

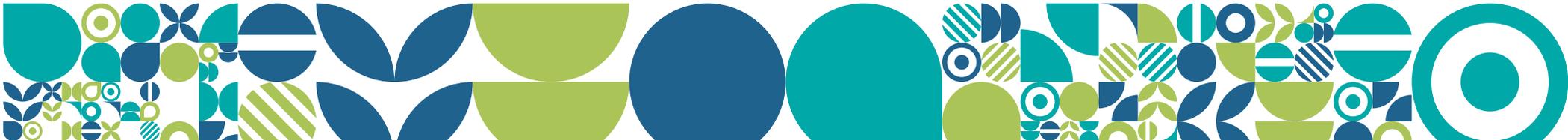
# LAW FIRM VALUES INVENTORY

For Candidates

<b>FACTOR</b>	<b>MUST HAVE</b>	<b>NICE TO HAVE</b>	<b>OK NOT TO HAVE</b>	<b>MUST NOT HAVE</b>
Attitude toward flexibility, work/life balance policies, and lawyer wellness	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Benefits and perks	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Career development, training, and advancement opportunities	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Communications norms and transparency	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Diversity, equity, and inclusion action	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Exit opportunities	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Expectations and norms for collegiality and collaboration	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Feedback process and opportunities	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Management's approach to decision-making	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Prestige	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Pro bono opportunities	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Shared values on political and social issues	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
The work (to include industries, practices, clients)	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Time and output expectations	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Work assignment process and PG structure	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>

# CANDIDATE FRAMEWORK

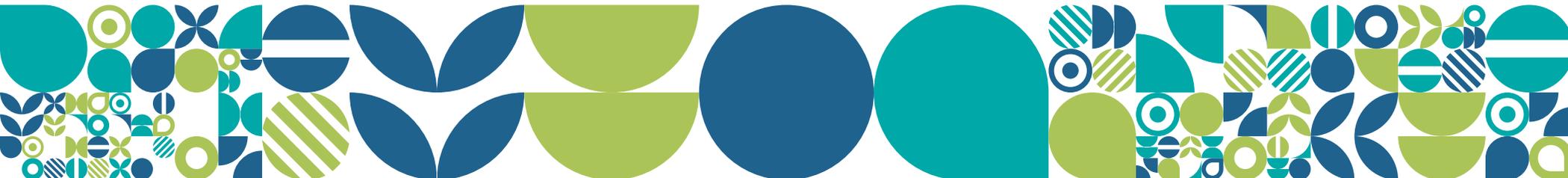
Top Value/Factor	How to Assess/Questions to Ask	Firm Impressions



# FIRM FRAMEWORK

Candidate Priorities

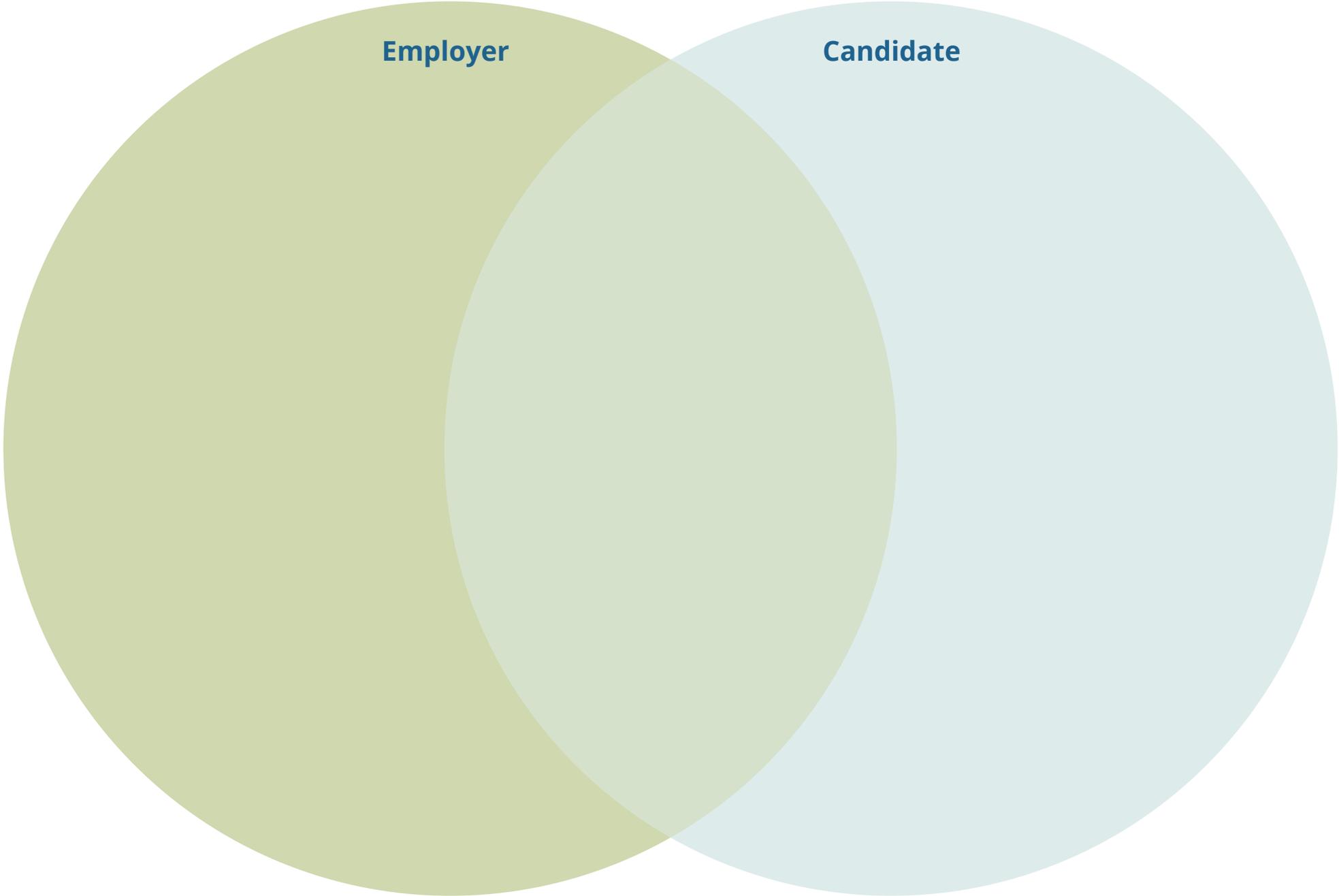
How to Demonstrate/Communicate





# DISCUSSION GUIDE

Identifying Shared Culture Priorities





# DISCUSSION GUIDE

## Identifying Shared Culture Priorities

### Elements of Culture

- What elements of culture are tangible/highly visible?
- What elements of culture are intangible/intrinsic?

### Food For Thought

- Honesty resonates, particularly with Gen Z--be upfront.
- Balance "what students want to know" with "what they should understand about the firm."

### Influencing Candidates' Understanding

- Who communicates values during the recruiting process? Ex. hiring committee members, interviewers, recruiting team?
- What materials communicate values? Ex. FAQ sheets, interview questions, interviewer preparation materials?
- What concrete elements of the interview process that demonstrate your values? Ex. Zoom instructions and expectations?

## NOTES