

## Breaking the Stigma: JD Advantage, JD Preferred, and Nontraditional Legal Careers

### Understanding JD Advantage and JD Preferred Roles

Many law school graduates pursue careers outside of traditional legal practice. These roles, often labeled as **JD Advantage (JDA)** or **JD Preferred (JDP)**, leverage legal knowledge, analytical skills, and problem-solving abilities in ways beyond direct client representation. Examples include compliance, consulting, government, policy, business, and legal technology.

### Common Misconceptions & The Reality

1. **Misconception: "These roles are for those who could not get a traditional legal job."**
  - o **Reality:** Many choose these roles due to their alignment with personal interests, work-life balance, or long-term career goals. These positions often offer significant influence and leadership opportunities.
  - o **Reality:** Many licensed and former practicing attorney left the traditional practice of law to pursue diverse opportunities and experiences.
2. **Misconception: "Only traditional law firm roles define success."**
  - o **Reality:** Success in the legal profession is multifaceted. Many high-impact professionals, including judges, corporate executives, and policymakers, began in JDA/JDP roles or left their traditional roles to take on new, emerging and fulfilling opportunities.
3. **Misconception: "Law school faculty and staff should only focus on bar-passage-required careers."**
  - o **Reality:** Encouraging exploration of diverse career paths increases student satisfaction, career placement rates, and overall institutional success.

### Why Law Firms Should Care

- JDA/JDP professionals often **serve as in-house counsel, compliance officers, and policy directors**, becoming **key clients and decision-makers** for law firms.
- Law firms benefit from hiring professionals with diverse backgrounds in **legal operations, business development, and legal technology**, helping them remain competitive in an evolving market.

### How Law Schools Can Support Nontraditional Paths

- **Expand Career Services:** Provide dedicated career counseling, programming, and networking for JDA/JDP careers.
- **Incorporate Curriculum Changes:** Offer courses in legal operations, regulatory compliance, AI, and policy-making.
- **Engage Alumni in Nontraditional Careers:** Highlight their success stories through panels, mentorship, and recruitment events.

- **Train Faculty & Staff:** Encourage law school leadership to embrace JDA/JDP career paths as valid, respected options.

#### **Action Steps for Advisors, Coaches, and Professional Development Staff**

- **Use inclusive language:** Avoid framing JDA/JDP roles as "alternative" or "backup" careers.
- **Normalize exploration:** Encourage students to consider all paths without stigma or bias.
- **Educate employers:** Work with firms to recognize the value of JDA/JDP professionals.
- **Start early:** create awareness and educate admissions team so prelaw students buy-in, develop programming for 1Ls

**Final Thought** A law degree is a versatile, powerful tool. Breaking the stigma around JDA/JDP roles ensures law graduates can fully leverage their education, skills, and passion to make a meaningful impact—whether in a courtroom, boardroom, or beyond.



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## EXJ DIAGNOSTIC

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Individual Report for **John Doe**

### ABOUT THE EX JUDICATA PROPRIARTY CAREER MATCH DIAGNOSTIC

Ex judicata has created a first-ever diagnostic tool for attorneys seeking to move from law to business. Working with a team of Ph.D's in Organizational Behavior and Analytics, we identified eight key attorney personality traits overlaid with 25 business careers. Based on your answers to a set of expert-designed questions you will receive, via email, a personalized report detailing the business careers that fit your background and are most closely aligned with the probability of success in each of those business careers.

The entire process takes 20-30 minutes.

For more information contact **Kimberly Fine**, [kfine@exjudicata.com](mailto:kfine@exjudicata.com)

# Personal Demographics

Personal Information	
Gender*	Male
Race*	White
Contact Information	
Phone	(805) 450-4463
E-mail	johndoe@gmail.com
State	California
Education Information	
Law School	Princeton
Graduation	1994
Advanced Degrees*	No
Employment Information	
Employer	Miles Law
Position	Lawyer
Work Experience	7
Industries with Experience	Accounting, Energy, & Utilities

# Personal Skills

Definition: A personality skill is an ability, gained through training, to do specific things.

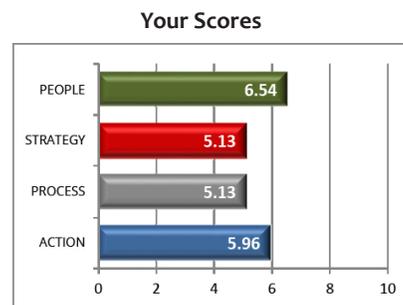
How to Read the Results: On a scale of 0 to 10, the higher the score, the more of the skill is present.

Your Score based on self-description	Skill Description
Word Processing s/w 6	Using a computer to create, edit, save, and print documents. (Word, Notepad, Google Docs.)
Spreadsheet s/w 7	Presenting information in a two-dimensional data grid, along with formulas that relate to the data. (Excel)
Presentation s/w 9	Displaying information with text, graphics, and videos in the form of slides. (PowerPoint, Google Slides)
Project Management 4	Project planning, scheduling, resource allocation, and related software.
Digital Advertising 3	Promoting a brand, business, or product through paid online channels and knowledge of search engine optimization.
Data Analytics 9	Analyzing different types of data and deriving patterns.
Social Media 2	Online communities to share information, ideas, personal messages, and other content.
Financial Reports 8	Analyzing set of documents that show a company's financial situation at the end of a particular period.

# General Behavior Drivers

**Definition:** General behavior drivers are the underlying factors or influences that motivate and shape human behavior across various contexts and situations. We find that four basic factors sufficiently explain directors' personalities and predict director behavior:

- **Action:** focus on achieving results
- **Process:** focus on enforcing rules
- **Strategy:** focus on applying change
- **People:** focus on enriching human capital.



**How to Read the Results:** On a scale of 0 to 10, the optimal range is 4.0 to 6.0. Below 4.0 is under-developed, and over 6.0 is over-present, it is a waste of resources.

## Action

**If you have scored above the optimal range:** You are a person who tries to do everything by yourself. You believe that any activity is a waste of time if it doesn't end up with some result. In making decisions, you rely more on intuition than on planning.

**If you have scored below the optimal range:** You are lazy, with a low drive for achieving results. If you complete your tasks, you do that without asking many questions. You'd rather lean to a familiar approach than to seek a new one while solving problems.

## Process

**If you have scored above the optimal range:** It seems that you can't start your working day before you organize the things around you and you find that discipline and order are by far the most important in getting the job done.

**If you have scored below the optimal range:** You are a totally unorganized person. You don't plan most of your actions and you don't pay enough attention to details. It seems you hate rules and procedures.

## Strategy

**If you have scored above the optimal range:** You get excited easily and usually you are the first one who reacts when an unexpected question is raised or in case of a sudden event. You have a deep desire for adventures

**If you have scored below the optimal range:** You don't like changes, you don't like thinking in the long run, and you rarely bring new ideas to your work. It seems that you would try to avoid unknowns and risks.

## People

**If you have scored above the optimal range:** You are over-dependent on how people perceive you - you get concerned if you are not accepted by everyone. It seems you would go for the expensive teamwork even in situations when you can do the job by yourself.

**If you have scored below the optimal range:** You are not a social person. People find it difficult to communicate with you and you would rather spend your free time alone than in company of other people.

# Personality Traits

**Definition:** A personality trait is a pattern, the usual way an individual behaves and does something.

**How to Read the Results:** On a scale of 0 to 10, the optimal range is 4.0 to 6.0. Below 4.0 is under-developed, and over 6.0 is over-present, it is a waste of resources.

Your Score Derived from 96 Indicators (questions)	Trait Description
Drive 7.75	The “drive to action” refers to the internal motivation or impulse that compels individuals to engage in purposeful behavior towards achieving desired outcomes. It is the psychological force that propels people to overcome obstacles, make decisions, and execute plans.
Initiative 4.42	The initiative refers to the proactive and self-driven behavior of taking the lead, making decisions, and taking action without being prompted or instructed by others. It involves a sense of personal responsibility, motivation, and a willingness to go above and beyond what is expected.
Goal Achievement 7.25	Goal achievement refers to the successful attainment of a specific objective or target. It involves the process of setting clear and measurable goals and then taking deliberate actions to reach those goals. Goal achievement often requires planning, effort, perseverance, and the ability to overcome obstacles.
Persistence 4.83	Persistence refers to the quality of steadfastly and tenaciously continuing one’s efforts, actions, or pursuit of a goal or objective despite facing obstacles, setbacks, or challenges. It involves the ability to maintain determination, resilience, and a long-term focus in the face of adversity or difficulties.
Competitiveness 5.17	Competitiveness refers to the inclination, drive, or desire to outperform others, excel in one’s endeavors, and achieve success relative to others. It is the characteristic or mindset of being actively engaged in competition and striving to be better, stronger, or more successful than competitors or peers.
Perception 4.75	Perception refers to the process by which individuals interpret and make sense of sensory information from the environment. It involves the organization, interpretation, and understanding of sensory stimuli, to form meaningful mental representations of the world around us.
Listening 5.58	Listening capability refers to the skill and capacity to effectively receive, interpret, and understand spoken or auditory information. It involves actively engaging with what is being communicated and processing the message accurately and comprehensively.
Flexibility 5.75	A flexible personality refers to the ability and willingness to adapt, adjust, and respond effectively to changing circumstances, situations, or challenges. It involves having open-mindedness and a capacity to modify one’s thoughts, behaviors, and attitudes based on the demands of different situations.

# Career Match Index

**Definition:** The Career Match Index refers to a measurement tool that evaluates the compatibility between an individual and specific career options. It assesses the degree of alignment between one's personality traits and the requirements or characteristics of different careers.

**How to Read the Results:** On a scale of 0 to 100, the higher the score, the higher compatibility between the person and the career.

Based on your scores, we suggest exploring the following five career options if you are contemplating a change from your current career path:

Career	Career Match Index
Risk management	71%
Investor relations	53%
Human Resources	40%
Journalism	33%
Investigative Services	23%

These career recommendations are based on your scores. It's important to conduct thorough research, consider your personal preferences, and seek further guidance from career professionals to make an informed decision.



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