Very few subjects highly engaged, with a strong connection to the CBA

Opportunities for movement to another quadrant are noted by the arrows

Feeling Connected

- Want to belong, refer
- Strong positive impression
- Rewarded by membership
- Want to see others like themselves involved in CBA, taking an active role, having

Belonging

Feeling Disconnected

- Confused, unclear, automatic Others enrolled them, embarrassed for knowing so
- Everything seems focused on experience those with more legal little about CBA
- seeing others like themselves Not as concerned about involved in CBA

Young Lawyer in ON, 1st Year of Call

- Not an active member, no events yet Large Law Firm
- Not sure how to get involved
- Feel a little dumb, know nothing about CBA to even comment
- Joined to start a network and get information, but have not utilized CBA resources yet



ST

Student in NB, second year.

New member, too busy with school to get

involved, but want to belong

Attended an event in Fredericton, but it was

mostly young lawyers and didn't feel

Important to have representation to advance

interests of students

comfortable; wants to, though

- Student in BC, just finishing studies:
- Reads everything the CBA sends him Got summer job thanks to CBA
- Attends some events, but not as many as he wants since he lives too far away from core
- Very motivated to learn, connect
- Sees young people involved in sections, feels ownership and commitment, would love to see this is very important to give them sense of

them have voting rights



induce behaviour

Articling Student in ON, Small firm, just passed the Bar

Feels he knows little about CBA, but has

- Reads email, news done 4-5 CLEs
- Does not see anyone like him in the CBA, needs are more functional does not care that much either – his CBA



rationalize behaviour

High Engagement (say, stay, spend)

- Read everything from the CBA
- Attend events, do CLE with CBA
- Contribute to sections

Get CLE elsewhere

Barriers of time, distance, money

See emails from CBA, do not read them Unaware of CBA roles, what branches do

- Value advocacy
- Want to network
- No barriers of time, distance, money

Low Engagement (unaware, uninvolved) Engaging

9

- another for guidance on career Finding multiple mentors (e.g. one for guidance on how to practice,
- Guidance from someone outside of work (so they can be candid).
- graduating, increased pressure to perform. Increasing competition with more students
- Firms not having enough work to hire them or alternatively, having to find the clients/work themselves.

myself.

build my practice, market grow, advance in the firm, Having opportunities to

inancial Concerns

Work Stress

stablishing a Keputation

Cnow how the Law is Changing Meeting Expectations

Law as a Business

manageable. but salary makes it Some have debt, expenses.

- Managing salary expectations.
- the job. Lack resources to adequately prepare for the realities of
- Need training on time, practice management, data security, how to practise law, fill out forms etc.
- Need resources and guidance related to 'how to work'.

Not taught about the business side of law in school.

- outside of work. coupled with wanting a life Pressure to work many hours
- work environment- a firm with Pressure to carefully consider target hours vs a firm where everyone leaves work at 5pm.

Concerns that appear in larger font in the word cloud were cited more often