

How Effectively Does Your Firm Promote Associates' Professional Development?

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

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.