Rachel Buurma: What was or maybe even remains challenging. But what did you learn in that first job that you use?

Marissa Daivs: That I'm even still taking with me and thinking about to this day. First and foremost, I think I learned that ... there are different ways that you can, that you are asked to show up at least in a workplace. And when I say that there is, there are certain expectations that are had of you in terms of what it is at two you need to do to perform the job well. And if at any point there is a perception or the reality that you aren't performing the job well, the rest of who you are doesn't really matter. I didn't realize that, I think coming in, I thought okay people will get to know the fullness of me and once they got to know all of me then they could have a better understanding for why I do things the way I do them. You know, for example, one of the things that I was tasked to do as a paralegal at this firm being detail oriented was, was a very important part of the job and going in I certainly had some attention to detail, but it wasn't something that I prioritized as much because in my mind it was better to think about the bigger picture and the different pieces would come together one way or another as I thought about the bigger picture.

Learning that at least within this particular experience, my job wasn't to be the big picture thinker. My job was to be the detail oriented person. It was to support the individuals who are the bigger picture thinkers of folks who had to think through what kind of legal theory they're going to incorporate in their briefs or how to think about addressing a particular case. So while it was certainly, it could be additive, that I had a particular thought or on a case, first and foremost I had to do the job well at making sure that the case files were organized well. That I knew exactly where to find the different documents that the attorneys needed. I think shifting my focus and reality from being used to being the person that people wanted to hear from, you know, to hear my ideas, to actually focusing on doing this, this specific piece of this job well was a tough experience for me.