

PerformLaw Sample Performance Evaluation

Master A1 A2 A3 A4 A5 A6 A7 A8 A9 A10 A11

Sample Firm

Attorney

All

Associate 1 Associate 2 Associate 3 Associate 4 Associate 5 Associate 6 Associate 7 Associate 8 Associate 9 Associate 10 Associate 11 Comp

Overall Practice Level

Quality of Professional Work

Overall understanding of the basic litigation process	3.83	3.20	3.00	2.83	3.00	4.80	3.00	4.00	4.00	4.83	3.60	3.65
Legal writing Skills	3.50	3.20	4.00	3.14	2.50	4.80	3.50	4.00	3.67	5.00	4.25	3.78
Document Drafting Ability	4.00	3.60	4.33	2.83	2.50	4.75	3.00	4.00	4.00	5.00	4.25	3.84
Legal Research Ability	4.00	3.00	4.33	3.14	3.00	4.80	3.00	3.00	4.00	5.00	3.67	3.72
Analytical Skills	4.00	3.20	3.67	3.00	2.50	4.80	3.00	4.00	4.33	4.67	3.25	3.67
Oral Presentation Skills	3.00	4.00	3.67	2.80	3.00	4.80	2.00	4.00	4.00	4.60	3.40	3.57
Negotiation Skills	3.00	3.25	3.00	2.00	2.50	4.75	3.00	3.00	3.33	4.33	3.00	3.20
Overall knowledge of the trial process	3.00	3.20	3.00	2.67	2.50	5.00	3.00	4.00	3.67	4.33	3.50	3.44
Deposition skills	4.00	3.25	3.50	2.00	3.00	4.75			3.50	4.00	3.00	3.44
Motion practice skills	3.00	3.33	3.50	2.25	3.00	5.00	3.00		3.50	4.50	3.00	3.41
Trial preparation skills	3.00	3.00	3.50	2.00	2.50	4.75	3.00	4.00	3.67	4.60	3.33	3.40
Trial skills first chair			2.50	2.00	2.50	4.75				3.33	3.00	3.01
Trial skills second chair	3.00	3.00	3.00	2.50	2.50	4.75		3.00	4.00	4.33	3.67	3.38
Understand of the properation utilization of other lawyers, paralegals and staff	3.67	3.00	3.00	2.33	3.00	4.40	3.00	4.00	4.33	4.20	3.50	3.49
Deadline management and calendaring	3.50	2.80	3.67	3.00	3.00	4.60	4.00	4.00	3.67	4.80	3.00	3.64
Strategic thinking	3.00	3.40	4.00	2.80	3.50	4.80	3.50	4.00	4.00	4.80	3.33	3.74
<b>Sub-total Earned</b>	51.50	48.43	55.67	41.30	44.50	76.30	40.00	49.00	57.67	72.33	54.75	56.38
<b>Potential Points</b>	75.00	75.00	80.00	80.00	80.00	80.00	65.00	65.00	75.00	80.00	80.00	80.00
<b>Maximum Points</b>	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00

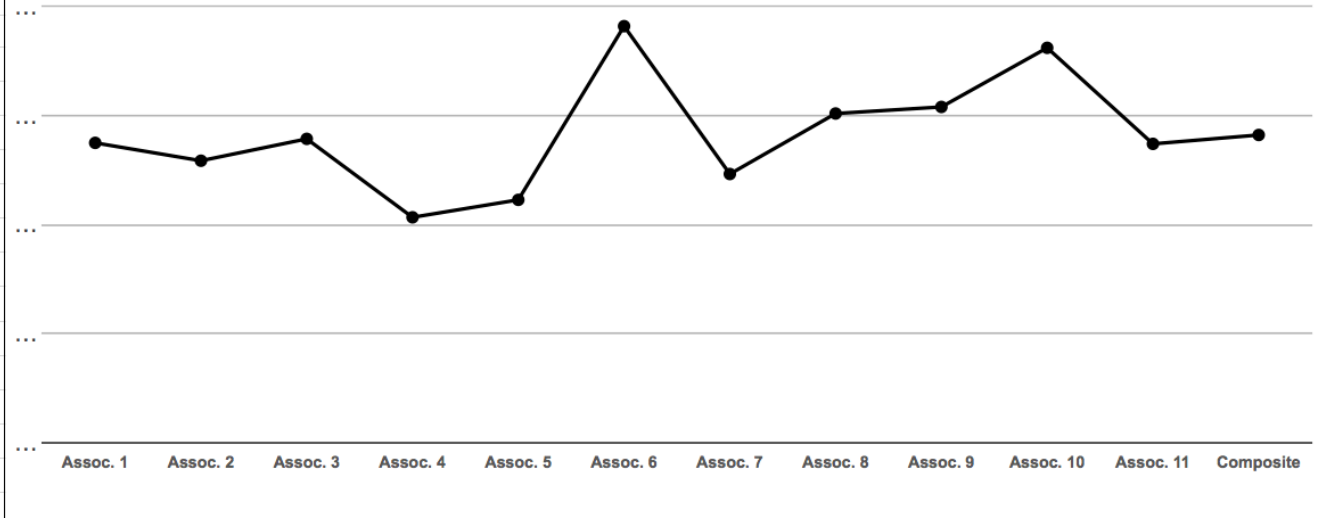
Client Relations and Service

Timeliness of Assignment Completion	3.50	2.60	3.67	3.80	3.00	4.80	4.50	4.00	4.00	5.00	3.25	3.83
Client Communication and Reporting	4.00	3.40	4.00	2.00	3.50	4.60	4.00	4.00	4.00	5.00	3.50	3.82
Follow Through and Meeting Client Expectations	3.75	3.40	3.67	3.00	3.00	4.80	4.00	4.00	4.00	5.00	3.25	3.81
Understanding of the basic dynamics of a client relationship	3.50	3.67	4.00	2.75	3.50	4.80	3.00	4.00	4.33	5.00	3.25	3.80
If applicable, are client billings generally in accordance with client billing guidelines	4.00	3.20	4.00	2.67	3.00	4.60	3.00	4.00	4.00	4.33	4.25	3.73
<b>Subtotal Earned</b>	18.75	16.27	19.33	14.22	16.00	23.60	18.50	20.00	20.33	24.33	17.50	18.98
<b>Potential Points</b>	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
<b>Maximum Points</b>	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00

Personal Development

Development of Professional Skills this Evaluation Period	3.00	3.60	4.33	3.17	2.50	4.40	3.50	3.00	4.00	4.67	3.60	3.62
Development of Practice Area Knowledge this Period	3.33	3.25	4.33	3.00	3.00	4.80	4.00	3.00	4.00	5.00	3.80	3.77
Development of Leadership Skills and Maturity this Period	3.00	3.67	3.00	2.83	2.67	3.60	3.00	3.00	3.67	4.40	3.50	3.30

**Quality of Professional Work - Composite Scores - % Of Potential Points**



**Client Relations and Service - Composite Scores - % Of Potential Points**

