**Court Leader’s Advantage Video Podcast**

**Situation/Question Time Marker Sheet**

July 16, 2024, Episode

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| 2 minutes  32 seconds | In previous episodes, panelists have cited courts not offering flexible scheduling, reluctance to allow hybrid work, and lack of career advancement as reasons job seekers turn down employment with the courts. Here are five work factors. Pick out the number 1 and number 2 items in importance to young job applicants and say why they see them as important.  Flexible work schedule  Better Career Development  Cost of Living  Better work-life balance  Innovative technology |
| 9 minutes  41 seconds | Courts have been severely criticized in the last few years. Do you think that this has affected recruiting new employees? Is there anything we can do to counter its effects? |
| 14 minutes  46 seconds | One important work factor is the need for improved career development. What does your court offer and where could it improve? |
| 21 minutes  45 seconds | One method of career development is mentoring. There is a perception of mentoring as a “one-on-one” activity. This process is fraught with the potential for bias in how the young mentee is selected. Is there a way to guard against bias? |
| 26 minutes  57 seconds | There seems to be a myopia that we naturally cultivate young staffers to become administrators. There are other careers out there, for example, paralegal, treatment court counselor, information technology, probation officer, even court reporting. Does your court try to cultivate talent in areas other than administration? Should we? Do you think this would help the recruitment effort? |
| 31 minutes  13 seconds | What do you see that the next 3 years will hold regarding this hiring crunch? What can courts do to make working for the judicial branch more attractive? |