How Effectively Does Your Firm Promote Associates’ Professional Development?

1. Associates go through a formal orientation when they arrive at the firm.  
2. Partners teach associates as they work together.  
3. Partners give associates frequent, prompt, and constructive feedback.  
4. The firm conducts performance evaluations based on explicit standards.  
5. Associates set personal development goals as part of the evaluation process.  
6. Associates have mentors who guide their learning and development.  
7. Partners delegate assignments appropriately and effectively.  
8. Associates have diverse, interesting, and challenging work assignments.  
9. Associates receive close and careful work guidance from supervisors.  
10. Someone monitors associates’ work experience and development.  
11. The firm provides training in the legal skills and practices associates need to do their work.  
12. Associates develop strong relationships with clients through their work.  
13. Associates participate in appropriate business development activities.  
14. The firm gives associates resources, technology, and incentives for learning.  
15. Associates have time for reflection and sufficient guidance for effective learning to take place.  
16. The quality and efficiency of associates’ work measures up to the firm’s expectations.

REGULARLY OCCASIONALLY RARELY

If you did not respond “Regularly” for all of the foregoing statements, then your firm needs to re-examine and strengthen its professional development efforts for associates. Every one of these components is essential for your firm to attract and retain excellent associates, produce superior legal work for clients, and succeed in the legal marketplace. Ida Abbott Consulting specializes in enhancing lawyers’ learning and development. We work with law firms of all sizes to audit, create, and improve professional development and performance management systems, including orientation and lateral integration, work allocation, feedback and evaluation (including core competencies), mentoring, training, and leadership development. If your firm is committed to associates’ learning, development, and retention, we can help you make that commitment a reality.

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