

**Associate Michael Smith
Mid-Year “Soft” Review/Talking Points
Developed by Attorney Smith’s Mentor**

[Date]

- What are Michael’s strengths?

- Do you think Michael is a team player?

- Is Michael a hard worker?

- Tell me a little more about Michael’s work style. What type of environment do you think best suits him?

- In what areas could we best support Michael in his professional development?

- If you have to choose one, which weighs heavier on the scale, Michael’s book/legal intelligence or emotional intelligence? Why?

- What type of personality might create conflict with Michael?

- How would you describe Michael’s temperament?

- What is the one area you think Michael would like to improve?
- What type of projects did Michael get excited about at work?
- How would you describe the % breakdown of Michael's practice?
- Can you give me an example where you've experienced Michael going the extra mile at work?
- What tools does Michael have to deal with conflict?
- Is Michael a detailed or big picture person? Can you give me examples?
- What are three things Michael needs to succeed and thrive in his job?
- Do you know Michael's career aspirations?

- What do you think would drive Michael to leave an organization? What would drive him to stay?
- During your tenure managing Michael, was he ever eligible for a promotion/raise? Did he receive them?
- Would you put your credibility and reputation on the line in recommending Michael? Would there be any caveats?