



WHAT MAKE LAWYERS  
HAPPY?

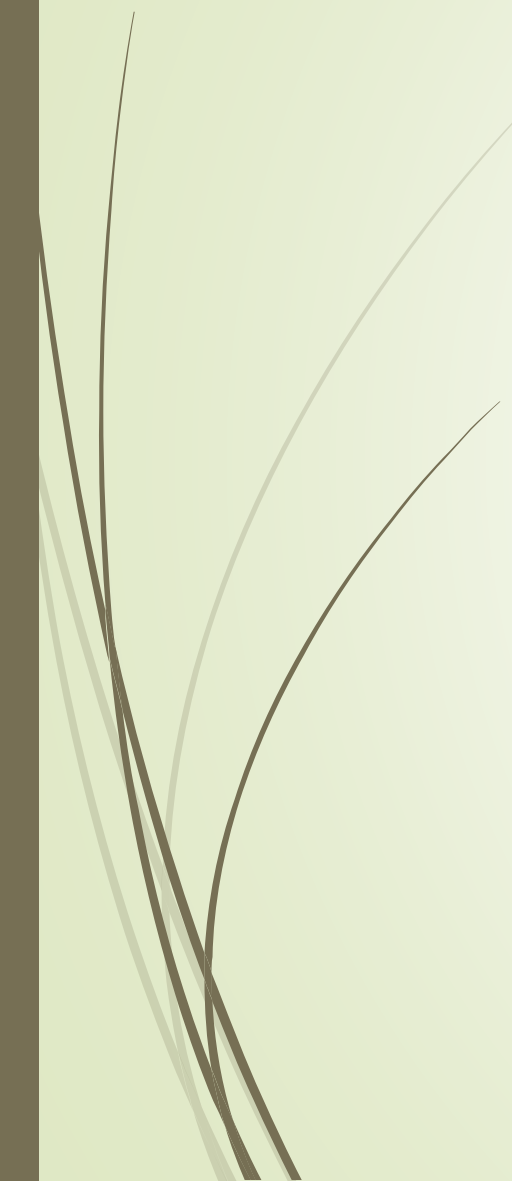


# STUDY

- ▶ We particularly wanted to compare the predictive power of the different categories of subjective and objective factors included in the study, as such information could assist law students and lawyers in making personal life and career decisions.

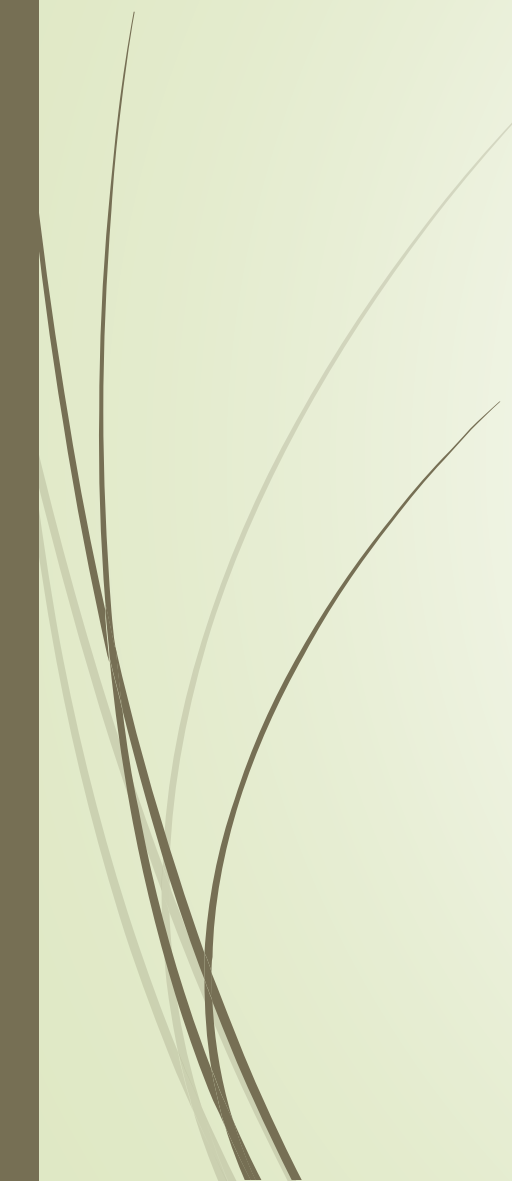


# STUDY

- ▶ four state bar associations
  - ▶ Geographically different regions
  - ▶ Urban and rural mix
  - ▶ 40,000 plus lawyers and judges invited
  - ▶ Over 7800 responses
- 



# OBJECTIVE EXTERNAL FACTORS PREDICTING HAPPINESS

- ▶ LAW SCHOOL GRADES
  - ▶ CLASS RANK
  - ▶ LAW REVIEW
  - ▶ LAW SCHOOL DEBT
  - ▶ INCOME AFTER GRADUATION
- 

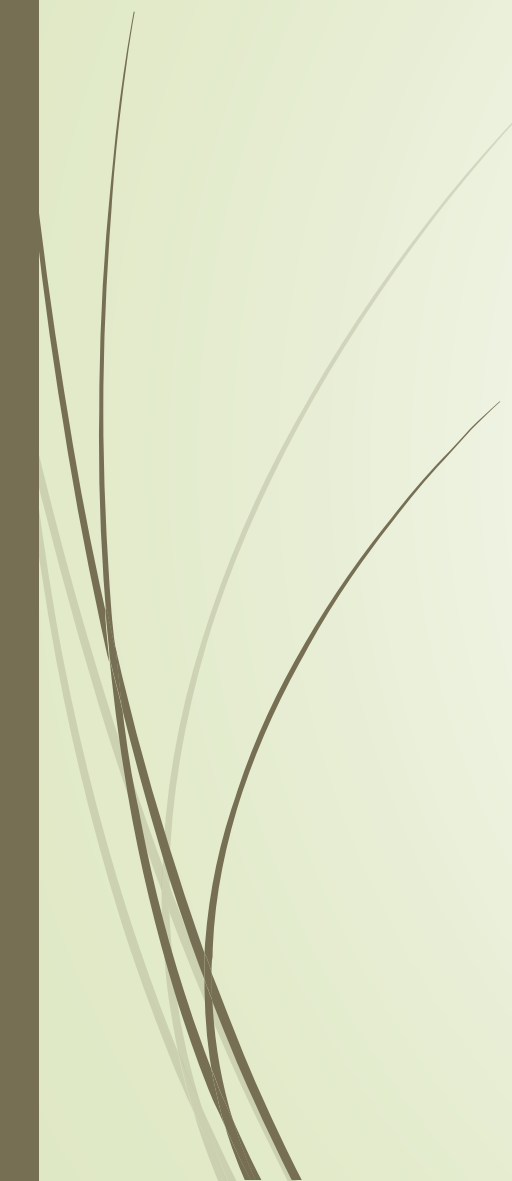


# OBJECTIVE EXTERNAL FACTORS PREDICTING HAPPINESS

- ▶ LAW SCHOOL GRADES (WEAK)
- ▶ CLASS RANK (WEAK)
- ▶ LAW REVIEW
- ▶ LAW SCHOOL DEBT
- ▶ INCOME AFTER GRADUATION

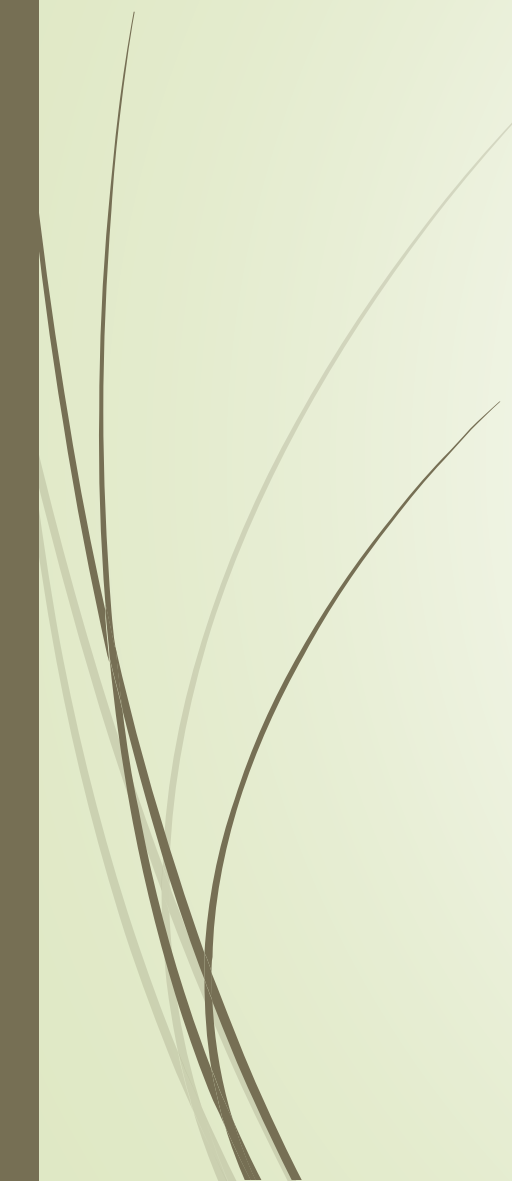


# OBJECTIVE EXTERNAL FACTORS PREDICTING HAPPINESS

- ▶ LAW SCHOOL GRADES
  - ▶ CLASS RANK
  - ▶ LAW REVIEW (ZERO CORRELATION)
  - ▶ LAW SCHOOL DEBT
  - ▶ INCOME AFTER GRADUATION
- 



# OBJECTIVE EXTERNAL FACTORS PREDICTING HAPPINESS

- ▶ LAW SCHOOL GRADES
  - ▶ CLASS RANK
  - ▶ LAW REVIEW
  - ▶ LAW SCHOOL DEBT (STRONGER FOR YOUNG LAWYERS)
  - ▶ INCOME AFTER GRADUATION (STRONGER FOR YOUNG LAWYERS)
- 



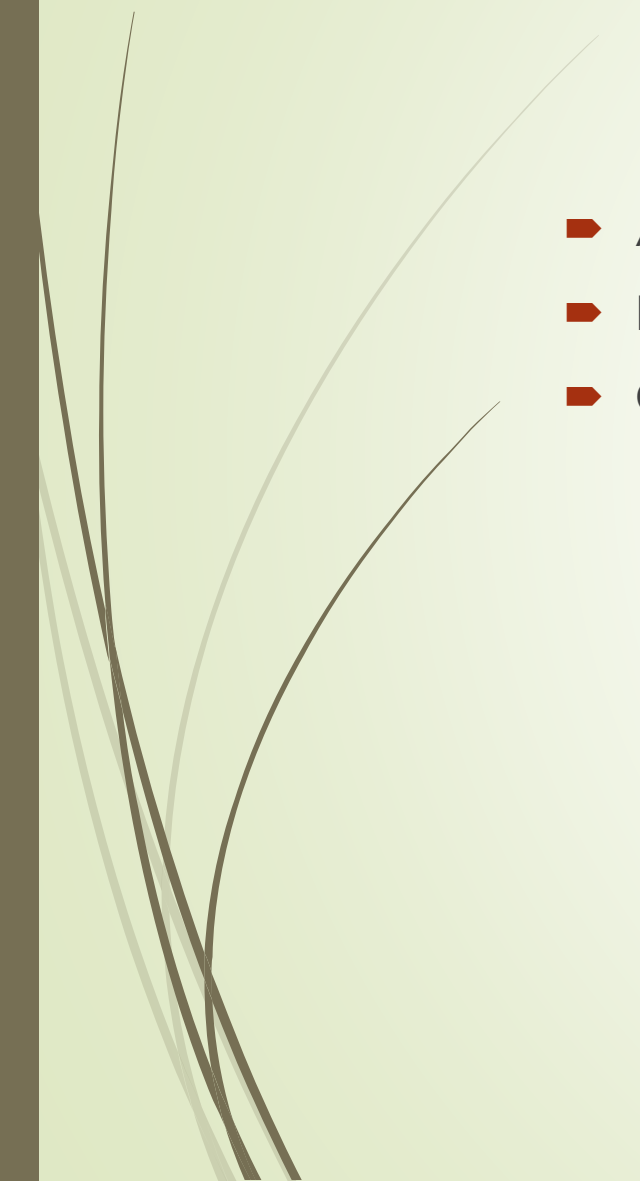
# EXTERNAL FACTORS





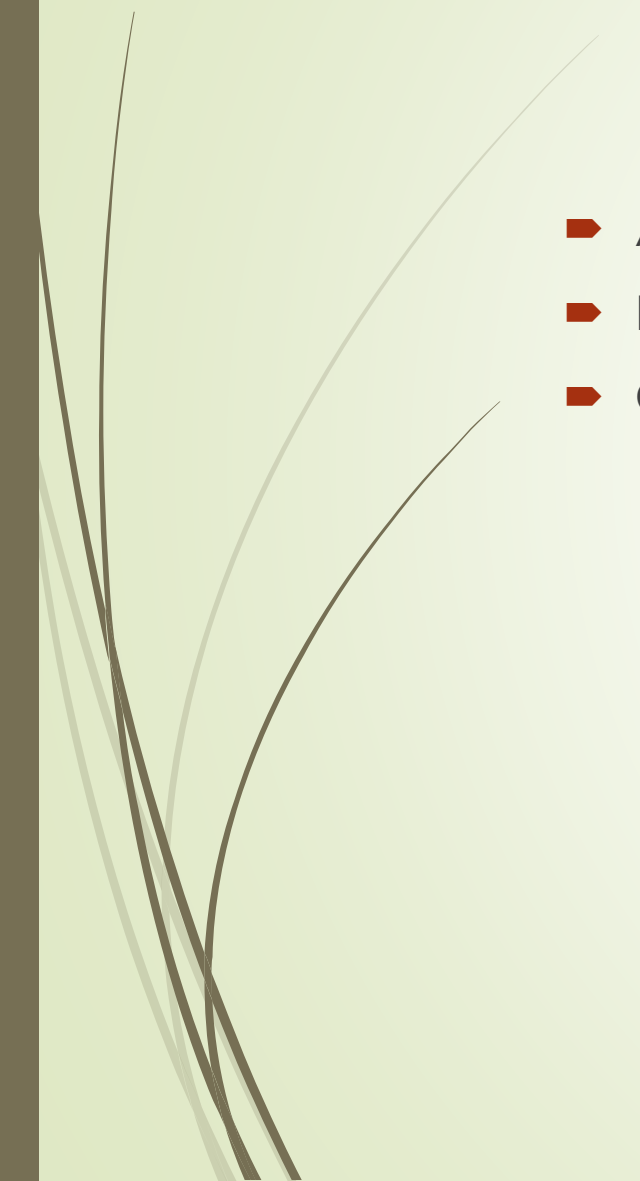


# INTERNAL MOTIVATIONS

- AUTONOMY
  - RELATEDNESS
  - COMPETENCE
- 

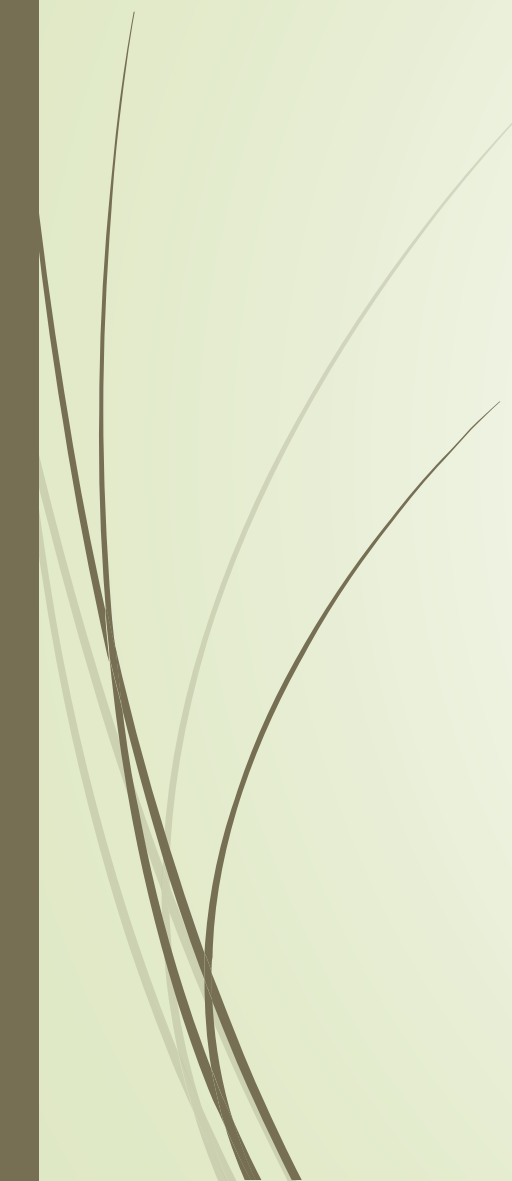


# INTERNAL MOTIVATIONS

- ▶ AUTONOMY (HIGHLY PREDICTIVE)
  - ▶ RELATEDNESS
  - ▶ COMPETENCE
- 



# INTERNAL MOTIVATIONS

- ▶ AUTONOMY (HIGHLY PREDICTIVE)
  - ▶ RELATEDNESS (HIGHLY PREDICTIVE)
  - ▶ COMPETENCE
- 



# INTERNAL MOTIVATIONS

- ▶ AUTONOMY (HIGHLY PREDICTIVE)
  - ▶ RELATEDNESS (HIGHLY PREDICTIVE)
  - ▶ COMPETENCE (HIGHLY PREDICTIVE)
- 



# INTERNAL MOTIVATORS FOR PICKING JOB

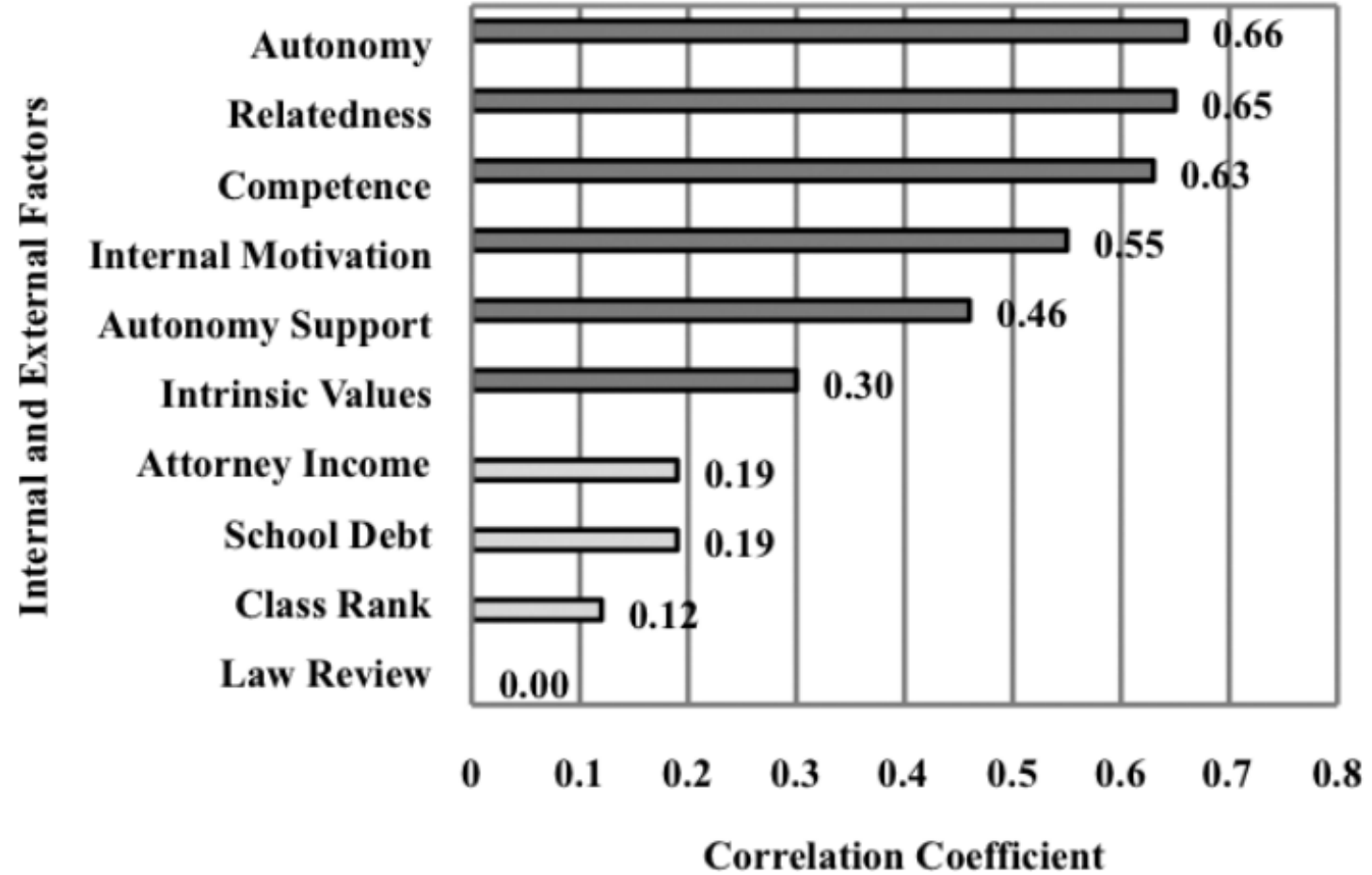
- ▶ Job that you really want to do (interest, enjoyment, effectuating core values)
- ▶ Job with higher income, more prestige



# Intrinsic values – Extrinsic values

- ▶ Intrinsic values include self-understanding and improvement, positive interpersonal relationships, helping others, and building community
- ▶ such values would logically lead to introspection, honesty, cooperation, respect, and altruistic behavior.
- ▶ These values, then, would tend to promote integrity, candor, dedication to a client or cause, and respectful interactions with clients, opposing parties, and others, thus elevating an attorney's ethical and professional conduct.
- ▶ By contrast, none of the extrinsic values (achieving high earnings, status, appearance, or influence over others) appear to relate directly to professional or ethical behavior, and such values could actually lead to unethical or unprofessional conduct if perceived as helpful to attain the desired end.

**FIGURE 1. SUBJECTIVE WELL-BEING CORRELATES**





# Negative Factors

- ▶ Alcohol Consumption – **inverse relationship**





# OVERALL

1. Needs for autonomy, relatedness, and competence, and internal motivation for one's work
2. Autonomy-supportive supervision and intrinsic values.
3. Personal life choices, including taking vacation days, having children, being in a marriage or similar relationship, and exercising at least weekly.  
**ALCOHOL HAS A NEGATIVE EFFECT.**
4. Affluence/prestige/"success" factors, including income, law school debt, class rank, law school rank, partnership in a firm, and law review participation.