**Judicial Pathways Mentoring Plan Curriculum**

1. **Understanding Your Professional “Why”**

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| Action | Mark Completed Items |
| Engage mentee in a reflective exercise regarding the mentee’s “Professional Identity.” How does the mentee define their professional identity? How does the mentee define professional success? What professional or personal characteristics help the mentee to find success in practice? |  |
| Assist mentee in articulating the “why” behind their desire to pursue a judicial career pathway:   * What are the specific aspects of a judicial position that inspire or interest the mentee? * Describe the ideal judge from the mentee’s perspective. * What experience and skills would the mentee bring to a judicial position? |  |
| If the mentee is unsure of which type of judicial officer they aspire to be, discuss with the mentee the various types of judicial officers and the benefits and drawbacks to serving at different levels (i.e. state vs. federal, county vs. district, magistrate vs. judge, etc.) |  |

1. **Cultivating Judicial Demeanor**

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| Action | Mark Completed Items |
| Engage mentee in a reflective exercise regarding the mentee’s “temperament” as a person. How does the mentee’s temperament and emotional regulation as an individual influence what their temperament as a judicial officer might be? What are the strengths and challenges of the mentee’s personal temperament? Use [*Judicial Temperament, Explained*](https://judicature.duke.edu/articles/judicial-temperament-explained/)by Terry A. Maroney to guide your conversation. |  |
| As professional decision makers, judges typically become skilled at thinking reflectively and articulating reasons for their decisions. However, strong decision-making skills is not the only qualification of judicial demeanor. Consider the extent to which empathy — one’s ability to understand a situation from another’s perspective — affects how judges judge and how the mentee’s strengths or challenges in empathy will impact their future judicial temperament. Use [*Mindfulness and Judging*](https://judicature.duke.edu/articles/mindfulness-and-judging/) by Jeremy Fogel to guide your conversation. |  |
| Consider the elements of “Judicial Excellence” and how the mentee would rate their strengths and challenges in each category. Assist mentee in making a plan for improving those elements of judicial excellence that are more challenging. Use [*Elements of Judicial Excellence A Framework to Support the Professional Development of State Trial Court Judges*](https://www.ncsc.org/__data/assets/pdf_file/0022/16087/eje-framework-final-v15dec2017.pdf) as a guide to your conversation. |  |

1. **Building Community To Support Judicial Ambitions**

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| Action | Mark Completed Items |
| Discuss whether voluntary professional and community service is a necessary commitment for persons holding public office and what forms of voluntary professional and community service the mentee has been involved with in the past and wishes to engage in the future. |  |
| What type of community support does the mentee have in their judicial aspirations? Where is community support lacking? Partner with the mentee to make an action plan for growing their support and influence in communities that are meaningful to the mentee. |  |
| Discuss the impact of online social networking on judicial ambitions. Engage the mentee in a reflective exercise regarding their past and present social media use and how their social media history will impact a future judicial appointment. If a social media presence is important to the mentee, reflect on how the mentee will appropriately incorporate social media use into their role as a judge. |  |
| Attend a meeting of an organized bar association or other judicial networking event together. Introduce the mentee to other attorneys and judges in attendance. Discuss the advantages of bar association involvement in pathways to the bench and discuss the many local, state, and national associations available, including any in the mentee’s specific practice area. |  |

1. **Professional Skill Development For Prospective Judges**

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| Action | Mark Completed Items |
| Discuss the mentee’s strengths and challenges in the following skill sets comprising judicial excellence:   * Understands the ethical challenges faced by judges and how to properly address them to uphold the actual and perceived integrity of the judiciary. * Engages in the work of the assignment, educates the local community, and supports colleagues in executing the mission of the court. Embraces performance feedback and seeks out opportunities for professional development. * Engages in self-care practices to manage stress and maintain physical and psychological health. * Understands the legal and operational matters relevant to the assignment. Builds knowledge from relevant disciplines and understands their implications in daily work. * Uses analytical and problem-solving skills to evaluate the available information and take the best action possible in a timely manner. * Understands how one’s personal perspective, values, preferences, mental state, and way of thinking can impact decision-making and others’ perceptions of fairness. Develops and applies strategies to manage emotions and address biases in judgment and behavior. * Directs docket and courtroom operations by planning and coordinating schedules, managing case processing timelines, and facilitating information exchange between parties in a case, court staff, and other stakeholders. * Interacts effectively with all those who work in or appear before the court in a manner conducive to a fair process and just outcomes. Listens attentively to others and provides clear and effective communication to ensure a shared understanding of the issues in the case, court processes, and decisions. * Engages with parties and stakeholders to build consensus on matters that will allow for forward case progress and a focus on reaching a resolution.   Use [*Elements of Judicial Excellence A Framework to Support the Professional Development of State Trial Court Judges*](https://www.ncsc.org/__data/assets/pdf_file/0022/16087/eje-framework-final-v15dec2017.pdf) as a guide to your conversation. |  |
| Based on the mentee’s self-assessment of their skills strengths and deficits in the above referenced areas, thought partner with mentee to create a plan for obtaining professional development resources, practice experience, additional mentoring/coaching, and shadowing opportunities to improve areas of challenge or deficit. |  |

1. **Cultural Competency as a Required Judicial Skill**

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| Action | Mark Completed Items |
| Discuss the reasons why ethnic/national culture matter for judges because of the ways in which culture greatly impact how people:  • define justice, conflict, and disorder, and determine when it is appropriate to  involve third parties, including the state, in resolving problems and conflicts;  • describe events or “what happened;” and  • fashion responses or solutions to problems and conflicts. |  |
| Engage mentee in a reflective exercise to assess their current level of cultural competency. Use the [Cultural Competence Self-Assessment Checklist](https://www.avma.org/sites/default/files/2020-08/Diversity-CulturalCompetenceChecklist.pdf) as a guide in your discussion. |  |
| Work with mentee to create an action plan for improving cultural competency as part of their preparation and pathway to the bench. |  |

1. **The Nomination Process**

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| Action | Mark Completed Items |
| Review with mentee the Colorado judicial nominating process from start to finish. |  |
| Review in detail with mentee the Colorado judicial application. If the mentee is considering applying for the bench in the near future, provide mentee with appropriate guidance for completing the application. If the mentee is not applying to the bench in the near future, assist the mentee in creating an action plan for obtaining the requisite experience to become a judge and in visioning future responses to application questions. |  |
| Engage the mentee in mock judicial nominating commission interviews and mock interviews with the Governor’s office. Provide constructive feedback and support to mentee regarding important aspects of presentation, preparedness, and substance of responses. |  |

1. **Integration of Life & Well-Being**

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| Action | Mark completed items |
| How does the public life of a judge blend with the mentee’s personal and family life? Assist the mentee in reflecting on the positive and negative ways the public life of a judge will impact their personal life. |  |
| Engage the mentee in a reflective exercise regarding resilience. How does the mentee assess their own resiliency? What factors account for the mentee’s measurement of resilience? Assist mentee in developing a plan to improve their resiliency. Consider the following resources:   * [*Three Ways Lawyers Can Become More Resilient*](https://abovethelaw.com/2016/02/3-ways-lawyers-can-become-more-resilient/) * [*Survival Skill No. 1 for Lawyers: Emotional Resilience*](https://www.attorneyatwork.com/survival-skill-no-1-for-lawyers-emotional-resilience/) |  |
| Engage Mentee in a self-reflective exercise to determine whether Mentee believes they are thriving in all dimensions of “well-being” including:  **Emotional:** Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.  **Occupational:** Cultivating personal satisfaction, growth, and enrichment in work; financial stability.  **Intellectual:** Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development, monitoring cognitive wellness.    **Spiritual:** Developing a sense of meaningfulness and purpose in all aspects of life.  **Social:** Developing a sense of connection, belonging, and a well-developed support network while also contributing to our groups and communities.  **Physical:** Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and recovery; minimizing the use of addictive substances; seeking help for physical health when needed.  Assist Mentee in developing well-being objectives and a plan to address Mentee’s self-identified deficiencies in these dimensions of well-being. Consider the [*ABA Well-Being Toolkit for Lawyers and Legal Employers*](https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/ls_colap_well-being_toolkit_for_lawyers_legal_employers.authcheckdam.pdf) in building a well-being action plan. |  |