President’s Column, by Brent Bernau

Last month’s SANDALL Workshop came off without a hitch and provided participants with illuminating insights into our own and each other’s Myers-Briggs psychological types. For example, where one of the small groups saw emotion and feeling in an image, the small group next to them saw things and objects—no feelings or emotions at all. And each of the other three small groups saw different things, rooted in their shared psychological type.

Yet, all types share common workspaces and interact with one another in and out of the workplace. The workshop provided participants with tools to make those interactions and experience more successful. And every participant now knows not to hug me!

Fellow Californian Ron Wheeler, University of San Francisco, was our AALL VIP. Never known to be dull, Ron’s participation in the workshop livened things up much more than one would expect of an AALL VIP. And, of course, he fostered a dialogue on a couple of the current big issues on AALL’s agenda.

Vice President Barbara Glennan did a great job organizing the Workshop, Betsy Chessler provided a wonderful meeting space at MoFo and our Social Responsibilities Committee collected Food Bank donations. And we appreciate the support provided by our sponsors and exhibitors: CEB, West, LexisNexis and FactSet. Thank you.

Grants

The SANDALL Board and Grants Chair Brent Naritomi were happy to award workshop grants to members Jan Hedlin and Robert Wickman, both of Thomas Jefferson School of Law Library.

I must say that I was disappointed that absolutely no one applied for any other grants. The Board worked as quickly as possible to get word out that we would support our members with grants to attend any professional conference of their choice. For the fall, this included three other October conferences or workshops: SLA-SD, the Legal Marketing Technology Conference and the Internet Librarian.

Perhaps we didn’t move quickly enough in changing our grant policy and announcing it to our membership. Or perhaps with all the staffing and budget cutbacks, our members simply can’t take the time to participate. At any rate, the offer still stands. The Grants Committee will entertain applications for any professional conference you think would be useful and wish for some financial assistance to attend.

Don’t wait for an announcement on grants available for a specific conference. If you see one that interests you, please alert us by applying.

Holiday Party

Be sure and mark your calendars for our December 5 Holiday Party. We’re going back for more of those panoramic views from the Top of the Park Penthouse at the Inn at the Park in Banker’s Hill. Hope to see you there!
Mud Skippers Complete the 2012 San Diego Mud Run

The few, the proud, the muddy. On a clear, slightly nippy Saturday morning, November 10, 2012, four fearless, maybe-a-little-crazy SANDALL members, Betsy Chessler (Morrison & Foerster), Angie Palacios (San Diego Law Library), Chris Cox (San Diego Law Library) and Shannon Malcolm (Qualcomm), braved the San Diego Mud Run 2012. Held in La Mesa, the 5 K course is a series of pits, tunnels, slides, and assorted obstacles through mud and more mud, followed by more mud. Chris admitted this has been on his “bucket list” (bucket of mud list?) forever. Shannon, a marathoner, had never heard of the mud run, but was completely up for it (and not above splashing his fellow teammates as much as possible). Betsy and Angie just wanted to “try it out”. Now we are all mud run “survivors” as our t-shirts proclaim. (Note from Betsy to Anna Russell. “I promised Shannon I would save you a t-shirt. After two washes, with bleach, it is still brown. Do you still want it?”)

The Mud Run benefitted Sonshine Haven.org and the San Diego chapter of the USO.
Our first mud pit. Chris is charging forth in the front, getting deep in the dirt.
Source: KOGO Mud Run pictures

Betsy and Shannon wading in.
Source: KOGO Mud Run pictures
At our SANDALL Fall Workshop on October 26, 2012, attendees generously donated 23 lbs. of food, which was delivered to our local food bank.
I was shocked and thrilled to win the Kindle Fire HD raffled off at the Fall workshop. And with the holiday shopping season fast upon us, I figured that there would be some of you who’d be interested in what I think of my new toy.

Basically, it seems like Amazon took the consumer feedback from the original Kindle Fire and used it to create a souped-up version. Having had the opportunity to work with the original Kindle Fire, I was able to see the improvements right away. The HD model has a larger screen than the original, and sports a larger bezel, making it easier to hold. The battery life is longer. The power button is better designed on the HD. Located on the top, it is flush with the casing, making it harder to accidentally bump. Another improvement is the volume buttons – they exist now in physical form beside the power button. Before, the volume control was awkwardly stashed under layers of menus. The wireless download speed is greatly improved, as is the screen resolution. The HD sports a 1280x800 resolution and can run 720p HD video. The screen is bright, beautiful and crisp. Speaking of crisp, the sound is amazing. It is loud enough and clear enough that you can watch a movie with another person without using external speakers.

One really amazing feature offered by the HD is immersion reading. This allows you to sync Kindle book text with Audible audio books, allowing you to read the book and listen to it at the same time. You can use Amazon’s Whispersync function to change between the audio book and eBook (or the eBook on multiple devices) without losing your place.

The HD, like the original Kindle Fire, runs Amazon’s customized user interface over an Android OS base (in this case, Ice Cream Sandwich), making for a smooth, fast and friendly user interface. However, it is not flexible or customizable. The major real estate on the home screen is a constantly-updated carousel of recently used functions, be they books, magazines, apps, movies, apps or the web browser. Above the carousel, you’ll find a horizontal menu of categories that will allow you to see what items of each type are available to you, either in Amazon’s cloud or on the device itself.

Even with all of its features, the Kindle Fire HD isn’t really a tablet computer, which I think of as a device that allows users to create as well as consume media. At heart, the HD is a media consumption device, with little option for media creation. And there is nothing wrong with this – heck, the old familiar codex is a media consumption device, too. Just know that you are never more than a couple of clicks away from buying something from Amazon.

And given my fondness for books in any form and a fortuitous gift certificate to Amazon, buying something was one of the first things I did. I found that Amazon’s kindle store offers a wide variety of low priced books, as well as the Kindle Daily Deal – two books (one for children and one for adults) costing less than $5 each. The deals change every day. However the days in which any e-book could be bought from Amazon for $9.99 are over. I bought a new release from an independent publisher for about $15 – still less than the hardback cover price. But what really drew me in were the Kindle Singles – novella-length pieces that retail for anywhere from $.99 to about $3. Pieces range from long-form journalism and essays to brief story collections and novellas. Short story prequels or addenda to popular books can also be found. They are the perfect way to try out new authors, topics or genres.

After having sung the HD’s praises, I feel honor-bound to detail the drawbacks I noticed, as well. You won’t find a power adapter in the box, forcing you to charge the HD by attaching it with the (provided) USB cord.
to a computer, buy a power adapter for $20, or use another adapter and hope it works with the USB cord. Expandable storage is not an option. You are also subjected to ads and “Customers Also Bought” advertisements recommendations when using the HD. You can pay a one-time nominal fee for the ads to disappear, but you’ll need to go deep into the computer’s menus to find the off switch for the ‘recommendations’. I found this very trying of my patience. After attempting to turn them off on my own, I gave up and had Amazon’s customer support step me through it. I found Amazon’s Kindle division technical support to be very responsive, and Amazon provides a wide variety of ways to get in contact with them. While calling (or in my case, chatting) tech support is never any fun, Amazon clearly wants the experience to be as pain-free as possible for their Kindle users.

THE AALL/LEXISNEXIS CALL FOR PAPERS COMPETITION

The AALL/LexisNexis Call for Papers Committee promotes the scholarship of AALL members and of students through its annual "Call for Papers" competition. Papers, which may be submitted by active or retired AALL members, or by students in library, information management or law school, may address any subject relevant to law librarianship. Through the competition, the Committee seeks (1) to promote scholarship of interest to the profession of law librarianship; (2) to provide a creative outlet for law librarians and a forum for their scholarly activities; and (3) to recognize the scholarly efforts of established members, of new members, and of students who are considering a career as law librarians.

The recipients are recognized during an award ceremony at the AALL Annual Meeting. Co-authors of winning papers will share the award. Winners also will be given the opportunity to present their papers in a program at the Annual Meeting of the Association. Papers in the Open, New and Student divisions will be forwarded to the Editor of the Law Library Journal for publication consideration.

The Committee solicits articles in four categories:

**Open Division:** for active and retired AALL members and law librarians with five or more years of professional experience;

**New Member Division:** for recent graduates and AALL members who have been in the profession for less than five years;

**Short Form Division:** for AALL members. Articles in this category will be shorter than a traditional scholarly article, and appropriate for publication in AALL Spectrum, a bar journal, chapter or SIS newsletter.

**Student Division:** for students in library, information management or law school. Participants in this division need not be members of AALL. To submit in this category, you must have been enrolled in law school, or in a library school, information management, or an equivalent program, either in the Fall 2012 or Spring 2013 semester.

Submissions in the Open, New Member and Short Divisions must be submitted by March 1, 2013. Articles in the Student Division must be received by May 15, 2013.

The winner in the Open, New Member, and Student Divisions will receive $650 and the Short Form Division winner will receive $300 generously provided by LexisNexis®, plus the opportunity to present the winning paper at a program during the 2013 AALL Annual Meeting in Seattle! Winning papers in the Open, New Member and Student Divisions are also considered for publication in the Association’s prestigious *Law Library Journal*. 
San Diego Area Law Libraries (SANDALL)

IS PARTICIPATING IN A HOLIDAY CHILDREN’S BOOK DRIVE!

UPLIFT’s Kids at Heart program offers tutoring and mentoring for low-income and racially diverse children in grades K-12. Many of these children struggle in school because of language barriers and poverty. Through tutoring programs, overall reading levels have increased an average of 83.5% in the last two school years.

We will collect children’s books at the SANDALL Holiday Party on December 5th at Inn at the Park:

Books are desperately needed for children ages 12-16 years.

List of Suggested Children’s Books To Donate (but you needn’t limit yourself to these!)

- Geronimo Stilton books
- Captain Underpants books
- Hunger Games series
- Magic School Bus books
- The Outsiders
- Bionicle Adventures books
- The Tomorrow Series
- Kissing the Rain
- Bluford High series
- 39 Clues books
- Keys to the Kingdom
- Nix
- The Giver
- The One and Only Ivan
- Kepler’s Dream
- Freaky Fast Frankie Joe.
- Holiday House
- The Mighty Miss Malone.
- Bink and Gollie: Two For One.
- A Diamond in the Desert.
- Mr. and Mrs. Bunny
- One Dog and his Boy.
- The Lions of Little Rock.
- Kindred Souls.
- No Crystal Stair: a documentary novel of the life of Lewis Michaux
- Three Times Lucky
- Crow
- Pretties/Uglies series
- Speak
- The Book Thief
- The Maze Runner
- A Series of Unfortunate Events
- The Westing Game
- Puppy Place books
- Rainbow Magic
- Judy Blume books
- A Tree Grows in Brooklyn
- Great Gatsby

Contact Benita at the SDCPLL for more info: 619-441-4451
SANDALL HOLIDAY PARTY 2012

Wednesday, December 05, 2012
5:30 p.m. – 8:30 p.m.
Top of the Park
Penthouse - Inn at the Park
525 Spruce Street (at 6th Ave.)
San Diego, CA 92103

CELEBRATE THE HOLIDAYS WITH SANDALL!

We had such a good time last year, we are going back again in 2012!
The Top of the Park boasts unobstructed panoramic views of San Diego Bay, Point Loma, Downtown and the hills of Mexico from the outside decks.

Social Hour: 5:30-6:30 p.m.
Buffet Dinner: 6:30-8:30 pm

REGISTRATION INFORMATION:

SANDALL/SCALL/NOCALL Members: $30
SANDALL Student/Retiree/Unemployed: $25
Non-Members: $35

• To register by check go to http://bit.ly/Usr9F1
• To register by credit card go to: http://sandallholiday2012.eventbrite.com

QUESTIONS?
Contact Barbara Glennan bglennan@cwsrl.edu or
See http://www.sandallnet.org/news-events/
SANDALL Fall 2012 Workshop

**MBTI Discovery & Communication for Legal and Law-related Professions**

This workshop is here reviewed by three different MBTI personality types:
(all photos in these reviews were taken and submitted by Leigh Inman, SANDALL Historian)

Review by Jan Hedlun (ENFP — extroverted, intuitive, feeling, perceiving)

This year’s SANDALL 2012 Fall workshop was held in the well-appointed conference room of the beautiful building inhabited by Morrison and Foerster, LLP, thanks to Betsy Chessler. With many thanks, I was able to attend because of the generosity of the SANDALL Grant Program.

This workshop was centered on the famous MBTI® (Myers-Briggs Type Indicator). Titled MBTI® Discovery & Communication for Legal and Law Related Professions it was aptly facilitated by Christy Cassisa, a former attorney who many of us recognized as a former Thomson West representative. Christy left Thomson West to raise her children and when she became involved with MBTI® discovered a true passion.

The Myers-Briggs Type Indicator is an instrument to help identify personality traits of yourself and others. It allows for understanding the various types people exhibit, and to utilize that information to enhance working relationships and for communicating better with co-workers, patrons, clients and family.

Developed by Katherine Cook Briggs and her daughter, Isabel Briggs Myers, they consolidated and expanded on the ideas of Swiss psychiatrist Carl G. Jung to help them, and others, interpret the people around them.

Prior to the workshop we were all given the opportunity to take a questionnaire that placed each of us into one of 16 personality types that can be used to describe people. When we completed the assessment the information provided four dichotomies (i.e., extroverted vs introverted, sensing vs intuition, etc.). When each of us were provided with our “Interpretive Report” I eagerly turned the page and found out that I was an ENFP. E-Extroverted, N-Intuitive, F-Feeling and P-Perceiving. Those who have participated in the MBTI® will understand this combination as one of 8 preferences which also include I-Introversion, S-Sensing, T-Thinking, and J-Judging. Many of us were surprised by the final result. Although I agreed with my overall assessment I was one of many who had numerous questions that Christy easily answered.

Christy had an excellent power-point program and we were gifted with the MBTI® Introduction to Type booklet. After explaining the preferences she began several activities that highlighted many of the differences and similarities between the SANDALL member participants and our MBTI® preferences.

From the first activity to the last it became quickly apparent how the indicators could be utilized in a work or relationship environment. Broken up into small groups, the first exercise had similar types together who responded to the query of how we’d like to be communicated with. The extrovert group had a long list while the introvert group had a few pointed comments.

Each activity required a different grouping of participants. For one we all stared at a painting. My group began describing it with words linked heavily to feelings (chaos, Mordor, dark, somber, sad) whereas another group saw items (Roman numerals, a cat, a knight). What was intriguing is when I heard them describing the painting in terms of images then I, too, could see and identify “things,” which clearly highlighted the differences between the two perceptions but how we could cross over given the others insight.

As we moved through each exercise it became clear that we were experiencing some form of our preference – either as a combined group of one type; or a group with a mixture and each one emphasized how the differences could explain some of
the issues we might be having with others in our work or personal lives.

Right after our sumptuous lunch break we had the honor of listening to Director of the Law Library and Associate Professor of Law at University of San Francisco School of Law Ronald E. Wheeler who expounded on his role as a member of the Executive Board of the AALL. His enthusiasm for AALL was inspiring and kept me riveted as he spoke strongly of the need for more California representation as the predominance of elected officials comes from other sections of the nation.

We eagerly awaited Christy’s guidance through a few more group efforts, one of which was the opportunity to sit with someone with a different preference and to make the specific effort to speak in their style. Called “Flexing Your Type Style” it took both my partner and I a few moments but we were able to convert our traditional techniques (extrovert versus introvert) into language that was acceptable to each of us. I must admit it was an effort for me to tone down my usual enthusiasm and pick my words carefully while they had to breathe more excitement into their pitch.

Before our day ended we were shown different writing styles of the various preferences and how our types can come across in our words. Then we were each able to pick our very own rubber duckie that appealed to our personas. Mine was a blue with white polka dot alien duck although I deeply coveted one of the pirate ducks as well.

There were generous door prizes, of which I won a See’s Candy certificate (yum) but not the Kindle (darn!). Many thanks to Suzanne Smith of CEB whose daughter, Nicky, filled in for her until she could join us. LexisNexis was represented by Christine Yusi. Unfortunately Elizabeth Osborne was ill and couldn’t be there. But all three vendors contributed to the event and their representatives joined in the activities.

There is really no way to encapsulate the valuable gifts each of us received from this workshop but for a quick summation:

- The workshop was excellent.
- The MBTI® is a priceless tool.
- Christy is a great coach.
- Ronald Wheeler is passionate and funny.
- The food (as always) was superb.
- The event was a great deal of fun and extremely informative.
- And the people (as always) are great!

I can hardly wait for the next event.

Thank you to everyone who put this together and contributed to make it a fun, beneficial learning experience.

Jan Hedlun
Thomas Jefferson School of Law
Library Technician

PS If anyone is interested in an MBTI® assessment contact Christy through Logical Harmony Consulting (http://intentionalharmony.com).
I attended the SANDALL 2012 Fall Workshop, which was held on the prestigious grounds of the law firm of Morrison & Foerster, LLP in Del Mar, CA. Thanks to a grant from SANDALL and very generous funding from Thomas Jefferson School of Law, I was able to participate in this quite enlightening and informative event.

I wound up enjoying my time at this event and was asked to share my experiences there.

The workshop started out with a much-appreciated Continental breakfast and a genuinely friendly meet-and-greet of the participating SANDALL attendees. We all gathered in the spacious conference hall and settled in for the Workshop.

Though these SANDALL events are always educational, this particular workshop was chock full of creative participation, cognitive gymnastics, and intellectual intrigué(!) Our moderator, host and facilitator, Christy Cassisa, J.D., masterfully took control of the workshop early and expertly introduced the attendees to the “Myers-Briggs Type Indicator”. An intimidating title for, what turned out to be, a “not-so-intimidating” form of personality and behavioral test. This “personality” testing technique actually proved quite useful in determining how and why we do the things we do in and out of the workplace.

Based on answers each participant provided thru an online questionnaire before the actual workshop was held, we were informed that these answers provided a window to our inner-most personality traits. Thru my particular answers, I learned that I had “Introverted-Intuitive-Thinking-Judging” behavioral traits (INTJ) … in other words, “classic Lawyer tendencies” (according to Ms. Cassisa). Each attendee learned of their particular Myers-Briggs Type Indicator (MBTI) and seemed equally surprised, aghast, relieved or reassured as to their personality type.

There were many variations of the classic “MBTI” personality which was configured through eight (8) preferences: Extraversion vs. Introversion; Sensing vs. Intuition; Thinking vs. Feeling; and Judging vs. Perceiving. Based on your answers to numerous, calculated questions, your personal MBTI was established. Throughout the workshop Ms. Cassisa explained what each preference meant and exactly how it related to someone’s personality. Due to obvious time constraints and my obvious lack of expertise on the subject, I cannot go into exact detail of how the MBTI works or its particular relevance to each person. However, I can tell you that it was eye-opening. And it was an interesting glimpse into my own psyche.

Ms. Cassisa didn’t stop there, though. She took the group through multiple exercises where she broke us into separate “MBTI groups” to test and utilize our newly found psychological archetypes. Each personality group was given equal time to complete a task, then communicate how these tasks were completed for the rest of the attendees.

There were even designated “spy” factions for many exercises that were tasked to analyze and “study” the other MBTI groups to provide an objective evaluation as to how a particular group worked as a unit.

Needless to say, this seemed unorthodox, but the entire exercise proved to be a big hit with everyone involved. There was an abundance of class-participation after each exercise, with Ms. Cassisa taking on multiple questions from a very eager and inquisitive crowd. How about that..a room full of participatory Librarians wanting to know more about a completely new and abstract research tool … go figure(!) Questions came in fast and furious:

“What happens if your personality traits are completely different from workplace to home...?”

“Will my MBTI change as I grow older...?”

“Is it preferable that similar MBTI’s work together?”

All questions were answered eagerly and succinctly. I, for one, felt that I had learned a great deal about my own personality, as

(Continued on page 12)
After the lunch break, University of San Francisco Director of the Law Library and Associate Professor Ronald E. Wheeler, Executive Board Member of AALL, came up to speak about AALL elections. He urged participation in the electoral process, in that, it is very beneficial for all involved; and that California, in particular would benefit with more elected officials. He also stressed his enduring admiration, respect and appreciation for AALL. Prof. Wheeler was very genuine in his remarks and I believe everyone appreciated his address.

At the end of the day there were door prizes drawn through raffle. Unfortunately, I was not able to win the grand-prize Kindle, nor the runner-up gifts; but, indeed we were all given something very valuable by this workshop ... a newly-found, and intriguing insight into our inner thoughts, actions and personality. We were given a tool to help figure out who we really are and how our personal styles, framed in the context of the Law Library Professional, can help optimize our work product, our working relationships and our communications with each other.
Review by Betsy Chessler (ISTJ — introverted, sensing, thinking, judging)

I’m an ISTJ. I tend toward introversion (but not too much); I like the practical, factual and concrete; I prefer to solve problems logically rather than through feeling, and I am pretty organized. I like to have things decided and scheduled. I like to get on with it. That is my Myers-Briggs (MBTI) personality type, and I think it basically pegs me. I have had Myers-Briggs assessments in the past, but at this year’s SANDALL Fall workshop on October 26, 2012, I got to explore what these preferences mean on a much more in-depth and thoughtful way, with the assistance of our speaker, Christy Cassisa, an attorney and MBTI consultant.

The MBTI preference is a description of personality characteristics that has its basis in the work of Swiss psychiatrist Carl Jung, but was later refined by the mother-daughter team of Katharine Cook Briggs and Isabel Briggs Myers. Myers and Briggs developed a personality inventory that has been used since the 1940s and is considered the gold standard of personality tests, used by Fortune 500 companies and throughout the legal profession. Test takers are assigned one of sixteen four-letter codes.

Your MBTI preference is not meant to put you in a box, according to Christy. It is meant to give you a sense of your personality “comfort zone”. What behavior feels more natural and easy and energizes you? That is what the MBTI test measures. And, as Christy emphasizes, every personality type is perfectly fine. Just like you have a preference for writing with your left hand or your right hand, your personality style will always feel more comfortable. Having said that, you can “flex” your type, and move outside your preference. I did that recently when I took a drawing class. I wanted to get outside my logical left brain and be more creative and unstructured, bringing out that Intuition, or “I” trait. So, your preference does not dictate your behavior, but it does inform your behavior.

MBTI types have been analyzed across professions, and that of course includes lawyers. Lawyers are more often INTJ types. That is, they tend toward Introversion (I) (56.4%), Intuition (N) (focused on big picture) (55.8%), Thinking (T) (logical, analytical) (76.5%) and Judging (J) (organized, methodical) (62.7%). If you work with attorneys and don’t share that personality preference, you may feel frustrated and upset. This is especially true with the “Thinking” and “Feeling” dichotomy. Sixty percent of the general population has the “Feeling” (F) preference, which focuses on empathy, harmony, and compassion, while more than three quarters of lawyers have the “Thinking” (T) preference, which is the tendency to prefer the analytical and objective. You can see how this could result in some interesting office interactions.

The good news is that we can work well with other personality types. And in my opinion, the variation of personality types makes for better teams and better results. This was clearly brought home to me when Christy put us into groups with similar preferences and then asked us to describe an abstract painting. My group was very literal. We were looking for “real” things; we saw a body of water and the number 5. Other groups described how the painting “felt”, that it was ominous and depressing. And one group composed a story of a lady with a glass of wine looking out over a pond. We were all correct, and the collective thoughts made a better whole than the parts. The workshop reminded me that it is our differences that make life interesting, even while they frustrate us, and that true consensus and good work is an amalgamation of those differences. We should embrace that challenge.
Check out our new website!
http://www.sandallnet.org

SANDALL 2012-2013 MEMBERSHIP FORM

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