

The Earley Examiner

A Letter from Massachusetts Personal Injury Attorney Chris Earley

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“The leaders who get the most out of their people are the leaders who care most about their people.”

— Simon Sinek

The success of any law firm hinges on its people. No successful law firm was ever built on the backs of average team members. If team members know that you truly care about them, they can flourish. When that happens, a law firm can truly accomplish great things. Here are some ways to show your team that you truly care about their success:

Treat your staff like gold and do nice things for them. These things do not need to be expensive. A small thing I do each Friday is to buy lunch for the office. The team really appreciates this. On a ‘workiversary’, we will celebrate the team member to show them they are appreciated. On their birthdays, we have a party and celebrate them.

Ask them how they are doing. I have quarterly conversations with each team member, rather than have the dreaded review. I take this opportunity to really dive deep to find out how the team member feels about their role.

Give them shout-outs. At our daily morning huddle, if a team member had a win the day before, I make a point to highlight it in front of the group. It brings an instant smile. People want and need to feel appreciated.

Pay them what they deserve. Never, ever be cheap with great employees. If you have someone who is doing a really good job, pay them enough so that they don’t leave you for someone else who is willing to pay them what they are worth. You get what you pay for.

Coach them up. You want to get the very best out of each team member. That does not happen by hope or by chance, but by intention. The only way to get team members to reach their full potential is by coaching them up. This is an ongoing effort.

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Your trust in us to handle your wrongful death, car accident, slip and fall, and workers' compensation referrals is incredibly appreciated. Anyone you refer to us receives our signature 5-star client service called *The Earley Experience* which has led to nearly 600 Google reviews.

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I'm now offering 1-1 coaching to a select number of growth-minded attorneys. If you're interested in learning more about taking your practice to the next level, email me at cearley@earleylawgroup.com for more details.

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SCAN ME

Let's Connect

Let's grab coffee or jump on a Zoom so we can chat about practicing law, marketing, managing and scaling a practice, hiring/firing, referrals, etc. Call my cell at 617 956 2501 or email me at cearley@earleylawgroup.com so we can talk and help one another!

Check Out My Most Recent ABA Article Attached

This month's topic is about just how importance of your reception area.