

“BEING YOUR AUTHENTIC SELF”

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I. What may stop us from being our authentic selves?

A. Organizational Culture

1. Stated expectations
 - a. Billable hour requirements
 - b. Case assignment system
 - c. Formal mentoring program
 - d. Advancement and promotion criteria
 - e. Other

2. Unstated-but nonetheless real-expectations
 - a. Profile of “the” successful lawyer in the department, group, or firm and whether you match them in:
 - (1) Communication style
 - (2) Writing style
 - (3) Analytical processing
 - (4) Other
 - b. Organizational politics: myths, truths and tales on how people do or do not succeed and what it takes to be successful.

B. Interpersonal Factors: The level of trust, authenticity and relationship you’ve developed with others.

1. Is it a match?
 - a. Substantive interest, educational background, etc.
 - b. Race/ethnicity, gender, sexual orientation, socio-economic background, etc.
 - c. Outside of work interests; compatibility of humor; energy levels; work ethic; work/life balance, etc.
2. If it’s not a match, then what?
 - a. Pretending to match.
 - b. Disengaging and detaching.
 - c. Making a choice to leave the department, practice group, organization.

C. Personal Factors: Your values, vision, culture and resources.

1. Goals for your career.
2. Level of risk, self trust and self-awareness.
3. Messages you’ve received about success, authenticity, etc.

II. What can assist you in being your authentic self?

A. Knowing your self at a deep level

1. Your core issue.
2. Supporting yourself to stay in balance.
 - a. Mentally: beliefs and thoughts.
 - b. Emotionally: feelings.
 - c. Self: connection within.
 - d. Physically: health, exercise, etc.
3. Creating safety within yourself.

B. Making self-honoring choices

1. When and how to stand up inside yourself for yourself.
 - a. Skills in understanding “My World” & “Your World.”
 - b. Listening to your Higher Self.
 - c. Forgiveness.
2. When to speak out rather than talking “behind closed doors.”
 - a. Giving and receiving feedback.
 - b. Care-frontation.
 - c. Heart-centered listening.

C. Building your network of support

1. Participate in leadership programs
2. Further educate yourself: USM Masters Program.
3. Affinity groups