

Key Differences Between Women Associate and Men Associate Expectations and Perceptions



Women Associate Expectations and Perceptions

- Want mentoring about more issues
 - Career path, law, pay equity, promotions, working parent counsel
- Don't believe they have access to the right training, looking for training in:
 - Time management
 - Presentation/pitching skills
 - Lead generation
 - Advanced business development (closing business)
- Hybrid work is more important
- Unpredictability of work is the key issue driving women associates crazy by a factor of 4
- Believe business development skills have a bigger impact on career advancement



Men Associate Expectations and Perceptions

- Want more training in managing relationships they have with partners
- Want more training in:
 - Managing clients
 - Increasing billable hours
 - Using social media
 - BD with new clients
- Believe they have more limited access to decision makers at clients
- Feel more stress from heavy workload
- Receive less business development training
- See their firms as more siloed