

[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?
6. What percentage of eligible associates are promoted?
7. What makes the firm unique?
8. When will I be expected to bring in business?



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 *Jenkins & 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.

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