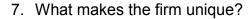
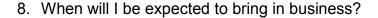
## 8 Things Associates Want to Know and Are Afraid to Ask

By Cordell Parvin on February 25th, 2013

- 1. Other than a number of billable hours, what is expected of associates?
- 2. What kind of feedback will I receive?
- 3. How will I know if I am on track to make partner?
- 4. What is the training and development program?
- 5. What percentage of associates are still with the firm after 5 years?









If you already know that you are expected to bring in business and you would like my help, I am still forming monthly and bi-monthly group telephone coaching groups. I want to limit each group to six participants so that it can be more like one-on-one coaching than like a lecture from me. If you are interested in learning more, contact Joyce at jflo@cordellparvin.com

Cordell M. Parvin built a national construction practice during his 35 years practicing law. At Jenkens & Gilchrist, Mr. Parvin was the Construction Law Practice Group Leader and was also responsible for the firm's attorney development practice. While there he taught client development and created a coaching program for junior partners. In 2005, Mr. Parvin left the firm and started Cordell Parvin LLC. He now works with lawyers and law firms on career development and planning and client development. He is the co-author of *Say Ciao to Chow Mein: Conquering Career Burnout* and other books for lawyers. To learn more visit his Web site, www.cordellparvin.com or contact him at cparvin@cordellparvin.com.

## Cordell Parvin Blog

DEVELOPING THE NEXT GENERATION OF LAW FIRM RAINMAKERS