

## Associate Career Planning Workshops Turn Evaluations Into Action

APRIL 3, 2018

Winston associates received valuable tips and sage advice during Career Planning Workshops held January through March in each U.S. office. The workshop—designed to help associates synthesize feedback received during the evaluation process to develop strategic goals for the coming year—will be presented in our Europe, Asia, and Middle East offices in May.

Director of Coaching [Diane Costigan](#) focused on the three Ps of Effective Career Planning:

- Product: defining your professional brand and value proposition
- People: the relationships you need in order to develop and reach your professional goals
- Priorities: identifying what is most important to you—from a career and personal perspective—and how those priorities influence your approach to achieving your goals

Diane's key point of the workshop was that it doesn't really matter where you are in the career planning process, as long as you are in the process. The majority of the session was focused on having a plan for the next evaluation year. To the extent that plan works backward from a longer-term or even medium-term plan, even better. Associates also had the opportunity to meet with Diane after the workshop to further customize their career plans.

Partners who joined Diane at each workshop also provided powerful advice to the associates in attendance:

*"Having a plan, no matter how junior you are, is the most important thing you can do for your career. It allows you to pull your career into your own hands and track your progress so you reach your goals."* Associate Evaluation Committee Member and Labor & Employment Partner [Monique Ngo-Bonnici](#)

*"Career growth isn't always linear. It can be like chopping wood—sometimes it feels like you're not always making progress, but when you stop to check, the tree is almost down."* Associate Evaluation Committee Member and Litigation Partner [Krishnan Padmanabhan](#)

*"If there is something you are interested in but it's not work related, pursue it and get involved anyway. It's a great way to get to know others at the firm, raise your profile, and increase your exposure to mentors."* Associate Evaluation Committee Member, Parental Leave Liaison, and Litigation Partner [Julia Johnson](#)

*"Any time of self-assessment is important for your career. It's helpful to get organized, write your goals down and get grounded."* Litigation Partner [Jovial Wong](#)

*"Don't be afraid to have transparent career discussions. Not everyone wants to be partner in a law firm. Everyone benefits when you end up going somewhere you'll be happy and fulfilled."* Hiring Committee Member, Summer Program Co-Chair, and Corporate Partner [Katie Chastaine](#)

*"When it comes to building your brand, offer something new or novel, outside the normal course of work, that gives you credibility and helps you stand out."* Associate Evaluation Committee Member and Corporate Partner [Timothy Kincaid](#)

*"Don't be afraid to challenge assumptions and beliefs you have right now about what you want to do with your career. Things might change. There will be turns along the way. But changes and turns can be some of the most rewarding moments of your career."* Litigation Partner [Thomas Walsh](#)

*"If you're interested in a specific area, even if there is not an immediate pay-off, pursue it anyway and leverage it through writing, speaking, etc. as a way to build your brand."* Associate Evaluation Committee Member, Mentoring Partner, and Litigation Partner [Sheryl Falk](#)

*"Take time every week, even if it's just a few minutes, to think about or do something for your career."* Associate Evaluation Committee Member and Energy Partner Tyson Smith

*"Find a way to achieve a brand that allows you to be yourself, otherwise you won't be genuine and you won't be happy."* Corporate Partner [Christina Tate](#)

*"1.) Time can go by really fast so making time for self-reflection is so important—you deserve it. 2.) Put yourself in an advantageous financial situation so you can leverage potential career change opportunities as they come up."* Learning & Development Lead-Disputes Gretchen Scavo

3 Min Read

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New York	Paris	San Francisco	Silicon Valley	Washington, DC		

## Related Regions

North America	Europe
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