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What areas of practice do you enjoy most and why? I love intellectual challenges—whether they present themselves as client-specific issues that require solutions, new or complicated areas of the law or thorny legal questions, or simply a new substantive business area (e.g., when I take on a new client, and I need to learn its business). Learning new things keeps me engaged, and I relish the challenge of diving into an area and confronting new (or new-to-me) problems.

What is the best professional advice you have ever received? When I was a young associate, having just returned from maternity leave, I distinctly remember feeling like I was a failure on every front of my life. I sought advice from a then-new partner who, at the time, was truly one of the only women I saw doing it all—thriving in her career, engaging in her young children’s lives, and actively participating in her community. She told me that in managing all of my competing obligations, if I was judging my success at the end of each day, I was always going to feel like a failure. On any given day, one area might require my attention more than others. Sometimes, work will have to take precedence. Other times, my family or my community or other obligations will have to take precedence. Each day, you will have to prioritize one area at the expense of another, so you cannot judge yourself daily. Rather, you need to look at the overall balance of your career and life on a larger scale—whether it is monthly, yearly, or longer. And, if then you have balance, you have done it right. This advice completely shifted my perspective and, as a struggling new working mom, saved my sanity. I tell it to every young associate who asks, and I try to remind myself of this advice in my own life as I find myself ever busier.

Tell us about a mentor who made an impact on your career. I have been lucky enough to have had many mentors and sponsors, most (but not all) of whom were men. I am so appreciative to them for actively pulling me along, and my way of honoring what they did for me is to look for opportunities to pay it forward.

What sets Babst Calland apart from other employers? I have been at Babst Calland for a little over a year now, and I have found it to be a truly collegial place. I have been so impressed with the teamwork everyone displays, which is true whether a person is assigned to a matter or simply asked to pitch in for a discrete task. Everyone is always willing to lend a hand, and everyone does so enthusiastically and with intellectual rigor. In my experience, lots of places tout collegiality, but you do not always see it in practice. Babst Calland embodies this trait, and it is refreshing.

What quality do you most like to see in young attorneys? When I am working with younger attorneys, the quality I value most is ownership. Ownership can mean a variety of things, but I think of it as encompassing at least the following traits: becoming invested in a matter as if it is your own, and caring about it just as much as I do; treating partners and other colleagues as the “client,” even if you are too junior to have much true client interaction yet; trying to solve problems and issue-spotting beyond the discrete task you were assigned; proactively informing your team of your progress; and looking for ways to make an impact, including raising your hand. Associates who take ownership over cases quickly progress, both in the esteem of their colleagues, and, more importantly, in the development of their own skill sets.

When you’re not working, what would people find you doing? I love the outdoors. I am always doing something outside, whether it is athletic (hiking, biking, archery, fishing, running my dogs, or other sports), or manual labor (I find that working with the earth is a great way to release all the tension of having a job that constantly demands the use of my mind).

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