Partner Performance Self-Assessment

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| **Performance Criteria** | **Rating****(?/10)** | **Evidence****(…to support the rating I have given)** | **Areas for improvement**  | **Goals for next quarter** |
| Profitability on work supervised |  | * Profit on fees managed
* Days lock-up
* Write-offs
* Average fee per client
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| Client satisfaction on work supervised |  | * Client retention
* Client complaints
* Client satisfaction index
* Fee growth from existing clients
* On time performance
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| Coaching on work supervised |  | * Staff satisfaction index
* Staff turnover
* Staff complaints
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| Contributions to practice development |  | * New client work won – new work from existing clients and new clients – in target market.
* Specific networking and marketing activities.
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| Contributions to the success of others(outside of immediate team) |  | * Mentoring/support given to broader firm.
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| Personal growth |  | * Specific activities that you have engaged in to develop both your technical and non-technical skills.
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The performance criteria come from David Maister’s book “Managing the Professional Service Firm”.