

## Insights

# A RESEARCH STUDY ON NEW WAYS OF WORKING FOR LAWYERS, 'NICEC JOURNAL'

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## SUMMARY

Senior Consultant Nomita Nair authored a research article published in the October issue of the *National Institute for Career Education and Counselling (NICEC) Journal*. Nomita, who is both a finance lawyer and an accredited career coach, draws on the developing concept of 'career crafting' to explore the emergence of new ways of working in the legal industry. Highly relevant to flexible ways of work emerging post-COVID-19, her award-winning research analyses how lawyers reconcile different attitudes towards their non-traditional working lives in a broader social context.

In the legal industry, a contemporary vocational trend is the emergence of new independent working routes. COVID-19 may have further shifted the world of work significantly, particularly for many knowledge professionals. As workers seek more flexibility and shift away from more traditional hierarchical structures and explore more flexible ways of working, there will be a process of transition and adjustment. This research article explores some of the tensions experienced by lawyers in the process of career transitions. Despite tensions, one's career past remains integral for those who are in the process of career transitions. This research also supports a model of career craft to reconcile some of those tensions. In a constantly evolving world of work, career craft could be a life skill, continually honed over time to help create better fit between one's changing needs and one's dynamic environment.

A link to the Journal can be accessed here: <https://www.nicec.org/articles/the-nicec-journal-october-2022-issue-49>

## MEET THE TEAM



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