



THE NEW ELLIS GROUP

# Monday Monday

*Connecting the Dots with Karen Kaplowitz*



*Helping you create and reinforce the habits of successful career building,  
gleaned from my work as a business development strategist, trainer and coach*

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## **An End to Career Complacency in 2021: Self-Care and Risk Management**

Career complacency is so 2019. The pandemic forced us to focus on risk management and self-care in the health arena. Many people have also been questioning whether they are on a sustainable career path. If you are ready to look at career risks you may be able to mitigate, I offer a checklist to help you evaluate how much risk you face:

- You depend on work assignments from one source.
- Your one source of work is a rainmaker who has health challenges.
- Your one source is considering retirement.
- You do not have client contact with key clients.
- The source on whom you rely does not have a succession plan.
- If your source does have a succession plan, you are not among the designated successors.
- You are not well known in the firm outside your practice group.
- You are not well known in the firm outside your office.
- You work on one major matter which may conclude this year.
- Your mentor made a lateral move and did not take you with them.
- Your mentor is considering a lateral move which might delay your partnership consideration.
- You have not received recognition for your role in securing a great client result.
- You are not involved in leadership of any groups which provide access to prospective clients.
- Your firm's rankings in profits per partner and revenues are declining.
- Your best prospects are clients for whom your rates are too high.
- You do not have a business plan.
- You do not have a sponsor who is promoting your advancement in your firm.
- You are not on any lists of high potential talent in your firm.
- Your firm awarded merit bonuses for 2020 and you did not receive one.
- Your firm has had major defections.

Even if you checked only one box, you could be at a high enough risk to seriously impact the future of your career. Now is the time to evaluate the level of risk you are facing in your current situation and start planning on how to mitigate the risks. The next issue of this newsletter will discuss risk mitigation strategies, some radical but many modest in nature. And while you are thinking about risk mitigation, be sure to continue wearing masks and social distancing until we all get vaccinated!