

Young Lawyers Demand More Feedback, Firms Deliver

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Mindy Herczfeld, Cozen O'Connor's Chief Legal Talent Officer, was quoted in an article titled "Young Lawyers Demand More Feedback, Firms Deliver" in *The Legal Intelligencer*. The article discusses how associates want more than just a yearly review to know whether they're doing well. To meet this demand, Cozen O'Connor is reassessing its appraisal process and is focused on providing more real-time feedback to associates. "They wanted just a little bit more of a substantive conversation about their performance," says Mindy. "People really appreciate the feedback, especially that early in their career. It's a way for them to make sure they're really on the right track."

To read the article, [click here](#).



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