

## Supervision of Millenials (and Others)

- Externships/field placements = for credit class; where what students learn in the classroom comes to life
- Supervising attorneys = the teachers on site, delivering legal education in a “real world” legal setting; students may discount what we (law pros) say, but will take to heart what you say, especially when reinforcing our message.
- Three Things We Look to You to Do when delivering this on-site education
  - Help set and manage expectations (both yours and the student’s) of externship experience
    - Think about skills, knowledge, and values you want to instill in your externs – your goals for teaching externs
    - Go over goals students have for externship
      - Are they realistic?
      - Do you have others you would have them think about adding to the list?
    - Students have “big eyes” and think they will have the chance to do everything, which may not be realistic – manage expectations regarding their externship
  - Give clear assignments
    - Nature of assignment
      - Explain what the assignment is
      - What expect in a finished work product
      - Give “go by” or other examples if possible
      - Let student know it is ok (and expected) for them to ask questions
    - Context
      - What are the surrounding facts?
      - What are the related legal issues?
      - How do you plan to use the assignment?
      - Give the student enough information to help them realize what questions they should ask.
    - Timeframe
      - Due date
      - Your availability if the student has questions
      - Do you want progress reports?

- Give meaningful feedback on assignments
  - It takes time to do this, but it is where the students really learn from you.
  - Students really want to hear how they can improve.
  - To avoid surface “good job” think about focusing on three categories and give students examples:
    - Substance
    - Organization
    - Delivery
  - Students interpret silence two ways:
    - Positive: No news is good news, I must have done ok, maybe even well – still wondering what it is they did well and if they can repeat whatever it was
    - The assignment wasn’t good and my supervising attorney is afraid to tell me – growing insecurity
- General Supervision Issues That Cut Across all Practice Areas
  - Most of these things have become more prevalent with the influx of Millennials (birth years 1978-2000) into law schools.
  - Implications of Technology
    - Expectation of immediate response
      - Ex. Texting is the preferred mode of communication (not verbal contact)
    - Not reading emails
      - Ex. Colleague has to text son to ask him to read email
    - Lack of attention to detail and sloppy writing
    - Social networking and confidentiality
  - Blurring of lines as to what is appropriate in the workplace
    - Coming to work dressed for a night of clubbing or the beach
      - Ex. “what is in fashion” is not necessarily what works in the professional world.
      - Ex. Student in yoga pants and flip flops – so do you think I should change before I go to my externship?
    - Lack of formality/familiarity when addressing people in the workplace
      - The student who becomes overly familiar and over shares personal information or asks overly personal questions of you.

- The student who doesn't make eye contact or doesn't know how to conduct self in meeting
    - Lack of formality in communication
      - The student who addresses an email to you – “Hey!”
        - Perfectly fine to say that this is not way to address you either in person or in writing
  - In response to the issues identified, don't be afraid to talk to the student about the particular issue – see it as part of your role in educating and shaping future members of the Bar
    - We expect you to address with students – your voice has weight
    - We are a resource if you need someone to talk through it with before or after you have the conversation
- Turn to neighbor and identify 2-3 supervision issues you have encountered and how you have dealt with them.