

# GUIDING PRINCIPALS

A Look Inside Some Inspired Mentor Relationships Shows How These Pairings Build Careers—and Confidence

JILL SCHACHNER CHANEN

**A**ROUND THE HALLWAYS OF SALT LAKE CITY'S PARR WADDOUPS BROWN Gee & Loveless, it's not uncommon to find a line forming outside the office of name partner Clark Waddoups. That's where firm lawyers—associates and partners alike—wait to get a bit of advice from a man many call their mentor. Waddoups, they say, has that rare ability to teach and inspire. It's a quality that few lawyers possess, but one that many desperately seek out in a profession founded on the notion of apprenticeship. Finding that one true mentor—a teacher and kindred spirit—is no easy proposition. But when a match works, it can become a truly inspirational relationship.

*Waddoups on mentoring:* Sometimes it's easier just to pick up your kids' rooms than to get the kids to do it. The same is true with lawyers. Sometimes it's easier just to write the brief yourself or go to court yourself. But you have to say to yourself that the future of the practice is in these young people. And if you are going to turn the firm over to them, you have to say that part of the job is to train them. Not just the skills, but everything that goes with it: credibility, preparedness, diligence.

*McHugh on Waddoups:* He is the Jedi lawyer. Nothing rattles him. Bombs could be going off, opposing counsel could be screaming, and he never gets rattled.

*Durrant on Waddoups:* He is intellectually strong and does not allow himself to be pushed around or walked over. But at the same time, I've never seen him be belligerent with opposing counsel or an opponent or belittle them. To me, it is inspiring to see that someone who elects to practice in that kind of style, with an unflinching commitment to honesty and professionalism, can be so successful in the practice of law.

**THE MENTOR:** Clark Waddoups (seated) of Parr Waddoups, Salt Lake City  
**THE PROTÉGÉS:** Carolyn McHugh (top left) of Parr Waddoups, Utah Supreme Court Justice Matthew Durrant (top right), Utah Supreme Court Justice Jill Parrish (seated)

*Parrish on Waddoups:* Clark was always willing to explain things, to talk strategy. He didn't just tell me what to do. When I was a young lawyer, we talked things through and strategized so that together we could come to a conclusion.

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