

# The Earley Examiner

*A Letter from Chris Earley*

May 2021

**As you may know I have a monthly, mailed, printed newsletter that reaches more than 2000 people each month.** However, I wanted to start a letter just for attorneys because we have a really hard job. This is a hyper-demanding and stressful career. That is why I started The Earley Examiner. Each Examiner will provide helpful information that will assist you in sharpening your saw at work, and in life in general. Each month I will write about things that help us as attorneys to practice better and more efficiently, and to have a more enjoyable and profitable career. Each month you can count on helpful client service tips, business management tips, a monthly book recommendation, and other items I think you will find interesting and amusing. I would love to hear your feedback so please email me at [cearley@chrisearley.com](mailto:cearley@chrisearley.com) and let me know what you think!

## Practice Management Tip

**I had to make the really tough decision of letting go of a team member recently.** I am really, really slow and deliberate with hiring. I look for superstars, and there are only so many of them on the job market at any one time.

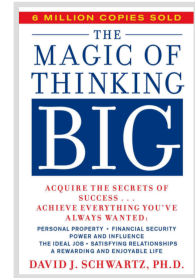
Applicants to any position here have to go through a battery of interviews and evaluations. Most times this system works well in finding superstar employees. However, as with all systems, it is not perfect. Despite putting this now former employee through this rigorous vetting procedure, she ultimately turned out to be a poor fit.

When things like this happen here, I look to identify ways I can improve that system (as well as the processes that make up that system) of doing things. Now, I am reevaluating this system to find out where things went wrong, so that it is improved. Key takeaway: Always be flexible and willing to fix key systems in your business that need to be tinkered with from time to time, to ensure optimal performance and results. What holes can you identify in your practice and business that when fixed, could yield big dividends to you, and your clients? Small hinges open big doors. *Always* look for weakness that can be shored up in your business.

Next month I will write about the system we use here to hire new team members. No team excels with average players. The name of the game is to identify and attract the best players. Finding the right people and putting them in the right seat of the bus is mission critical for any successful business. Hire slow. Really slow.

## This Month's Book Recommendation

Each month I will share a monthly book recommendation. I hope you find it helpful. This month's recommendation is *The Magic of Thinking Big*. This is a seminal book published back in 1959. It inspires one to always, always be bold and *really positive* in the way you think. What stuck with me after reading it is the need to always feed your head with "psychological sunshine." You are what you think about, which this book underscores quite eloquently and effectively. Mindset is really important to me.



## Thank You For Your Referrals!

Referrals are the lifeblood of my practice. Your trust in us to handle your referral is incredibly appreciated not only by myself, but by my entire team. I want to say thank you so very much to the following attorneys for your recent referral:

- Len S.
- Steven R.
- Joseph B.

If you are not already receiving referrals from my office, we need to change that. Email me and put in the subject line "Send me some damn cases!"

## Be Our Guest

Finally, I have started a podcast where I interview lawyers. Let me know if you are interested in being a guest. It is an informal Zoom exchange that takes roughly 20 minutes. If you want to be a guest email me at [cearley@chrisearley.com](mailto:cearley@chrisearley.com) and we will get you scheduled on the calendar.

## Quote of the Month

“If you cannot do great things, do small things in a great way”

Napolean Hill