

Attorney Growth & Development Questions

1. What motivates you most in your legal career right now?
2. When you think about long-term career success, what does that look like for you?
3. What practice areas or types of cases would you like to develop deeper expertise in?
4. Are there professional goals or milestones you'd like to achieve in the next 12–24 months?
5. What specific legal or leadership skills do you most want to strengthen this year?
6. What kind of training, mentorship, or exposure would best support your next level of growth?
7. Are there professional development opportunities (courses, conferences, certifications, etc.) that would help advance your goals?
8. What new responsibilities would challenge and grow you in a meaningful way?
9. Do you see yourself taking on more leadership, mentoring, or business development roles in the future?
10. How can the firm better support your long-term career trajectory?

11. If you could design your ideal next phase of growth at the firm, what would it look like?

12. How satisfied are you with the firm's current compensation structure (including salary, bonuses, and other financial incentives)?

If there's anything you would like to see changed or improved in how compensation is structured or communicated, please share your thoughts.