, very small world.

Givelle Lamano: Oh yeah.

Alison Monahan: Even as a law student listening to this, really think about the impression you're leaving with people, because you just don't know when you're going to come back around and see them again. It does happen.



- Givelle Lamano: Mm-hmm, humility is huge. People will forget what you did, but they won't forget how you made them feel, and if you're a jerk, they'll remember that.
- Alison Monahan: Oh yeah, there are definitely still people from law school where I'm like, "Oh, I remember that person being a complete jerk. I don't remember anything else about them, but I definitely remember that incident."
- Givelle Lamano: Yeah, yeah, it's interesting. I remember in law school, if you didn't do well the first year, you were put on academic probation. I don't know if that's still the case, but there was a group of people in our small group as 1Ls, that made a list of people that they bet were going to be on that...
- Alison Monahan: What?
- Givelle Lamano: And I was at the top of that list, no doubt. They all had their money on me. And it's funny, because in my first five years I would see some of those people in court and they saw how I was doing really well, and it was those same people that were looking for work from me. I just had to humble myself and just remind myself, as much as this feels petty and good, like, "Ha-ha, look at you now, look at me", I was like, "Wait a minute, there's something behind this and why they were so insecure about making a list of people who were going to fail, while some of us were just trying to figure out how to succeed."
- Alison Monahan: Yeah, that's not the first time I've heard some version of that story, like, "Someone was really mean to me, and then I went to a different job, and then suddenly they wanted me on their side to hire me, and I was like, 'Hm, I don't think so.'"
- Givelle Lamano: Yeah, and I also want to say that there's a value in when you screw up and then acknowledge it and apologize, because who wants to be friends with somebody who never messes up? You actually like people more when they mess up, acknowledge it, and apologize. And you become closer to them and can relate to them more because it's more authentic and real.
- Alison Monahan: I think that's totally true. These were probably in the situation of probably not people who would ever apologize for anything, but that's also why my friend was like, "You know what? I would definitely not hire you, because I don't think that you're a nice person to work with."
- Givelle Lamano: And another thing that I learned is the art of an apology, because I grew up in a house where my parents would make mistakes or yell at us, and then the way that they wanted to make up was by saying, "Do you want to grab food or get McDonalds?" So, I've learned that when you apologize, there should be no excuses behind it, it should be as soon as you realize you're wrong. And if they



want to know why you did it, then you can explain that, but an apology is just compromise when you say, "I'm sorry I did this, but you did that."

Alison Monahan: Yeah, absolutely. No, it's really like, "I'm very sorry I did this, I totally accept responsibility for my part in it." And that's it. You can always have a longer conversation later. That would be a great podcast, actually.

Givelle Lamano: Yeah, and those are the bedside manners that they don't teach us in law school.

Alison Monahan: Oh no, not at all, no. And I think so much of law... I think what people forget, when we're in school and it's all about the test and the this and the that, is law is about people and being able to understand people and relate to people. And depending on the type of work you're doing, it may be people who are really different from the way that you are, the way you grew up. I think it's so critical.

Givelle Lamano: Yeah. One of the things that sets us apart from our competitors is that we explain the law in plain English, because I remember being in law school and embarrassingly, I don't even know what the fricking Constitution was, I was just trying to avoid being an adult and responsible. So, I had to take a step back and go into office hours, and I remember my Con Law professor going, "Where are you from, and how do you not know what the Constitution was?" And I just felt stupid, but he explained it to me in plain English, so I always valued that.

Alison Monahan: No, I think that's great. And I think so many people in law school also feel like they didn't come from the background, the classic thing that people think of. I remember a good friend of mine in law school, and he'd grown up in a pretty rough neighborhood, and he was just like, "It just cracks me up to even be here." And I was like, "Yeah, I feel the same way." I grew up in this town of 6,000 people in the middle of nowhere in North Carolina, and here we are in New York City with all these... Literally, some of the people in my class were the children of very, very famous people, and we're just like, "What are we even doing here?"

Givelle Lamano: Mm-hmm. But if I could go back to my law school days, I would have made more connections and more friends with people that were a lot different from me, because I don't want to surround myself with a bunch of people who just agree and see the same things the same way that I do. I want to have meaningful conversations with people who will show me my blind spots.

Alison Monahan: Yeah, definitely, I totally agree. And that was on the one of the fascinating parts for me. I had intentionally avoided Ivy League schools my whole life, I was like, "These are snobby places." And they are, but being in one of them for a couple of years was just fascinating because you're like, "These people are really crazy different than I am."



Givelle Lamano: Yeah. There's a TikTok video that I just saw yesterday that was like, "Tell me something that your rich friends would say that just blows your mind?" Like, "Where do you go for the summer?" You're like, "To work."

Alison Monahan: Right, no, totally. They're like, "Oh, not the Hamptons? What?" They're like, "Oh, this is one of our Hamptons houses. Would you like to see the other one?" It's like, "Okay, sure, whatever."

Givelle Lamano: Yeah.

Alison Monahan: Yeah, kind of a different world. Well, you mentioned briefly, but you are involved in a lot of different non-profits and community organizations. Tell me a little bit more about your work with these.

Givelle Lamano: So, my second year of law school, I was an intern at this non-profit in San Francisco called Legal Services for Prisoners with Children, and what they did was help reunify families after they were part of the criminal justice system. And I'm now serving on their board of directors. So, my relationship with this non-profit got started from second year of law school until today, which is what, 15 years? They were actually the non-profit that took me under their wing when I started my own non-profit under their own umbrella, so that I didn't have to start my own 501(c)(3). So, I love that organization. I also serve on the board for another non-profit, a national non-profit called Defy Ventures, and that's where we help entrepreneurs in-training that are getting ready to be released from prison walls and just re-enter society. Some of the most meaningful work that I've ever done was as a board member for a non-profit called Insight Prison Project. And what they did was they would bring victims of crimes to have meaningful conversations that allowed the people that were accused of those crimes apologize and have a form of restorative justice. It's like outside of being sentenced, that doesn't necessarily make a person or a victim whole. So, they would bring those two parties together, or let's say – this is just a hypothetical – if somebody died from a murder, that person who's deceased wouldn't be able to obviously partake in that conversation, but somebody else who had a similar victim of losing somebody through crime, would have that conversation with somebody in a similar situation that was behind prison walls. So, it really helped the healing process for people to understand that hurt people hurt people. And that was just some of the most meaningful work that I've ever done that I'm still involved with, which is helping hurt people get unharmed.

Alison Monahan: And that would definitely be a very beneficial thing for the world, if we can all do that.

Givelle Lamano: Yeah.



- Alison Monahan: No, I think breaking those sort of generational cycles of trauma is obviously so difficult, but also so, so important if you can actually help people do that.
- Givelle Lamano: I mean, I grew up from the hood, so I walk around like, "I wish a MF would." But then I stop myself and say, "Wait a minute, people treat you the way that they treat themselves." So I just try to be more emotionally mature and have more compassion and operate that way.
- Alison Monahan: Yeah, definitely. Well, it sounds like it's kind of working out for your business.
- Givelle Lamano: Thank you.
- Alison Monahan: I'm sure people appreciate that sensation when they come in. Well, do you have any advice for law students who might be interested in getting into criminal defense work, anything you did in law school that you thought was particularly useful, or even afterwards?
- Givelle Lamano: I would say, try to intern at a public defender's office or the district attorney's office, so you can actually find your voice in court. I think it was Malcolm Gladwell, the author of several books, [Outliers](#) and all that, who said in order to be an expert at something, you have to do 5,000 or 10,000 hours of it, which is five years of working somewhere full-time. And so, if you really want to be a gladiator in the courtroom, start in law school, getting internships at places where you'll actually be in court and get to observe and maybe, if it makes sense, jump in and make some arguments on the record. The other thing I would say is, the more haters you have, the better. I had a lot of people hate on me because of my differences, and frankly, to rely on just being academic or scholarly as your identity is pretty boring. You want to set yourself apart, and when you do that, haters are going to hate, but let them. It means you're doing something right, so go get some life experience and make yourself something different from outside what you put on your resume.
- Alison Monahan: I think that's great advice. I definitely think I learned as much doing pro-bono projects that I took on, even my very first year of our first semester in law school, where I did some projects at the Bronx Family Court. I was in school at Columbia, and then one morning I show up in the family court in the Bronx, and it's like, "Wow, this is really different. Alright, let me roll with this one." But it was actually great, and my clients were super interesting. The same thing, I did a pro-bono divorce case, and that went on forever in San Francisco. But I had an amazing client, totally different world view and everything. I was like, "This is actually, I feel like, very enriching for me as a person – not to mention what I'm hopefully doing for her."
- Givelle Lamano: Yeah, and I was so naive when I first started law school. I remember I was in my mid 20s when I was taking a prep school near UCLA to take the LSAT, and there



was this Asian guy who was in his mid 40s who was also taking the LSAT and he's like, "My whole family has been lawyers and your LSAT gets you into the right school, your right school gets you the highest paying job, so it all starts here and you better do really well before..." And I remember I was so naive, I was like, "I'm hitting 146 on my LSAT, that's nothing." And I took it a second time and I got a 150. So, I just went to bed thinking, "Oh my God, I don't know if I have a bright future ahead of me." But trust what you hear, but verify it, because some of the people that hit high LSATs and graduate at the top of their class were also some of the people are asking me for work, and I graduated at the bottom 2% of my class. So, don't believe everything you hear.

Alison Monahan: Yeah, I think there are a lot of things that factor into success after school that do not necessarily factor into in-school success, and vice versa. I've even seen data on this – the people who love law school generally do not love practicing, and vice versa.

Givelle Lamano: Mm-hmm. And people want to hire and work with people that they like, so don't be a...

Alison Monahan: Yeah, which is a problem for a lot of law students. Not the most likable people sometimes.

Givelle Lamano: And you know what? You can change that and be a likable person by...

Alison Monahan: That's true.

Givelle Lamano: ...just looking at your own personal values. I'm not proud of the person that I was in my early 20s.

Alison Monahan: No. Like Lee and I always say, "You know what? Everyone in law school should be in therapy." I went to therapy... No, I'm totally serious. I was clinically depressed my first year of law school and my second semester, and I went to therapy and it was like, "This is probably the most eye-opening thing I've ever done." And it made me a fundamentally happier person, it probably made me a more likeable person, because I understood other people better. But I think there's a lot of merit in working on yourself and understanding yourself, because like we said, this is a people business.

Givelle Lamano: Yeah, and the first time that I went to therapy, coming from a Filipino background and household where we don't talk about mental health... I was born in the Philippines, so when I went to therapy, it was like, "Who died? Are you getting a divorce? What's happening?" I remember my first session with my therapist – she's like, "Why did you decide to come to therapy?", and I said, "Well, I read that personal development precedes professional development, and I want to make my first million, so let's do this."



- Alison Monahan: Nice.
- Givelle Lamano: Years later, I was like, "Making a million dollars isn't as important as loving myself."
- Alison Monahan: Well, at least it set you on a path to being financially stable. The million is not the goal.
- Givelle Lamano: Yeah, exactly. Making money while I sleep is.
- Alison Monahan: Yeah, exactly. Well, on that note, if law students are thinking, "Oh, this sounds great. I want to start my own practice, my own non-profit and do all these things" – do you have any advice for them to be thinking about now or things to be working on, other than therapy?
- Givelle Lamano: Yeah, you want to find mentors that are in alignment with your values. When I first started, there were a lot of mentors that I had that I just wouldn't frankly invite to a family barbecue, where I would want to hang out with, outside of maybe learning the skillset. But a lot of the mentors that I did find that were in alignment with my values are people that I've held long relationships with. So, there are people out there that are doing what you're doing, you don't have to reinvent the wheel. Make friends with them, be clear about wanting to be their mentee, and maintain relationships with the ones that you want to be like, not just professionally, but personally as well.
- Alison Monahan: Yeah, I think that's great advice. And you can even think of people in law school – maybe it's someone who's working with you in a clinic, or a professor you really like – those are great relationships to maintain. And also, like we said earlier, your classmates – like it or not – these are the people that you are graduating with, you're going through this process with. And I feel like most people, there's probably somebody or a couple of people at least who are your people, even if on the whole you might be like, "I don't know that I want to hang out with these people after these three years are up."
- Givelle Lamano: Yeah, exactly. Yeah, just surround yourself... If you're an average of the five people you surround yourself with, cut out the energy sucking vampires that take that out of you, but keep it cool.
- Alison Monahan: Yeah, and I feel like probably every law school has those people, where you're just like, "Wow, you are really not being very nice right now." I had a bunch of parties because we had a big apartment, and I heard somebody say one time something truly awful to someone else, and I was like, "You're going to have to leave the party if you're going to behave like this. I need you to apologize, and



also stop with the whole line of thought, or you need to leave my party. I'm sorry, you can't be here if you're going to behave like this."

Givelle Lamano: I remember first year of law school, I threw a huge rager at my apartment called... Oh, it was a property term, I forget what the term was, but it was like... Anyway, it was a spin-off of one of the things that we just recently learned, that my roommates were like, "Givelle, it's so bad for your reputation that you're inviting the professors to a party with a keg called..." whatever. And I was like, "Whatever. We're all people."

Alison Monahan: That's funny. Yeah, I will say we did not invite professors, but I had TAs and things there, at least. It was actually funny because I was a TA in my second year, and we'd had this pretty big party opening the season, and this guy in my class came up to me the first day and he's like, "Oh, you look really familiar. Were you at that party this weekend?" I was like, "You were at my party. I don't know you, I don't know how you got into it, and also I'm your TA." And he just sort of turned red and was like, "Oh, sorry. It was a good party."

Givelle Lamano: Oh, that's funny. Yeah, law school. I know that it seems like hell. What's the... They say 1L, they try to kill you?

Alison Monahan: First year they scare you to death, second year they work you to death, and third year they bore you to death.

Givelle Lamano: Enjoy that third year.

Alison Monahan: Yeah. No, third year was great. I remember I had four- or five-day weekends. It was awesome. Alright, well, we are about out of time here. Any final thoughts you'd like to share?

Givelle Lamano: No, just thanks for have having me.

Alison Monahan: Oh, this has been so fun, thank you so much. Well, remind us where people can find out more about you and your work, if they would like to do that?

Givelle Lamano: Go to Linktree, which is linktr.ee/lamanolaw.

Alison Monahan: Perfect. Well, thank you so much for joining us. This has been really great.

Givelle Lamano: Thank you.

Alison Monahan: My pleasure. 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 would 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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