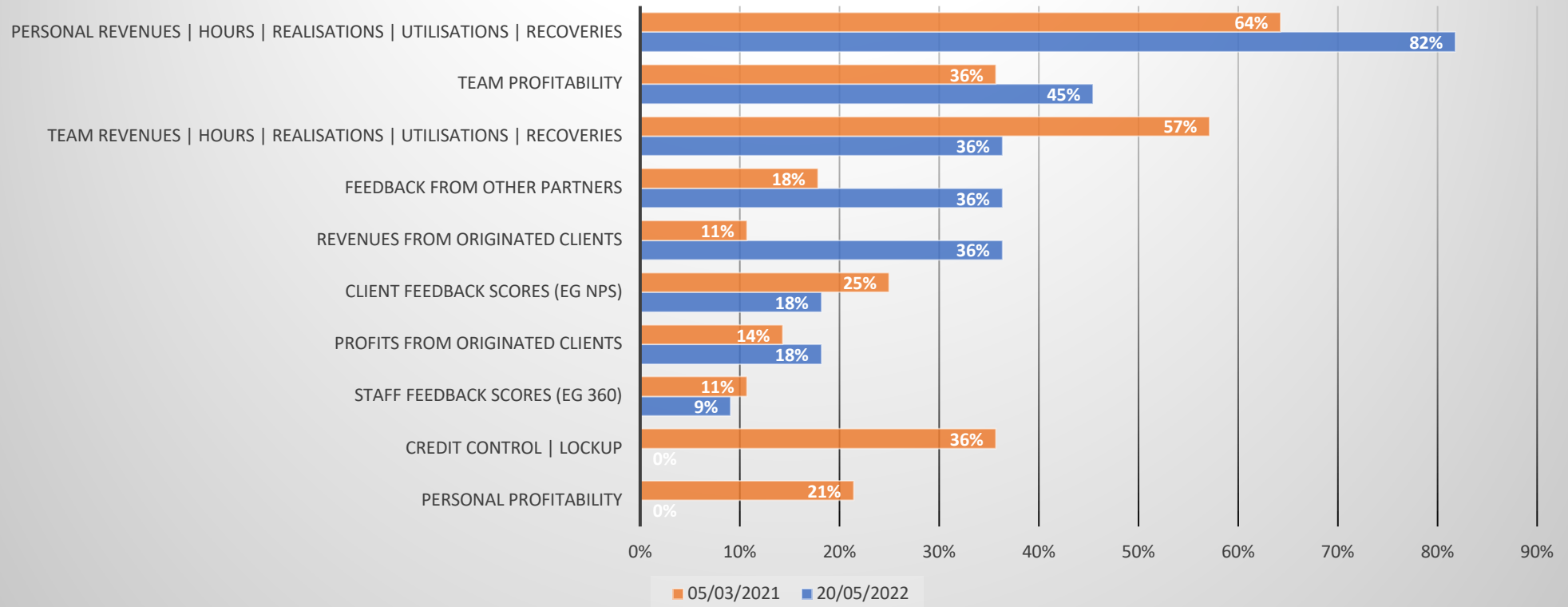




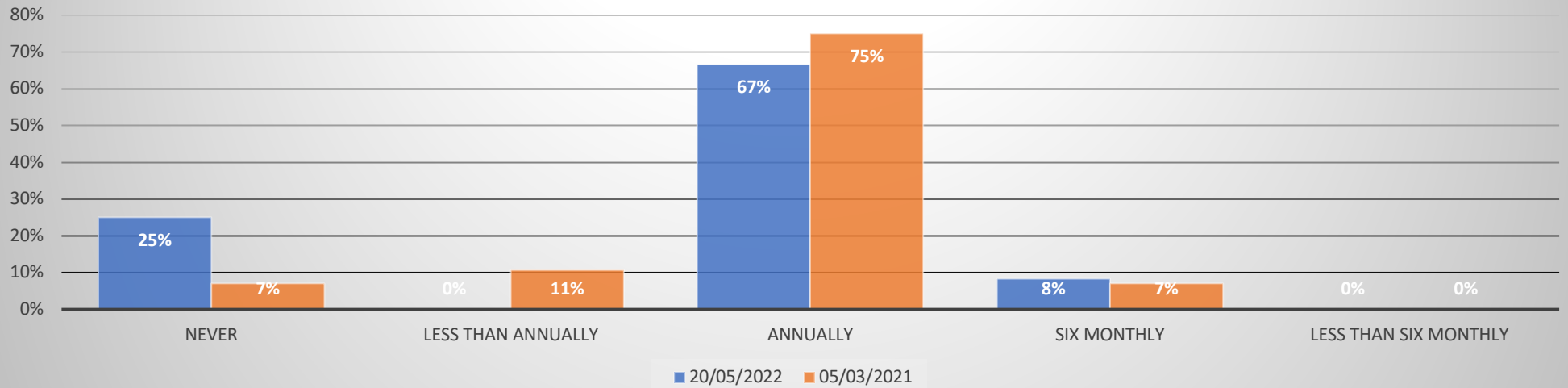
Underperformance poll of 12 CEOs and C-Suite members at mid-sized professional services firms conducted on 20 May 2022 as part of the 'Re-tuning your firm' show.

Which are the THREE most important metrics used by your firm to assess partner/director performance?

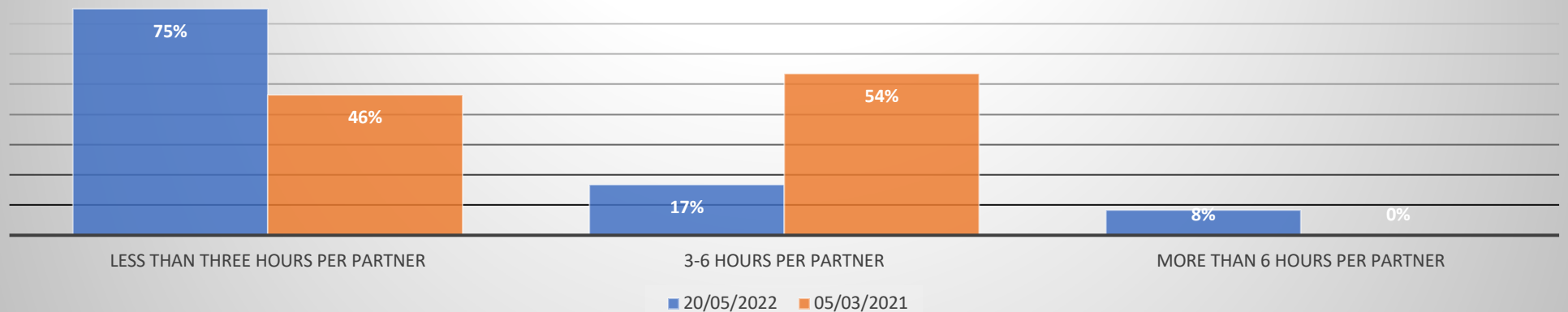


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How often does your firm undertake formal partner/director performance reviews?

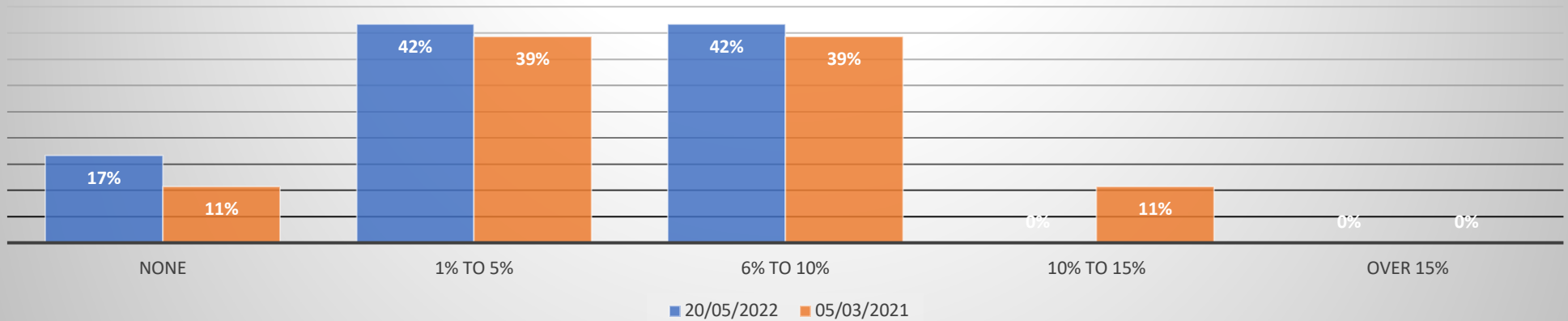


How much time does the reviewer/reviewing group spend on the formal appraisal per partner/director?

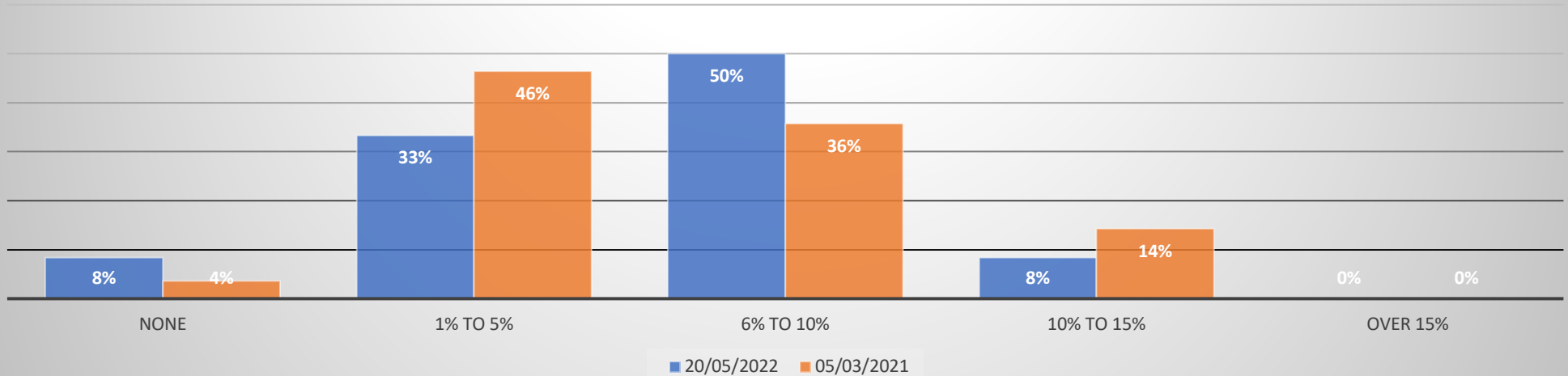


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What would you consider to be a realistic target for the proportion of underperforming partners/directors at a typical partnership?

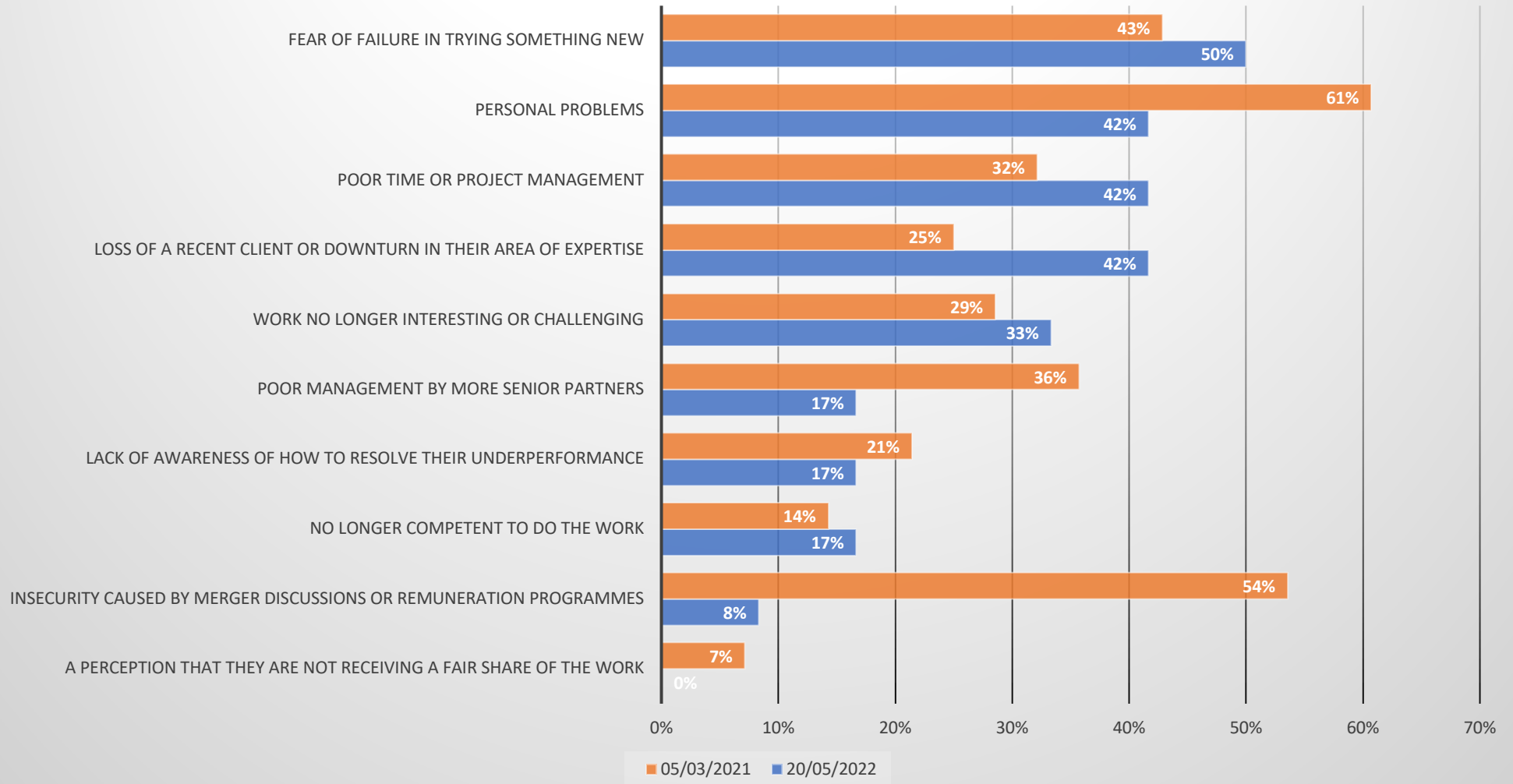


What is your best estimate of the proportion of the partners/directors at your firm that on average are underperforming?



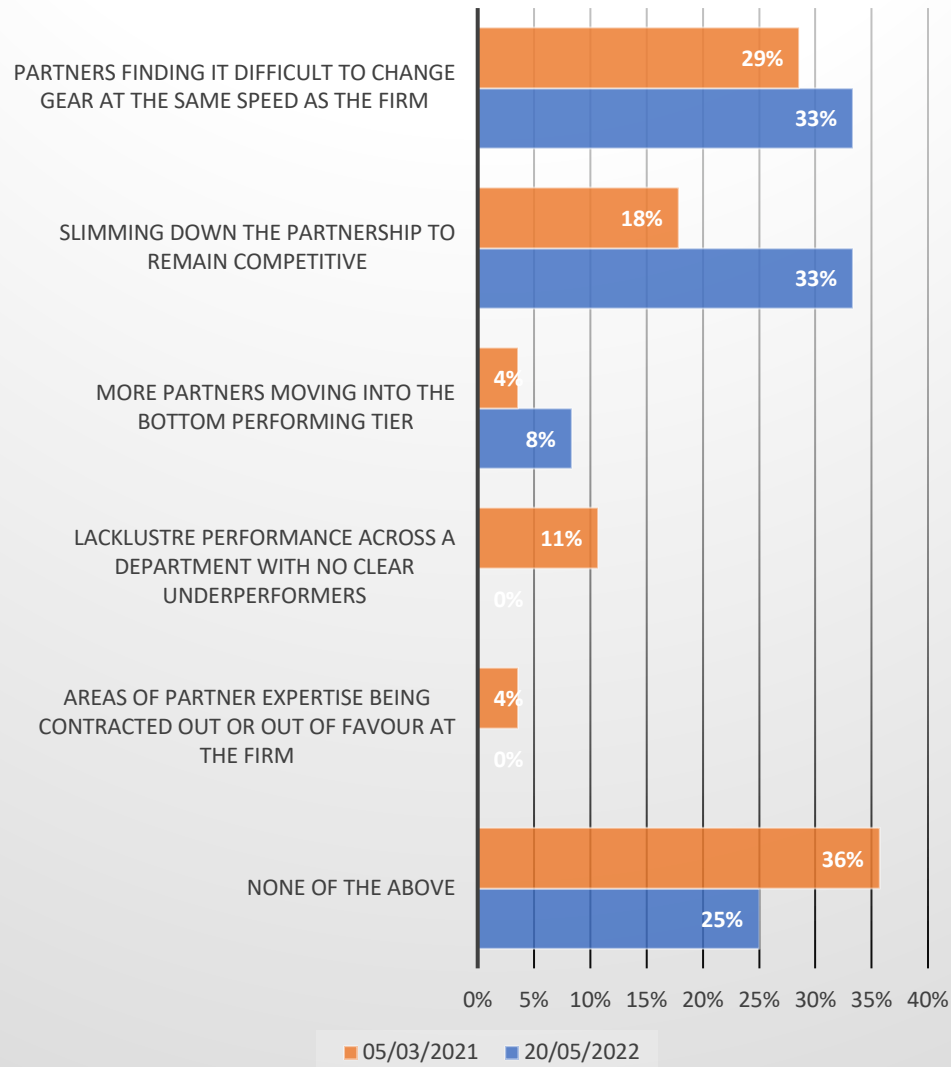
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Which are the THREE most common causes of partner/director underperformance at your firm?

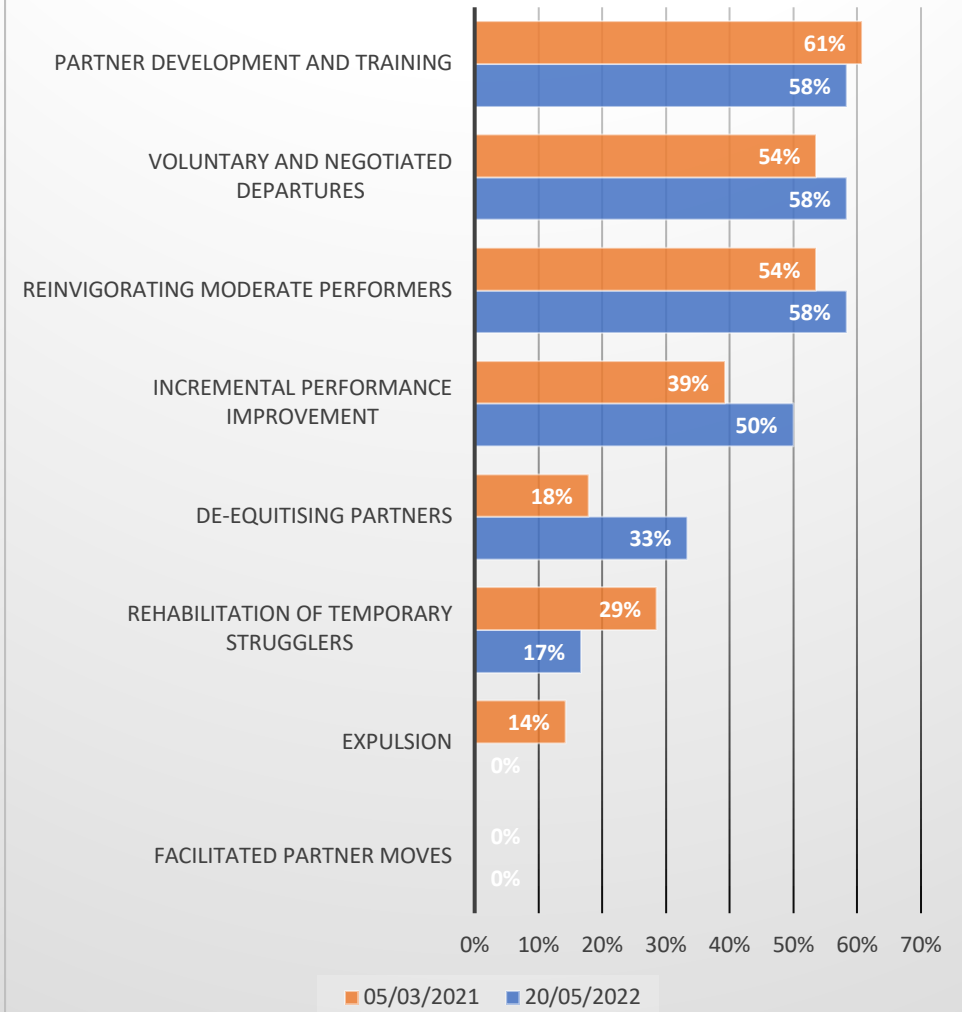


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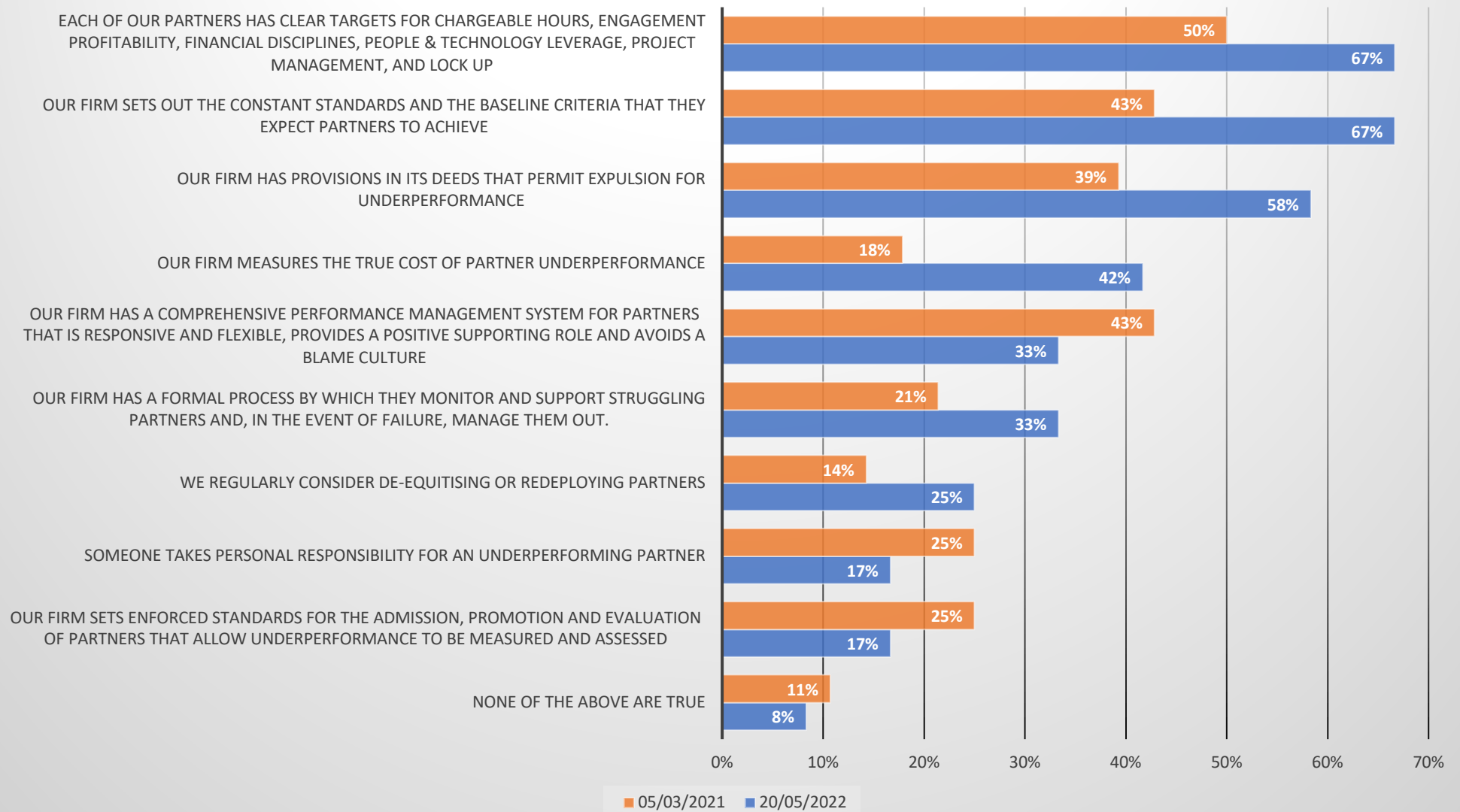
Which of the following trends is most common at your firm?



At your firm, what are the THREE most popular options for dealing with underperforming partners/directors?



Which of the following best practice statements are true for your firm?



Which of the following poor practice statements are true for your firm?

