

## Law2Life Freedom in TIME Self-Assessment

For each category choose a statement that best reflects your current situation. Then look at the numbers at the top of that column. If your situation is exactly as described, write down the middle number in the “Score” column. If your situation is not quite as good as described, write down the lower number. If your situation is even better than the statement, write down the higher number.

		1	2	3	4	5	6	7	8	9	10	11	12	SCORE
<b>TIME</b>														
1.	Timeliness	I am chronically behind. Being late is a source of stress for me. I have a long list of “to dos” that never seem to get done. I have trouble delivering on time.	I am often behind schedule – but things get done eventually. My clients sometimes have to contact me to find out when they can expect an answer.	For the most part, I get things done on time. Sometimes that means a rush at the end, but I enjoy the adrenaline. I could use some additional help during surge periods.	I am always ahead of schedule. I value my reputation as timely. I have systems and supports to manage surge periods and my clients know they can always count on me.									
2.	Personal Time and Holidays	I have no time to myself to do activities I enjoy. I do not have any hobbies. I never take holidays. I find it really difficult to be away from my practice. This has been a source of stress and conflict with others in my life.	I take days off from time to time – mainly if made to by my family, friends or colleagues. I squeeze in personal activities I enjoy from time to time – but it’s hard. It’s impossible to make a firm commitment to things because my schedule is so unpredictable. I am usually last on my priority list.	I enjoy my personal time and have one or two activities that are important to me and I schedule them. This personal time is essential to my happiness. I wish I could be more strategic about planning days off so I could maximize my rest and rejuvenation.	My holidays are planned well in advance and that time is protected. I take ample time off so I feel refreshed and rejuvenated. I have a vibrant personal life. I regularly participate in hobbies and activities I really enjoy. I have retired all the things I don’t like to do.									



3.	Team Time	I work alone. OR My team often express frustration that I don't make time to work with them. I am often disappointed with the work product of those around me. I find that it's easier to do most things myself.	I am very independent. I work with a team when I run into problems or need something in an emergency. Most of the time I get things done myself.	I enjoy working with others. My work relationships are pleasant. While we don't have regularly scheduled team meetings, we work well together and get things done collaboratively.	Teamwork is a priority for me. I have a strong team that supports me and to whom I can confidently delegate. I strategically plan time with my team every week. And they are confident that they know what they are doing and how to support me.	
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Overall comments on how I spend my time:

### IMPACT

4.	Contribution	What I do for work has little personal meaning.	I feel like my work is benign. I'm not hurting anyone – but I'm certainly not changing the world.	What I do matters. I get satisfaction in hearing that what I have done for a client has made a difference for them.	I am living my calling. I am making an important and positive contribution through my work. It gives me great fulfillment and satisfaction.	
5.	Reputation	My reputation holds little meaning for me. OR I am concerned about my negative reputation.	I have not developed a reputation for any one thing.	I am an expert in my field, but that is not broadly known.	I am a known leading expert in my field.	
6.	Clients	I don't know who is going to give me work next. I will take work from any source. Any client is a good enough client.	I know who I would like to attract as clients but lack the expertise or money to connect with many of those I would like to service.	I have been lucky to work with a great group of clients. I find it hard to say no to anyone – and have some clients I should pass along.	I know exactly who my ideal clients are. I attract those clients and have systems to redirect clients who are a non-fit for me.	

Overall comments on the impact I have in the world and specifically with my clients:



MONEY						
7.	Money satisfaction	I don't make enough money. Money is a constant stress for me.	I am getting by. I would like to make more money.	I make good money. I would like to make more money.	I have a highly lucrative practice. I am very satisfied with my income.	
8.	Money reputation	Low value – high cost  My clients think I charge too much for what I do.	Low value – low cost  My clients don't expect much from me and I don't charge much.	High value – high cost High value – low cost  My clients think I charge too much – but they think they get good value. OR My clients think my work is cheap and cheerful.	High value – high cost – high satisfaction  My clients think they get excellent value and are happy to pay me well because of the value they receive from me.	
9.	Sources of income	I bill my clients by the hour only. I often write down bills because I am concerned about the price.	I have a mixture of billable hour and flat rate work.	I have a mixture of billable hour, flat rate and product work. I am interested in diversifying.	I have multiple income streams and product offerings. I have passive income. I work with a team that contributes to my income.	
Overall comments on how I feel about money and my income:						
EXPERIENCES						
10.	Learning	I have hit the ceiling of learning. What I do is repetitive and there is no opportunity to learn anything new .	I have been doing the same work my entire career. I am interested in expanding my knowledge and skills.	My work changes and develops over time. I enjoy learning. I spend time expanding my knowledge and skills.	I am constantly learning new things. I am intentional about expanding my skills and learning.	
11.	Creativity	I am only engaged in repetitive tasks. I am not engaged in any kind of creative work.	I have not thought about law as a creative profession.	I consider innovative ways to serve my clients.	I am engaged in a creative practice – where I am constantly stimulated to create new products and services.	



12.	Values	My work values and personal values are not aligned.	I have not identified my personal values and have not spent time thinking about whether my work aligns with what I value.	I know my personal values and work values and they are aligned for the most part.	My work values and personal values are in complete alignment.	
Overall comments on how I experience my work and my life:						
<b>OVERALL</b>						
13.	Overall satisfaction	I am in crisis. If something does not change, I am going to have to quit the law.	I'm coasting. I am often confused about what I should be doing next. I focus on emergencies and not necessarily on what I should be doing. I don't feel like I have work-life balance.	I spend my time doing things I enjoy. I would like to be more strategic – but life is good. Most days I feel good about my work-life flow.	I am living my life's passion. I feel endless energy and enjoyment from my work. I spend my time doing the activities I love to do and feel I am uniquely qualified to do.	

What are your top 3 scores?

What are your bottom 3 scores?

Insights:



Kate Dewhirst is a coach for lawyers who want to live creative lives and expand the freedom in their time, impact, money and experiences. Kate specializes in working with lawyers who are thinking of making a move and want to be strategic. As a specific consulting service, Kate helps lawyers translate their billable hourly advice into scalable products that create multiple revenue streams without working more hours.

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