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## Fit. What Is It? Why Is It Important?

The formal definition of fit is as follows:

**fit**<sup>1</sup> fit/

adjective

adjective: fit; comparative adjective: fitter; superlative adjective: fittest

(of a thing) of a suitable quality, standard, or type to meet the required purpose.

If you happened to be a fly on the wall in any recruitment office, you would quickly realize that the word “fit” is probably used about a dozen times per day, every day. This article will show how “fit” affects the recruit in a very impactful way, from both the applicant and employer side of any recruit.

The right fit will either make or break a successful hire. Anyone working in HR or Recruitment realizes the many nuances of “fit” in recruitment. The idea of “fit” is not as nebulous as one may think. For the recruitment process to operate well it does, however, force

the gatekeeper or decision maker to understand all aspects of the vacancy at hand. Yes, core values and

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moral values must be in line with the general feel of the firm. But realistically these are so common that unless you are on the fringe of society and an anomaly, almost everyone will meet these general criteria.

So what then do good recruiters and decision makers look for? Well...ideally as much as possible. Every single recruit is unique to the lawyers and group the individual will have to work with. Every scrap of info that can be discovered is valuable. The recruiter and gatekeeper will pull together any necessary bits of info needed to make a good hire. Depending on the recruit, the decision maker and gatekeeper may use more or less criteria for different recruits.

Applicants will often not understand why they didn't get the job when they can clearly meet all the job requirements. When they are told that they didn't get the job based on fit they can, and often do, take it personally. So yes, this IS personal. However, you have to trust and take solace in the notion that the people hiring are privy to information that caused them to feel that this would not be the right job for you. Think of it like dating; just because one relationship did not work out, you should never give up trying to find your soul mate.

As much as we have talked about the point of view of the recruiter or decision maker, it is equally important for the job seeker to be concerned with fit. While this is imperative to a successful hire, it is inherently more difficult for a job seeker to arm him or herself with the information they may require. You see, a recruiter and gatekeeper can share information without fear of it being considered judgment. This info, whether one would

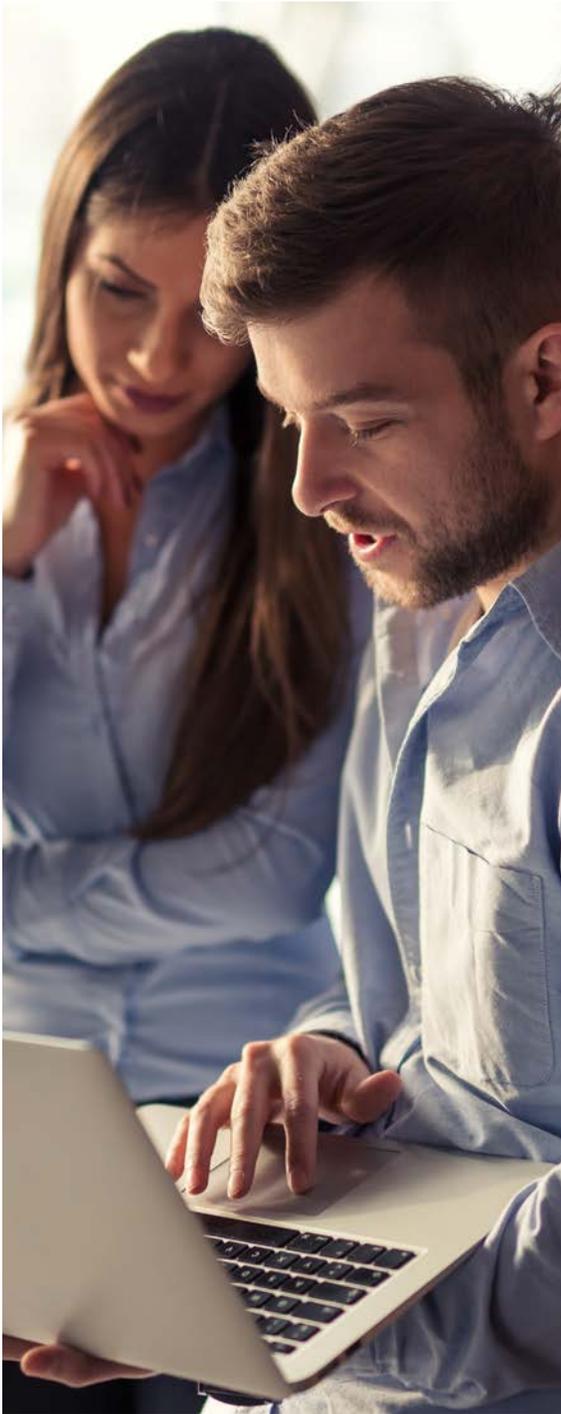
consider it good, bad, or just bizarre, is just fact. However, if a job seeker attempts to seek out similar information, it can have catastrophic results. Being overly direct and matter-of-fact when digging for information may cause the gatekeeper to view these questions as possible red flags.

Examples of such questions are as follows:

- ♦ What is your sick leave policy?
- ♦ Do you have to work overtime?
- ♦ What is your benefits plan?
- ♦ Do you offer a reduced workweek?
- ♦ How long does it take to go from an LAA to a Paralegal?

These are called "what's in it for me" questions. You should go through your list of questions and only keep the ones where the answer will affect your decision to pursue or not to pursue the job. If it won't, the information can be found out once you start working at your new job.

So in a nutshell, fit is this complex set of the pieces of a puzzle. During any given recruit, either member may use any number of pieces.



# Should I Stay or Should I Go? Why People Quit Their Jobs

Why would anyone quit their job, especially in times of economic instability or downturn? The reasons might surprise you. Most of us would assume that employees are motivated by money, by greener financial pastures elsewhere. The answers are less obvious. Studies, reports and top ten lists all point to some common reasons that people opt for the exit interview.

## The Boss

Relationships with the boss or supervisor can make or break an employee's experience at a firm. The boss sets the tone and creates the work environment. Management practices that leave employees feeling overworked and undervalued, with little feedback or coaching, and few opportunities for growth within their chosen fields all undermine employee confidence, commitment and motivation. Ultimately they will move to where their hard work and loyalty is appreciated.

## Corporate Culture

Employees thrive when their personal values are in sync with those expressed in their company culture. But when these values collide, they dread the workday and their role at the firm. Work/life imbalance, toxic relationships, competition versus teamwork among co-workers, and favouritism all eat away at a person's attitude towards their job.

## Challenge

Everyone comes into the workplace with some skills and abilities, and most want to grow and develop these over the course of their careers. Opportunities for professional development, promotions and increased responsibilities

are key to their sense of accomplishment and contribution. Without a visible path for continued growth within their organization, they will seek it in another workplace

## Meaning

People want their contributions to matter, to have meaning in the greater scheme of the organization. Demands on employees are often high, with long hours and tight timelines. A lack of appreciation for their efforts will leave them questioning their value to the firm.

These are just some of many reasons people leave their jobs. The reasons people stay are simple and telling. They are happy with the work they're doing. Their needs for challenge, meaningful work and a sense of belonging are met. And they get the needed support and recognition.

We will always seek bigger, better, brighter opportunities. Ideally these can be found right where we are.



## High Costs Living and Working in Greater Vancouver

At any dinner party or social gathering in the Vancouver area, conversation inevitably turns to real estate. Numbers fly as those already “in the market” embrace the rocketing prices, while others wonder how they will ever purchase a home. Some quietly plan their relocation to more affordable regions in Canada.

Vancouver’s sky-high housing costs can be a considerable hurdle in attracting new recruits and talent to a firm. According to a recent report from Vancity\*, the cost of Metro Vancouver housing jumped by 63% between 2001 and 2014, while salaries only rose by 36.2%, placing the dream of home ownership on hold for many workers. While comparable to housing costs in the global context, local prices and rents are increasingly difficult to manage for all but the most senior level workforce.

The Vancity report states that by 2025, the household income required to maintain the average mortgage will be \$125,692. If current trends continue, the only occupations still able to afford housing in Metro Vancouver at that time are senior business, construction, and engineering managers. It is safe to assume that senior members of law firms would be included in this group.

Senior executives relocating from other regions are often faced with sticker and lifestyle shock. Moving from a 4,000 square foot home into a small bungalow for the same cost is not an easy decision. Meanwhile, highly educated and mobile Millennials are migrating out of the Vancouver area at a greater rate than those

arriving. Many good people leave when they realize they can make more money and live more cheaply in other cities.

This shift in worker demographics could have a seismic impact on a firm’s operations as junior members and support staff are essentially squeezed out by housing costs. They will either move to less expensive suburbs with long commutes, or leave the region entirely.

Attracting and retaining new recruits in such expensive areas requires creative solutions. Some companies promote the appeal of downsizing into a luxurious downtown condo, or enjoying the family amenities of suburban life. In every HR department and corporate boardroom in the Vancouver area, real estate should be considered when attracting and retaining talent.

*\* Vancity report, Help wanted: salaries, affordability and the exodus of labour from Metro Vancouver, May 2015*



# Big Fish. Small Fish. Choosing the Right Firm for You.

When faced with the choice of working in either a large or a boutique law firm, take time to look inward for answers. There are myriad of arguments that favour one type of firm over the other, but it will be your own innate preferences and traits that will determine the best fit.

## Large Firms

Large firms are stable, well established, with brand recognition, solid reputations, and internal supporting departments such as marketing, human resources and administration. Their work is diverse, with a wide variety projects cutting across a mix of industries. Such firms tend to deal in big issues and high end casework, and can support large teams, and management and administrative support. Many lawyers are attracted to large firms for the learning and training opportunities, quality of work, and the career trajectories within the firm. For some, however, the bureaucracy can feel stifling, the size of staff impersonal and the chances to work directly with senior lawyers, limited. Those in management positions often experience challenges if their firm has multiple offices, requiring adherence to policies afar or long distance teams or reporting structures.

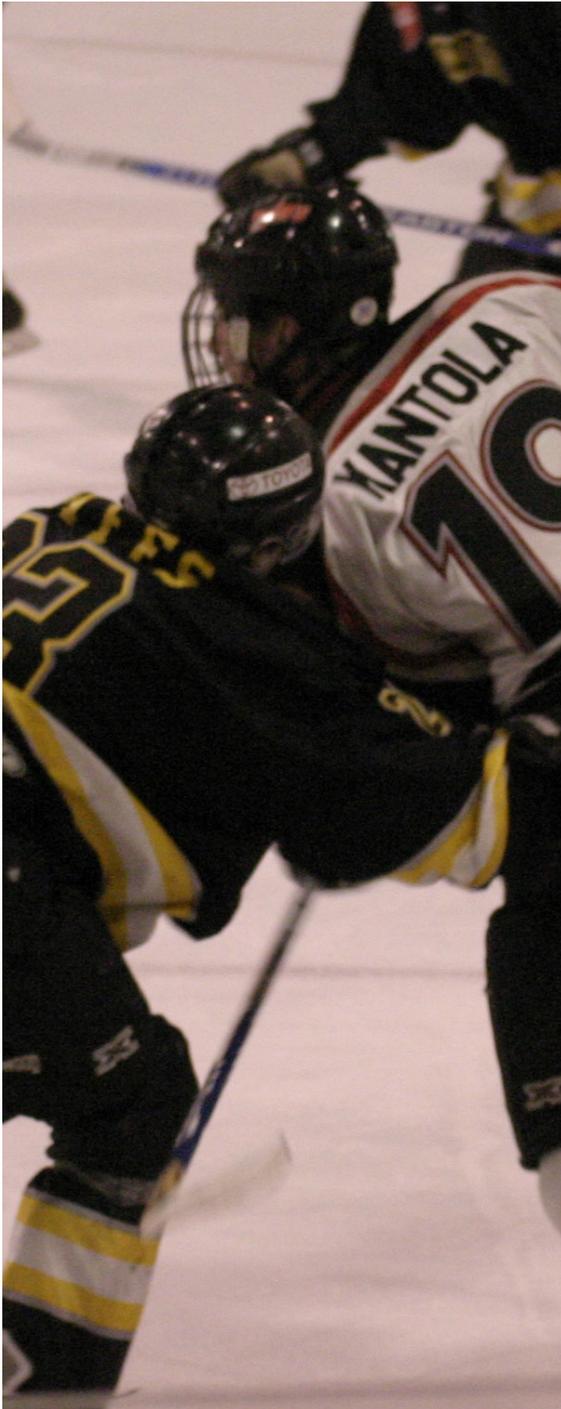
## Boutique Firms

Many boutique firms have established themselves as leaders in specialized areas of law. By focusing on niche areas, these firms deliver a small number of high quality services to their clients. With less office infrastructure and hierarchies than their large firm counterparts, boutique firms can respond

to client needs nimbly and creatively. Smaller teams mean lawyers have more direct contact with senior colleagues and clients, and going to court, so learning comes from doing. But firm members are also expected to handle administrative tasks as needed, and have fewer hands to share the workload when things get critically busy. Many do without an assistant. Managers gain valuable experience in this environment, but can be challenged with more limited budgets and human resources.

What kind of environment would you thrive in? Where do you see yourself in 5 or 10 years? All types of firms have something to offer. Whether you're happiest as a big fish in a small pond, or a small fish in a huge school, you'll hone your craft and move forward in your career.

Consider, then choose the best fit.



# Concussions Affect Teen Performance

A [new study](#) proves teenagers recovering from concussions or mild traumatic brain injuries may have difficulty with schoolwork until the brain fully recovers. Concussion can cause a wide range of difficulties in thinking and reasoning, including problems with memory, difficulties with language, and emotional imbalances.

239 students were medically evaluated one month after experiencing a concussion.

Of the students taking part in the study, those who had not yet recovered from their concussion reported experiencing a wide range of difficulties at school, including headaches, fatigue, and trouble concentrating. Almost ninety percent reported that their concussion symptoms were interfering with their life at school.

## What should parents do if their child suffers a concussion?

According to Jefferey Mjaanes, M.D., Director of the Chicago Sports Concussion Clinic, following proper concussion treatment guidelines can mean the difference between recovering in just weeks, or taking several months.

- ♦ **Physical Rest** – After a concussion, limit activity and make sure your child gets lots of rest and sleep until symptoms resolve.

- ♦ **Mental Rest** – Your child should avoid electronic devices, phones, games, TV or computers until symptoms improve.
- ♦ **Monitor Symptoms** – Listen to your child and respond to anything that appears to worsen his or her symptoms.

Read Slater Vecchio's previous post, [Parent's Guide: Youth Sports Concussions](#), for more information.



Slater Vecchio LLP is a Vancouver personal injury law firm. Learn more about our firm by visiting [Facebook](#), [Twitter](#), [LinkedIn](#), [Instagram](#) and/or our [website](#).

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