

# Eissenstat in INTA News: 5 Takeaways on Bridging Generational Gaps from the Law Firm Committee Idea Exchange

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Law firms must adapt to the changing expectations and values of Millennial and Gen Z attorneys to effectively recruit, retain and develop talent. Haynes Boone Associate Katie Eissenstat highlights key takeaways from an INTA Leadership Meeting discussion on bridging generational gaps in the below article.

Read an excerpt below:

In 2020, Generation Z (also called Gen Z, those born between 1997 and 2012) made up 6.1 percent of the workforce. By 2030, this number is predicted to increase to a whopping 30 percent, according to an article by Chloe Donelan entitled “Gen Z In the Workplace: How Should Companies Adapt?,” which appeared in the Johns Hopkins University blog entitled “Integrative Learning and Life Design.” This striking estimate serves as a wake-up call for industries worldwide, and the legal profession is no exception. The next generation of lawyers is coming, bringing with them a distinct shift in priorities from prior generations.

At INTA’s 2024 Leadership Meeting in New Orleans last November, the need to address generational shifts within law firms took center stage during the Law Firm Committee’s Idea Exchange on Bridging Generational Gaps. The session underscored that law firms cannot wait to embrace this incoming generation of lawyers—and to recruit and retain top talent, firms must anticipate the needs of the next generation now.

## Idea Exchange Summary

The Idea Exchange discussion highlighted a dramatic shift in the generational legal landscape. Gone are expectations of unwavering loyalty to a single firm; law firms today are perceived as quick to write off or part ways with associates who don’t immediately meet expectations or demonstrate profitability. Millennial and Gen Z attorneys, hyper aware of this possibility, in turn feel no hesitation to explore new employment opportunities at the first glimmer of dissatisfaction.

[Read the full INTA article here.](#)