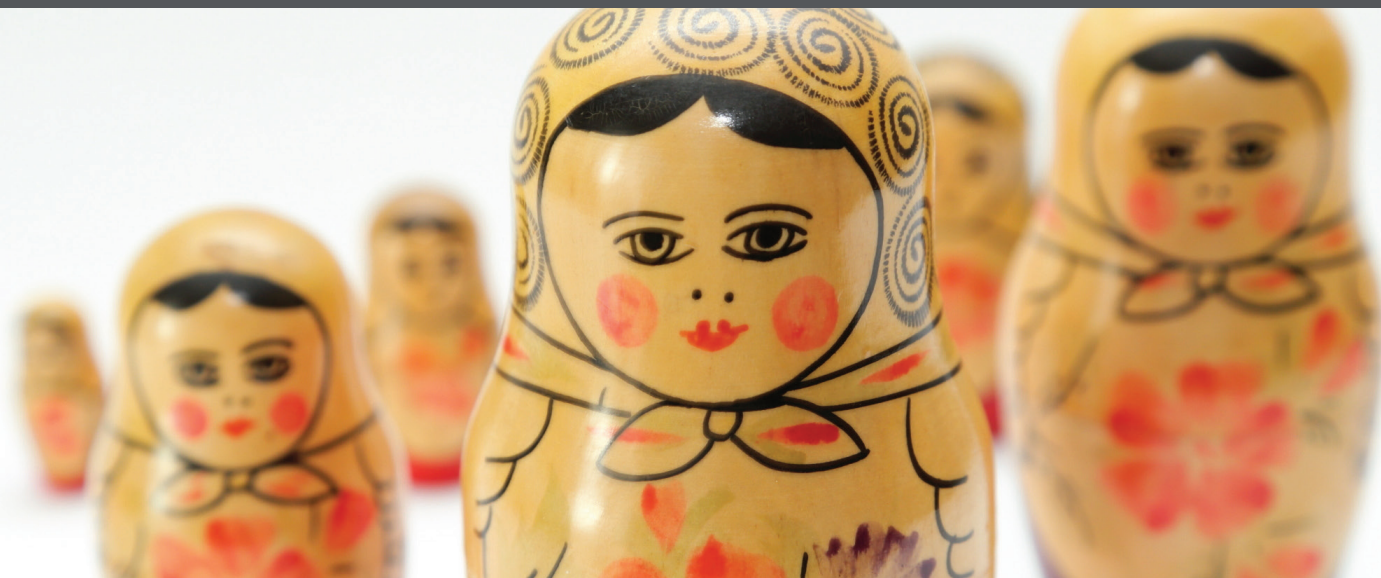


## TIME FOR A CHANGE?

---

Is a career as a freelance lawyer right for you?





# IS A CAREER AS A FREELANCE LAWYER RIGHT FOR YOU?

There has never been a more exciting – or flexible – time to be a lawyer. Legal services are now delivered in a variety of ways and lawyers have more options than ever before. Being a freelance lawyer is one. It's easy to see why this relatively new approach has grown quickly: who wouldn't want high quality work, control over their career, flexibility and variety?

At AG Integrate, we speak daily to lawyers considering a move into freelancing. Once on board, we support our lawyers to secure their next placement and work with them to ensure that it is fruitful and enjoyable. All this gives us hands-on experience of what makes a successful freelance lawyer. We'd like to use that insight here, to help you decide whether a freelance lawyer career is right for you.

Making a change to freelancing requires careful investigation, a realistic viewpoint and conviction. This booklet provides a framework for that analysis.

# Are there freelance lawyer opportunities for me?

The good news is that, by its very nature, working as a freelance lawyer embraces diversity. One-size-certainly-doesn't-fit-all. Freelancers come from a range of backgrounds. Young professionals looking for broader experience, mid-career lawyers seeking a different work-life balance, and seasoned experts attracted to inspiring projects....there's a place for all of them here at AG Integrate. As a freelance lawyer, you'll find it refreshing to be considered solely for how your legal and business skills address the needs of the market and how your approach fits with clients.

By operating in this way, your work can be anywhere, but your life can stay where it is. At AG Integrate, we find that number of our assignments are either wholly or partially remote, and this can work well for those who live outside large metropolitan areas or who need a little flexibility in their working day. Our client base across the UK means there are plenty of in-office assignments too, from Scotland to Southampton and everywhere in between. We are actively seeking lawyers based all over the UK to join AG Integrate.

Breaking down boundaries is our motto as we build a pool of talented lawyers that traditional routes can't reach.



**Our tip:** Choose a freelance lawyer provider that genuinely looks at the delivery of legal services differently, puts aside traditional thinking and embraces diversity.



**Ask:** "Tell me about what goes on behind the scenes to ensure your service works efficiently with its clients."



# Will freelance-lawyering meet my needs?

To answer this, identify your needs through some critical thinking about your motivations for working in this way. We call this the 'motivation audit'.

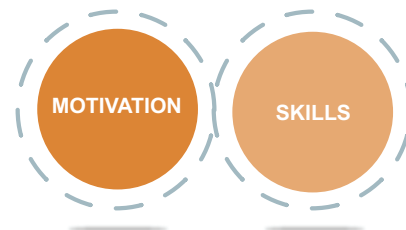
First, identify those aspects of your work that give you most satisfaction. Then speak to friends and contacts who work on a freelance basis, to understand whether working in this way will provide the opportunity to do more of what you love. Speak to us at AG Integrate and we'll help, too. Consult widely, because this is important.

Next, identify whether you are seeking a positive move towards a goal or a negative move away from a situation. Are you moving towards a career that gives more control, greater flexibility or more variety? Are you looking to road-test a new path before making a permanent move? Or do you want to leave an unsatisfactory job, step away from certain environments or extricate yourself from a challenging situation?

Negative, backwards-looking drivers on their own are not a solid foundation for a sound decision to change. So if you are driven by negatives, articulate and acknowledge them. Then look forward to consider what they indicate about your needs and preferences.

Success as a freelance lawyer starts with being clear about what you want.

Record and share your motivations now. Express what you want to achieve clearly. Your motivations audit will become a valuable reference point as you make career decisions in the future. Motivations aren't set in stone, though. They are likely to change and develop, so make time for regular audits.



**Our tip:** Don't underestimate the value of a motivations audit. You'll be in control of your career as a freelance lawyer and at times, you'll face difficult choices. When deciding how to balance placement length, remuneration and work/life balance, for example, you'll need your motivations audit to guide the way. Remember to keep it up-to-date and relevant, because you will be deciding what works for you with each new placement opportunity.



**Ask:** "Will being a freelance lawyer help me achieve what I want from my career and my life?"

# Am I suited to being a freelance lawyer?

First, look at your legal skills and sector experience. Not all freelance lawyer providers address the same market, so do your homework and apply to those that fit you.

Then challenge your provider to really understand what makes you stand out. A quality, knowledgeable provider comes into their own at this point. At AG Integrate, we will always provide an honest assessment of the demand for your skills. We will also work with you to unpack your experience to identify transferrable skills that you might not yet have noticed. Then we will put a great deal of energy into selling those skills in a way that resonates with the market. So make sure you go beyond a simple description of your area of law, to describe the unique blend of skills, behaviours and experience you offer.



**Our tip:** Make your freelance lawyer provider work for you. Test their creative thinking and sales skills. Success depends on a partnership between you and them, to sell you in all your unique glory!



**Ask:** “How would you sell me to one of your clients?”

Second, consider whether you have the personality and behaviours that suit working in this way. Freelance lawyering brings its own particular challenges and rewards. Successful freelance lawyers have:

- ▶ **emotional intelligence** – to read situations and people carefully and build relationships quickly
- ▶ **flexibility** – to adapt to each new placement
- ▶ **independence** – to feel comfortable taking control of their own career
- ▶ **an entrepreneurial spirit** – to see opportunity in change and adapt to it
- ▶ **resilience** – to weather the highs and lows of working on a freelance basis
- ▶ **discipline** – to manage their finances and own business.

So ask yourself whether you'll thrive in a career that needs these attributes. Then ask those close to you to make the same assessment.



**Our tip:** The right behaviours are an essential ingredient for success. Being a freelance lawyer won't suit everyone, so ask people who know you well to be honest about your fit for this way of working. Remember, this is about your happiness – if the fit is right, you'll thrive.



**Ask:** “Do I demonstrate the behaviours that suggest I'll be a successful freelance lawyer?”

Here at AG Integrate, we offer flexible assignments with our high quality clients. To find out more about how we can help you achieve a more flexible future, contact our team via [agintegrate.addleshawgoddard.com](https://agintegrate.addleshawgoddard.com)

This guide accompanies a short video that outlines what you should look for when choosing a freelance lawyer provider. Find the video at our website: [agintegrate.addleshawgoddard.com](https://agintegrate.addleshawgoddard.com)

addleshawgoddard.com

---

Doha, Dubai, Hong Kong, Leeds, London, Manchester, Muscat, Singapore and Tokyo\*

\* a formal alliance with Hashidate Law Office

© 2016 Addleshaw Goddard LLP. All rights reserved. Extracts may be copied with prior permission and provided their source is acknowledged.

This document is for general information only. It is not legal advice and should not be acted or relied on as being so, accordingly Addleshaw Goddard disclaims any responsibility. It does not create a solicitor-client relationship between Addleshaw Goddard and any other person. Legal advice should be taken before applying any information in this document to any facts and circumstances.

Addleshaw Goddard is an international legal practice carried on by Addleshaw Goddard LLP (a limited liability partnership registered in England & Wales and authorised and regulated by the Solicitors Regulation Authority) and its affiliated undertakings. Addleshaw Goddard operates in the Dubai International Financial Centre through Addleshaw Goddard (Middle East) LLP (registered with and regulated by the DFSA), in the Qatar Financial Centre through Addleshaw Goddard (GCC) LLP (licensed by the QFCA), in Oman through Addleshaw Goddard (Middle East) LLP in association with Nasser Al Habsi & Saif Al Mamari Law Firm (licensed by the Oman Ministry of Justice) and in Hong Kong through Addleshaw Goddard (Hong Kong) LLP (a limited liability partnership registered in England & Wales and registered and regulated as a foreign law firm by the Law Society of Hong Kong) in association with Francis & Co. In Tokyo, legal services are offered through Addleshaw Goddard's formal alliance with Hashidate Law Office. A list of members/principals for each firm will be provided upon request.

The term Partner refers to a member of Addleshaw Goddard LLP or an employee or consultant of the LLP or any of its affiliated firms or entities with equivalent standing and qualifications.

If you prefer not to receive promotional material from us, please email us at [unsubscribe@aglaw.com](mailto:unsubscribe@aglaw.com)

For further information please consult our website [www.addleshawgoddard.com](http://www.addleshawgoddard.com) or [www.aglaw.com](http://www.aglaw.com)

**Offices in Doha, Dubai, Hong Kong, Leeds, London, Manchester, Muscat, Singapore and Tokyo\***

**[www.addleshawgoddard.com](http://www.addleshawgoddard.com)**

\* a formal alliance with Hashidate Law Office

ADD.GOD.031\_16