



# LAWYER IDENTITY AND PERSONAL WELLBEING

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# PROFESSIONAL IDENTITY

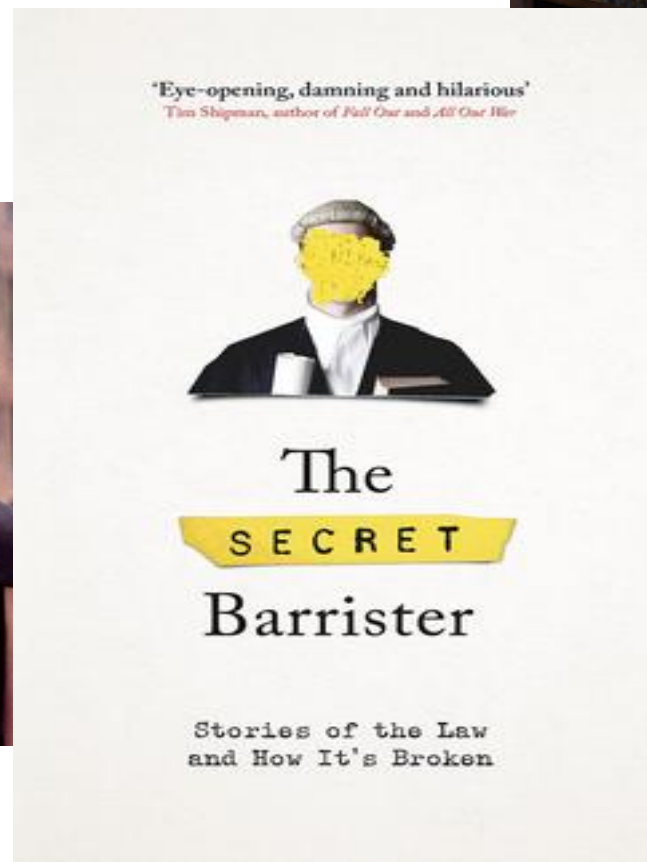
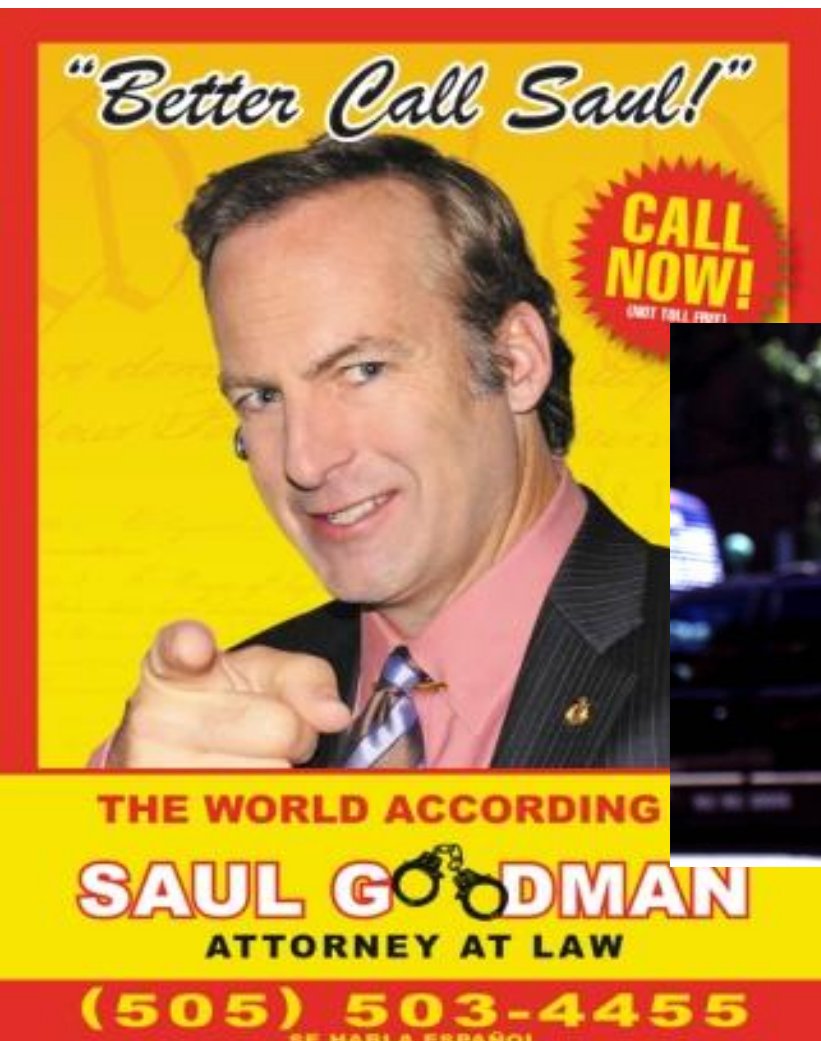
***Identity is an analytically complex concept as well as a deeply personal phenomenon*** Bliss (2016)

***A representation of self, achieved in stages over time during which the characteristics, values, and norms of the ... profession are internalized, resulting in an individual thinking, acting, and feeling like a [professional]*** Cruess, et al (2014)

***Through construction of a professional identity, individuals are able to claim purpose and meaning for themselves, and explicate how they contribute to society*** Caza and Creary (2016)



# LAWYER IDENTITY



# LAW STUDENT IDENTITY

***Students reside within a complex learning, professional and social environment, all of which contribute to their developing notions of identity (as learners and for a profession)*** Reid, et al (2011)

***If the student's identity differs from that of the normative professional, it seems probable that the more she is able to perform in such a way as to render that difference 'palatable', the more acceptable she will be*** (Francis and Sommerlad, 2009)

# Millennial lawyers are getting sick of their jobs even faster than previous generations

 By Alex Aldridge on Sep 9 2015 9:05am  6



32% of UK lawyer job seekers are applying for non-legal roles — up from 24% in 2007, finds study



# EXPECTATION VS REALITY

***Students may be increasingly aware of demands for longer hours and weekend work but not that legal work is often routine and mundane.*** Boon (2005)

***Self-determination theory – optimal conditions for motivation: autonomy, competence and relatedness*** Deci and

Ryan (2000)

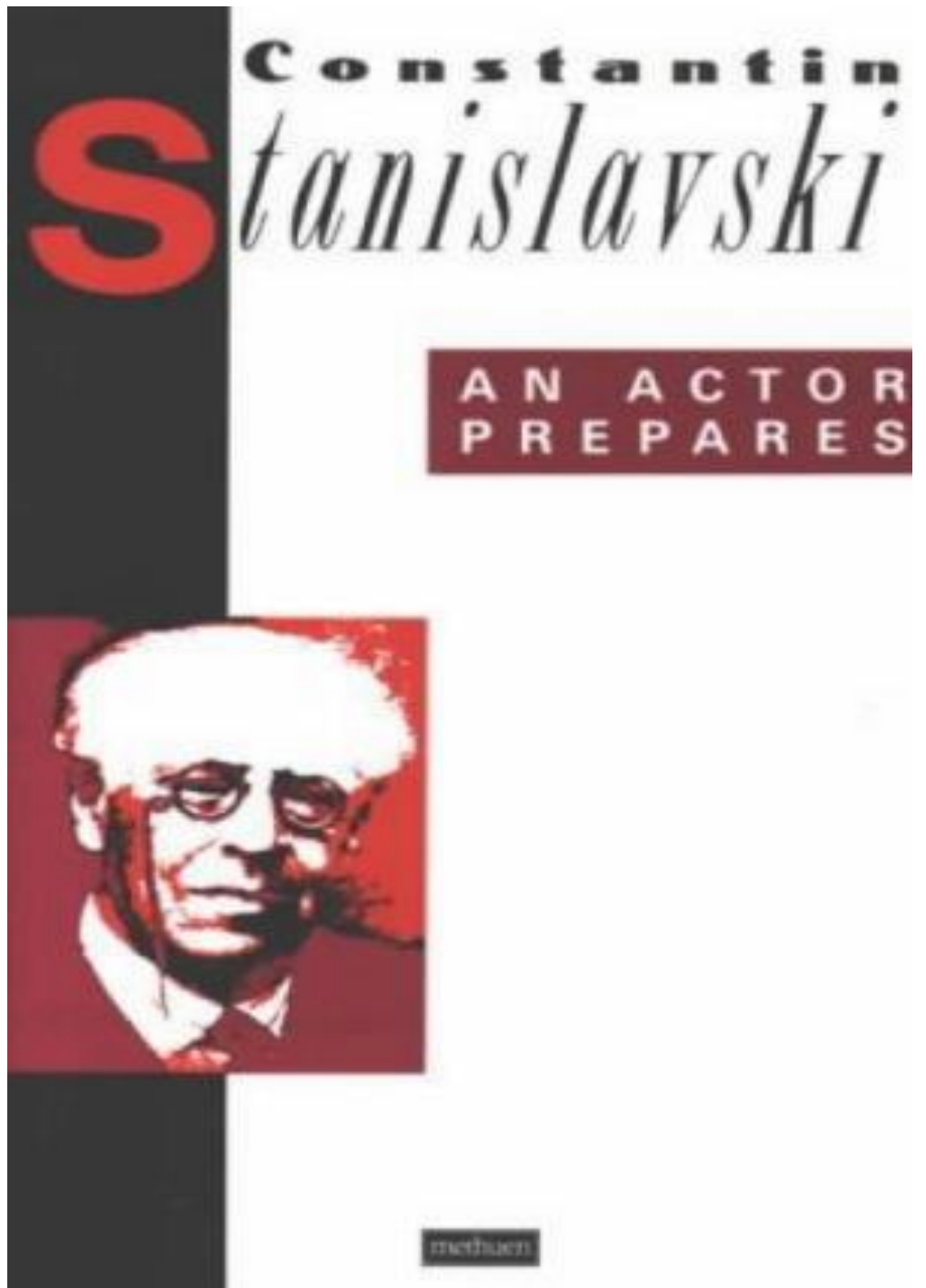
# CONFLICT OF IDENTITIES

- Generational stigma – “snowflakes”
- Lack of practice/socialisation
- Lack of diversity - standardisation
- Long hours culture
- Social expectations
- Moral compass
- Wearing the “mask” and role distancing

when someone says “tell me abt urself” but u have no idea who u are







# EDUCATING FOR POSITIVE IDENTITY DEVELOPMENT

## Reverse mentoring: what young women can teach the old guard

Intergenerational learning can help foster inclusion and diversity

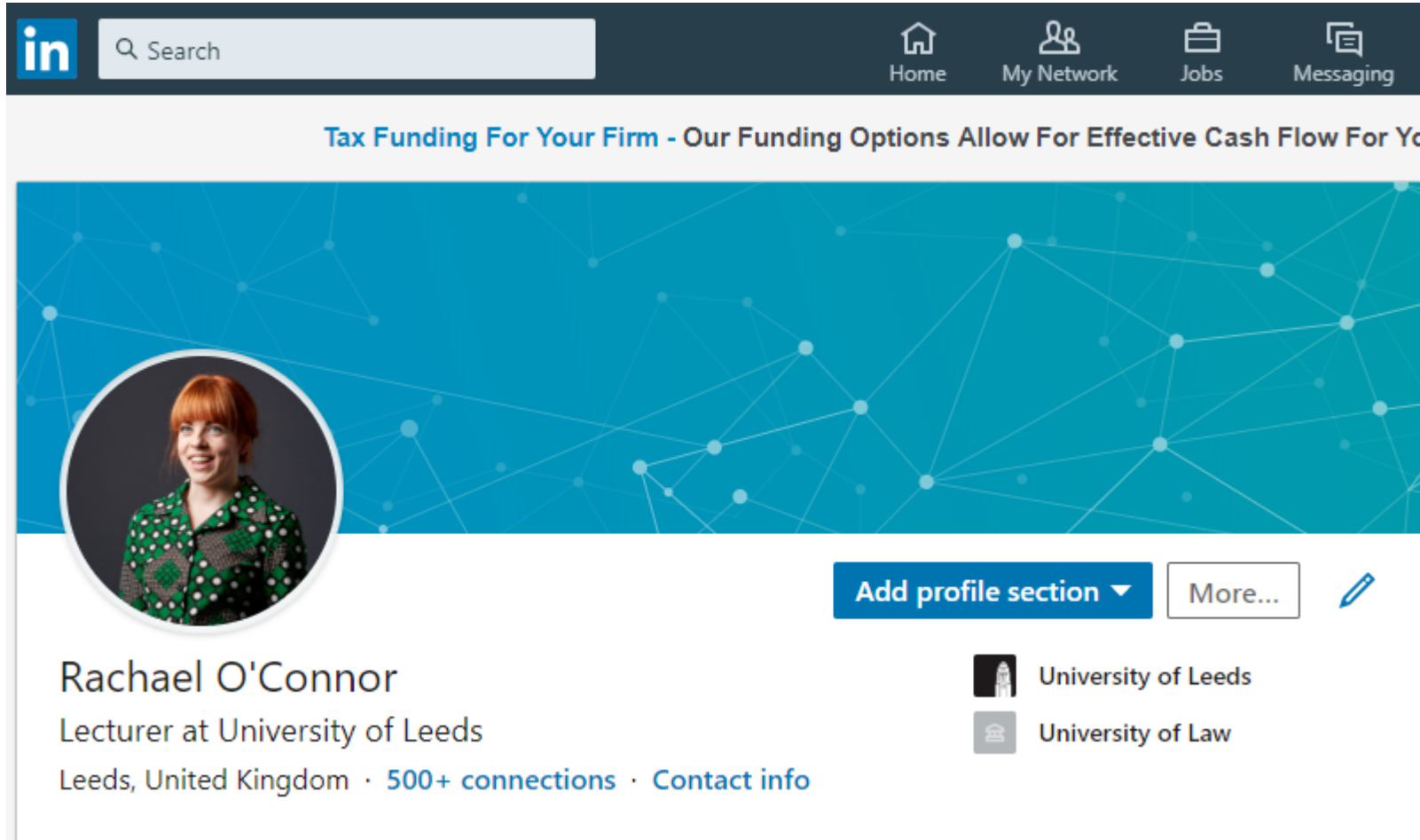


Andrew Ballheimer and MaameYaa Kwafo-Akoto of Allen & Overly

- Regular self-reflection
- Finding voice and confidence
  - promotes wellbeing
- Making a positive contribution to change
- Recognising value/learning opportunities of professional identity tensions (Van der Wal, et al (2019))
- Self-authorship (Magolda, 1998)



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The image shows a screenshot of a LinkedIn profile page. At the top, there is a dark navigation bar with the LinkedIn logo, a search bar, and icons for Home, My Network, Jobs, and Messaging. Below this is a banner image with a blue background and a network diagram pattern. The profile picture is a circular portrait of a woman with red hair wearing a green patterned top. To the right of the profile picture are buttons for 'Add profile section' and 'More...'. Below the profile picture, the name 'Rachael O'Connor' is displayed, followed by her title 'Lecturer at University of Leeds' and location 'Leeds, United Kingdom'. There are also links for '500+ connections' and 'Contact info'. To the right of the name, there are two affiliation icons: 'University of Leeds' and 'University of Law'.

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