



Featured in the *National Association of Legal Search Consultants Winter 2025*

The Fall Symposium was packed with useful takeaways, and some of the highlights include:

1. Use of AI – AI is primed to be front and center in the legal field in the coming years with 79% of lawyers believing that it will be transformative to their practice. It’s time to start understanding how it can be a beneficial tool for you and maximizing its benefits. Whether you’re tapping into Chat GPT (best for creative writing), Gemini (best for research), or Claude (best for reasoning/ethical matters), the most important thing to remember is everything AI gives you should be treated as a first draft; humans **MUST** verify. It’s best to think of AI prior to editing as “mad libs gone wild” and if the input is garbage, that will be reflected in the output.

2. Cultural IQ – Emotional Intelligence (EQ) is different from Cultural Intelligence (CQ) and often is insufficient when addressing cross-cultural challenges in the workplace. EQ is focused on the ability to identify and manage your own emotions and the emotions of others. Cultural Intelligence (CQ) is the ability to relate to and communicate effectively with people from other cultures. Both EQ and CQ hinge on empathy. Neither is stagnant, and like any other skillset or muscle, they can be strengthened with focused practice.

3. Portal Collaboration – Online portal submissions are here to stay. There has been a huge influx of agency recruiters to the legal market, and portals are necessary to protect against double submissions and make internal law firm recruiters’ lives more manageable. So, what is the best way to streamline the process of using them productively while maintaining our personal connections and relationships? If you’re an agency recruiter, having and maintaining a personal relationship with your internal client contacts is the only way to set yourself apart; reaching out after submissions is the best place for agency recruiters to add value.

4. Career Transitions – The top qualities candidates and clients seek in their agency partners are trust and credibility, relationship building over time, knowledge about the other (no surprises), true partnership (feeling like you’re in this together and what’s best for you is best for them), help uncovering the unwritten rules (for candidates), and being a real matchmaker.

5. NALP Lateral Market Trends – There are fewer attorneys in the private sector, and the candidate pool is much smaller than it’s been in years past. Consequently, the need for recruiters is at an all-time high, but the job also is increasingly difficult. Various factors are contributing to this reality, including but not limited to the declining size of law school classes, Gen Z grads more likely to work in public interest, a growing pay gap between large and mid-sized firms, and—last but not least—merger activity. The impact of recent Supreme Court decisions will have ripple effects on the makeup of future law school classes, potentially making diversity hiring efforts at law firms even more important.

## Top 5 Takeaways from the NALSC 2024 Fall Symposium

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We look forward to learning from the industry experts, both featured speakers and our NALSC Community colleagues in attendance, at the upcoming 2025 Annual Conference. See you there!