



MIDYEAR PERFORMANCE AND OPERATIONAL REVIEWS

## How Periodical Reviews Lead to Better Interpersonal Relationships

Consistent check-ins on a firm's operational performance not only gives managers an idea of workload but also allows them to better understand their employees' needs and progress.

**BY ISI FRANK ATIVIE**

May 2026

**Finding employees who can perform exceptionally well is one of the most challenging parts of establishing a firm. And knowing whether they progress the firm as it grows can be hard to evaluate.**

That's where the idea of firms formulating midyear or annual

reviews and check-ins comes to fruition, allowing founders and partners to determine whether their employees have successfully executed their feats. These evaluations also particularly aid employees so that they aren't maintaining an overwhelming workload at law firms. The regular assessments give legal executives a greater sense of understanding what they're exactly seeking in an employee or job candidate. And it works the other way too — employees' assessments of upper management should be a factor in the review process.

“There's never a perfect person,” Demesmin and Dover Law Firm managing partner and founder [Jeremy Dover](#) mentions. “There's always ways to improve on what you're doing, including myself. I don't like to grade people as perfect because there are certain times I give it to certain people in certain categories. But we all want to keep on growing and keep improving in some way.”

Dover emerged in the legal field as an attorney in the Miami-Fort Lauderdale area. By November of 2019, Dover made the decision to leave his lead counsel position and start a personal injury firm with business partner and fellow attorney Victor Demesmin Jr.

“

**There's always ways to improve on what you're doing, including myself. I don't like to grade people as perfect because there are certain times I give it to certain people in certain categories.**

After forming connections with doctors, patients and clients, the duo subsequently opened an office the following January. Despite enduring the socioeconomic obstacle of the COVID-19 pandemic, Dover and Demesmin viewed that affliction as an advantage to seek and hire employees for their firm. As of 2026, they have hired nearly 90 staff members from 10 locations nationwide, with six based in Florida and the other four in Illinois.

Dover and Demesmin conduct 20-25 reviews throughout the year of the firm's executive management and attorneys by

communicating with them regularly and determining who is eligible for yearly bonuses. The two typically hold biweekly meetings with their employees. Dover delivers his findings between the months of February and March to give the firm crucial time to consider salary adjustments. He also allows the senior management to examine annual reviews of other staff members with whom they constantly interact.

“If you value the people, they will stay with you,” Dover says. “And honestly, they will help you grow if you have the right people along beside you. The more you value them, the more they will be invested in and be dedicated to their roles.”

Some attorneys don’t believe that performance reviews will help remove the colossal workload from them and legal administrators. “I wouldn’t say [a review] takes the workload off,” TransUnion legal senior counsel [Jessica Imarenezor](#) comments. “But I think it takes the unknown of where you stand performance-wise away, so you won’t be wondering, ‘Oh, am I performing the right way? Am I succeeding or am I just hitting my minimum?’ You’ll know how you’re performing.”

A long-standing veteran in the legal space, Imarenezor served her time as a litigation paralegal, associate attorney and associate general counsel in the Chicago area for over a decade before joining TransUnion in January of 2023. Although it’s a non-legal enterprise, one of the world’s largest credit reporting agencies exhibits a progressive work program for employees to submit their personal goals by the middle of every February and convene in late June or July to evaluate if they have fulfilled their expectations. TransUnion permits employees to grade, comment and evaluate their own reviews to supervisors around early December.

Imarenezor appreciates the benefits of these midyear reviews.

“I like the midyear reviews,” she says. “Because they would tell you, ‘If you want to achieve these goals, this is what you have to do.’ So, I [appreciate] constructive criticism because there’s always someone who knows more than you. I’m definitely one for

enjoying getting feedback and running with it.”

“

**I [appreciate] constructive criticism because there’s always someone who knows more than you.**

For young attorneys, Imarenezor advises they approach reviews prepared with what they want to learn and their own self-evaluation. “Don’t be afraid to ask questions. Be prepared to receive some critical feedback because law school just teaches you the theory of law, not the practice of law,” she says. “And be prepared for your own answer.”

And for managers, they need to understand and know their staff. “Learn who they are in an individual capacity and know what your staff is capable of to know what their strengths are. And have an open mind of communication with them,” she advises.

Providing maximal feedback to all employees may come across as overbearing, but this communication prompts all law firms to assess what needs to change and how they can gradually improve as a business. Both sides of the evaluations benefit from providing consistent feedback, regardless of position or hierarchy.

#### ABOUT THE AUTHOR



**Isi Frank Ativie** is a freelance journalist and writer who covers pieces and stories for media publications as well as different organizations.

[Email](#)  
[LinkedIn](#)

Copyright © 2026  
The Association of Legal Administrators  
All rights reserved