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FOR IMMEDIATE RELEASE

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Study Identifies Generational Similarities, Differences in the Workplace

WASHINGTON, D.C. — The National Association for Law Placement, Inc. (NALP), in partnership with PP&C Consulting principals Aric Press and Yolanda Cartusciello, has released *Multiple Generations in Law Firms: Working Together*. The first-of-its-kind study, which is offered free to the public at www.nalp.org/generations, provides insights into some of the generational dynamics at play in the current law firm work setting. The survey gathered responses from 2,473 lawyers — 1,394 partners and 1,079 associates during 2019.

With members of the Baby Boomer, Gen X, and Millennial generations all working together in today's law firms and popular culture providing so many tropes and stereotypes for each of these distinct generations, the study seeks to measure some of the similarities and differences in the opinions and attitudes held by partners and associates of a variety of ages. The oldest members of the Millennial generation have become partners at major U.S. law firms. It turns out these new partners share most of the attitudes and habits of the partners they are replacing or joining.



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They prefer to work more often from home and they have a somewhat higher opinion of their associates than their elders express, but in terms of their commitment to their work, their overall satisfaction, and how closely their values align with their firms and clients, Millennial lawyers appear to be cut from the same patterns as their predecessors.

Not surprisingly, perhaps, law firm lawyers from multiple generations are more similar than they are different, though some significant differences emerge. “The most surprising finding to me, and certainly among the most important findings, is the finding that Black and Latinx associates are more likely than White associates to aspire to become partners at their current firms,” notes James G. Leipold, NALP’s Executive Director. Another key finding is that most associates — 59% — do not aspire to become partners at their current firm.

Read the full *Multiple Generations in Law Firms: Working Together* report at www.nalp.org/generations.

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About NALP

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. What brings NALP members together is a common belief in three fundamental things. First, all law students and lawyers should benefit from a fair and ethical hiring process. Second, law students and lawyers are more successful when supported by professional development and legal career professionals. Third, a diverse and inclusive legal profession best serves clients and our communities. That’s why NALP members work together every day to collect and publish accurate legal employment data and information, and champion education and ethical principles for recruiting, professional and career development, and diversity and inclusion. For more than 40 years, NALP has played an essential role in the success of our members and the lawyers and law students they serve. NALP maintains an online archive of press releases at www.nalp.org/pressreleases. For additional information, contact NALP at info@nalp.org or call (202) 835-1001.