

EXIT INTERVIEWS & CRITICAL ISSUES REPORTING

“We do exit interviews but we are going through the motions. Lawyers don’t feel they can be candid – they don’t want to burn bridges...”
(Partner, Seven Sister firm)

Exit interviews are conducted at the very time in a lawyer’s career when they are most emotional, unguarded and conflicted about their employment at your firm. Yet due to the very nature of exit interviews, many departing lawyers feel uncomfortable airing their concerns out loud to management. In this way, law firms lose out on gaining important management information that could prevent them from disengaging their valued talent. Phoenix Legal now offers exit interviews and critical issues reporting to help our clients take advantage of this complex time in an employee’s career.

Phoenix Legal consultants conduct confidential, unbiased, customized and in-depth exit interviews founded on our understanding of the unique needs and nuances of your firm, as well as the law profession in general. Having conducted thousands of interviews over the years with legal professionals at every stage of practice, our consultants have acquired unique and valuable insight into the criteria for success in an individual lawyer’s career, as well as into the needs and benchmarks set forth by our law firm clients. Against this background, we will provide you with: customized questions that get to the heart of the issues important to the leadership and management of your firm; an in-depth interview with every lawyer departing your firm; a valuable link between the firm and its alumni programs; and timely reports issued according to your firm’s needs and preferences.

The goal of all exit interviews is not to point fingers or name names: it is to obtain information that is necessary and actionable, as well as an approach designed to help turn lawyers who leave the firm into valuable members of your alumni. Generational issues, retention of women, diversity, and work/life balance – all of these issues impact a law firm’s current profitability and future sustainability.



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Excellence. Professionalism. Trust.

When done well, exit interviews help firms to identify and understand trends in their workplace that require action in order to better improve their work environment.

To Learn More

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