



Learn About Employer Tools for Predicting Lawyer Effectiveness

During the month of October 2011, Berkeley Professors Marje Shultz (Law) and Sheldon Zedeck (Industrial/Organizational Psychology) convened attorney focus groups in San Francisco, Silicon Valley and Los Angeles to discuss their nationally-recognized research on predicting lawyer effectiveness. (for information on the study and effectiveness factors, see the following article at http://www.irle.berkeley.edu/research/zedeck/zedeck_shultz_article.pdf). The focus groups have addressed whether and how the Shultz-Zedeck research would be helpful to legal employers in making decisions on law school recruitment, hiring new associates and laterals, promotion, retention, compensation, and professional development.

On January 24, 2012, Professors Shultz and Zedeck will present a special symposium in Los Angeles providing information about their research and concrete ideas for employer use of their tools for predicting lawyer effectiveness. The overall research is important to legal employers both because it could improve predictions about which job applicants or employees have the strongest chance to be effective professionals in various areas of practice and because it provides a race neutral vehicle for determining whether lawyers have these characteristics.

Practical ideas were raised during the focus groups for application of the tools in law firms, the government sector, public interest agencies and corporate law departments including:

- ***Use by law firms that hire hundreds of lawyers nationally***
- ***Application by law firms to screen for specific practice settings and focused professional development***
- ***Use by law firms to minimize high attrition rates***
- ***Adoption by firms for screening of lateral hires***
- ***Use by government offices for initial screening of all applicants***
- ***Application by public interest entities for hiring, professional development and ongoing evaluation***

These and other ideas for employer use of these tools will be addressed during the symposium. Please join us to learn more about the Shultz-Zedeck research and testing tools and how the tools can be applied specifically to address legal employer needs in various practice settings. The symposium will be held:

Date: January 24, 2012
Time: 4:00 to 6:00 PM
Location: The State Bar of California
1149 South Hill Street, 7th Floor
Los Angeles, CA

Please email your RSVP by January 17, 2012 to goodlawyering@calbar.ca.gov. If you have questions or need more information, please contact Patricia Lee at 415-538-2240 or patricia.lee@calbar.ca.gov.