

students, I have found enthusiasm to be a two-way street. I work to communicate my excitement about the law and their excitement energizes me in return. I foster this by frequently meeting with these lawyers in my office in fun, free-for-all exchanges about our cases. The collaboration generates creativity from which our clients benefit. Hence, there are many ways to find joy within the law.

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Thinking Long Term

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our important work is stronger than the allure of the sun and the ocean. Living and working here can end up feeling like year-round summer school if you are not careful. Here are three helpful concepts on finding balance that folks I look up to have shared with me:

- **Just say no.** Just saying no does not only apply to harmful things; it applies to good things too. There are so many good things we can do, and never enough time to do all of them. Doing good things can get in the way of doing things that are truly extraordinary. Step back periodically and evaluate whether what you are doing is the best thing you can to make the changes you want to see in the world or the lives of those you are helping. Reserve “yes” for the best.
- **Think long term—really long term.** I've heard the warning often: “You never hear anyone on their deathbed say ‘I wish I'd worked more.’” It is tempting to think that we, working in legal services, are exempt from this counsel because our work is so important, fulfilling, and righteous. It still applies. If our closest personal relationships suffer because of our work, we will live (and die) to regret it.

- **To everything there is a season.** Part of thinking long term is recognizing and accepting the natural ebbs and flows of work and life. There will be times when your loved ones will have a greater need for you, and work will take a back seat. Embrace and cherish those times instead of feeling guilty about neglecting work. Likewise, embrace the seasons that work takes up a greater part of your life—they are a necessary and even wonderful part of your life's work. As you paint your life's picture, do not worry that it looks odd and imbalanced as you progress. Just aim to make it beautiful when it is complete.

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ENHANCED PLANNING Continued from page 17

- with more experienced teams. For this reason, an executive director or board of directors may want to spend time cultivating a leadership team three to six months prior to starting EP as described here.
- 4 A theory of change is an assertion or fundamental assumption about how the world works and the effect of an organization's work on the world. I would equate this somewhat with the concept of “world view,” a core conviction that asserts how the organization operates in the world.