



What is the Delta Model?

The Delta Model is at once a competency model, framework, and tool for the 21st-century legal professional. The Delta Model reflects a holistic understanding of the legal profession by highlighting three broad competency areas: The Practice (knowing, research, and clearly communicating the law), The Process (delivery legal services effectively and efficiently), and the People (relating to and understanding your clients, your colleagues, and yourself). The development of the model is described in the article, *Legal Intelligence through Artificial Intelligence Requires Emotional Intelligence*, 35 GA. ST. U. L. REV. (2019). Available at: <https://readingroom.law.gsu.edu/gsulr/vol35/iss4/4>

What research informs the Delta Model?

The competency areas highlighted in Delta Model are based on established research such as the Carnegie and MacCrate report, Shultz & Zedeck's 26 Predictors of Success, IAALS's Foundations for Practice, and contemporary commentaries by thought leaders such as Michigan Supreme Court Justice Bridget McCormack, Luci Bassli, and Professors Juliana Hatfield, Margaret Hagan, and Bill Henderson. In addition, Thomson Reuters sponsored original research validating the model for the White Paper, *Adapting for 21st Century Success*, <https://legal.thomsonreuters.com/en/forms/delta-model>

How can I use the Delta Model?

Most recently, Professors Cat Moon and Alyson Carrel have launched the project, Design Your Delta™, which uses human-centered design principles to support legal professionals, law schools, law firms, corporate legal departments, and organizations interested in charting a course for a thriving 21st century profession.

Design Your Delta™ can:

1. **Reflect on individual growth areas:** Use our Design Your Delta worksheets to guide individuals in a self-reflection exercise that will map career goals, identify growth areas, and provide an individualized playlist of offerings to explore that match growth areas.
2. **Legitimize current initiatives:** Use the model to provide legitimacy to programming and help participants understand the value of discussing skills found on the model.
3. **Assess past and current initiatives:** Use the model to reflect on current initiatives and ensure they cover a holistic set of skills.
4. **Develop future initiatives:** Use the model to plan future initiatives with intention and ensure that a holistic set of skills is covered.
5. **Design holistic initiatives:** Design your organization's Delta, by identifying which core competencies are important to your organization in each of the three areas on the model, and the depth of skill someone must have in each identified competency.