LAW FIRM CULTURE SCORE CARD

	Α	В	С	D	F
ATTITUDE					
Looks for ways to make the boss's life easier					
Works well with others					
Offers to help when others are overextended Generally pleasant to interact with					
Rarely complains	\rightarrow				
Approaches new tasks with an interest in learning					
Always does his/her best					
Attempts to perform tasks without over-reliance on others to answer questions				A	
Aims to promote a positive work environment				7	
Greets others with kindness		1			
Appears to enjoy the work she/he does			12		
		7 2			
5-					
		Z			
4 A	7				

	Α	В	С	D	F
APTITUDE					
Drafts accurate, cohesive legal					
documents/arguments					
Provides accurate counsel to clients					
Displays high emotional intelligence					
Presents compelling and persuasive					
legal arguments					
Performs legal research expediently	A				
Understands complex legal concepts					
Can simplify complex legal concepts	1				
into "plain English"/avoids use of					
legalese		9			
Can handle every type of legal case					
assigned from beginning to end					
Can handle every type of legal case		7 //		V 7/	
assigned with few errors				10/9	
Can handle every type of legal case		1		7	
assigned with little to no supervision				1	
Uses good judgment in evaluating case	D.				
outcomes	4				
Understands risk mitigation					
	6				
			1		
	- yr				
7					
7					
		7			
		•			
	N.				

	Α	В	С	D	F
CULTURAL FIT					
Genuinely cares about our clients					
Strives toward excellence in					
performing work					
Values money, status and/or achievement					
Strong desire to win					
Has a fun personality (i.e., passes the "beer" test)					
Can laugh and joke without being offensive					
Culturally inclusive and bias-free					
Presents themselves professionally			26		
Is non-judgmental of others		. //			
Compassionate toward our clients and their plights				1	
Is able to work with others, whether		13		10	
collaboratively or on discreet projects	8				
	1		1.4		
	1		JE		
			1		
4-2	4				
7		7 10			
	1	- 17			
4 4	V."				

THE KEY

A = Always or almost always displays the quality. When new employees start at the firm, I am hopeful that they perform as this individual performs.

B = More often than not displays the quality. This individual is a high performer, with less-than-optimal performance in certain areas of job performance, but still adds far more value than they take away.

C = Sometimes displays the quality, but noticeably less than I would like. The individual is a hit or miss and requires more time and attention than I desire to give.

D = Rarely displays the quality. But for some positive attribute that is critical to the business, and/or my fear/hesitancy to terminate this individual, I would have terminated the individual by now.

F = Rarely to never displays the quality. I have thought of terminating this individual more than once.

