

# Andrew Fraser 'Never Forgot These Lessons' From His Own Mentors

**A**ndrew Fraser of Laddey Clark & Ryan in Sparta is known in the personal injury practice as someone who asks important questions and offers critical input when presented with a problem, but who also empowers those around him and values their opinions. One colleague said, "Sharing the praise is so important to him because he genuinely takes pleasure in the success of the people he mentors and also recognizes the value of motivating us to become better attorneys and achieve similar success again."

**Is the role of mentor one that you set out to take, or one you happened into?**

I had a few wonderful mentors during the early days of my career. I appreciated the time they spent to teach me how to become a professional and creative trial attorney. I had always hoped I would have the opportunity to pass it along to younger attorneys.

**Why are mentors so important in the legal profession?**

Law school teaches us how to think like lawyers but learning how to actually practice law at the highest level requires mentoring. Without mentors younger lawyers can struggle with the intricacies of our practice, including how to treat adversaries. I appreciated these lessons when I became a Certified Civil Trial Attorney as the application required recommendations from my adversaries. It is a humbling experience. Did I treat my adversaries the way I wanted to be treated, even if at times they fell below that standard? Because of my mentors I was humbled by the recommendations I received.

**Good mentors often have learned from good examples. Who are some people who have mentored you?**

Brian Laddey Esq and Robert McAndrew were two of my most important mentors. Brian was an incredible trial attorney and taught me to be unafraid to try cases. He gave me simple yet powerful advice as I struggled with modest results in our personal injury practice in the early years. Brian told me to, "Keep going, you have all the skills to become one of the best. I have every confidence in you." Robert McAndrew showed me how levity could become an important balance to the seriousness of our practice. Bob sees humor in most situations and he taught me how to be relaxed at trial. To be myself. I never forgot these lessons.



**Law is, for many, more than a full-time job. How does one create time for mentorship?**

I try my best to incorporate mentoring into the full-time practice of law. It has become a natural part of my practice. I try cases with younger lawyers as second chair in EVERY trial. I assign them specific roles including opening, direct and cross examination of witnesses. This is what Bob McAndrew did for me. I never forgot it.

**How are the business and profession of law changing, and are New Jersey lawyers well-positioned for the future?**

Law has changed and most practicing attorneys have become specialists in their area. We recognized this change 20 years ago at Laddey Clark & Ryan and we created practice areas with assigned legal assistants, paralegals and attorneys. The idea is that we all become extraordinarily well-versed in the area of our concentration. It has worked well for us and the change has occurred throughout the practice of Law.