

Nora Passamaneck

Partner



WILMER CUTLER PICKERING HALE AND DORR LLP

Education (degrees & institutions): JD, Boston University School of Law; BA, Biology, New York University

Company Name: WilmerHale

Industry: Legal

Company CEO: Anjan Sahni

Company Headquarters Location: Boston and Washington, DC

Your Location (if different from above): Denver, CO

Words you live by: Take time to smell the roses

Who is your personal hero? It's a tie between my mom and my dad.

What book are you reading? Four Treasures of the Sky by Jenny Tinghui Zhang

What was your first job? Chimney sweep

Favorite charity: GrowHaus — community-led food justice Interests/Hobbies: Mushroom foraging, live music, stargazing

Family: Married for 24 years, two rescue pups; Mom just down the block



Finding meaning, mentors and setting goals is the path to success in law

I love practicing law – it is a constantly-changing puzzle that I work on with people who are almost always smarter than me. At the same time, work can be stressful, lonely, and all-consuming. Everyone's path is different, but I attribute my success and happiness to these general principles:

1. Be yourself. When I first started practicing law, I had no idea how to be a lawyer. I felt alone because I did not look like everyone else and did not know any lawyers before going to law school. I felt like I was playing the role of lawyer, as opposed to being myself in a professional setting. If I had only known, at the start of everyone's career nobody knows how to be a lawyer. Understand yourself, what you have accomplished and what you can learn by living in the moment. Stop worrying about what others think.

- 2. Take control of your career. It's easy for the years to fly by without ever really evaluating how you want to shape your career. At the start of mine, I felt lucky to land a Big Law position that would help me pay my school loans. But I would not have been able to answer two simple questions: (1) What did you learn this last year? (2) What are my goals for the year and how am I going to achieve them? I now ask myself these questions every year, taking stock of what I have done, making specific goals, and determining a plan to achieve them.
- 3. Find true mentors. Everyone stresses the importance of mentors, and I would not be where I am today without mine. My mentors not only provide me with a sounding board and reality check, but advocate for me, push me out of my comfort zone, and give me tough

love when needed.

- 4. Create connections. Practicing law doesn't have to be lonely. I feel lucky to be surrounded by people who are both brilliant and kind. I invest time in my teammates, my officemates, and the greater legal community. These connections create a network of support - whether I need help on an emergency project, a gut-check, or just a moment to vent.
- 5. Find meaning in your work. It's perfectly natural not to feel passionate about what you do every day. I most enjoy working with a team toward a common goal and seeing my teammates develop their legal skills. I also find meaning by mentoring law students and associates to navigate the profession. These soft yet still critical aspects of my work are what make me want to come to work each day.

