

The Law Firm Decision Drag Checklist

For Managing Partners & Firm Leaders

Identify where decisions stall inside your firm **without** adding meetings, hiring consultants, or slowing work down.

INSTRUCTIONS

Read each statement and mark **Yes / No / Not Sure**.
Don't explain your answers.
This is about noticing patterns, not fixing them yet.

Decision Flow & Ownership

1. Decisions often wait for a specific partner, even when others could decide.
2. Staff hesitates to move forward without "one more approval."
3. Responsibility feels clear after something goes wrong, not before.
4. Important calls default upward "just to be safe."

Timing & Momentum

1. Decisions get postponed until month-end or after reports are finalized.
2. Momentum slows when something needs review or sign-off.
3. Projects pause quietly instead of being formally delayed.
4. Deadlines slip without anyone explicitly extending them.

Information & Visibility

1. Decisions are made with partial information more often than full clarity.
2. Reports arrive after decisions have already been made.
3. Different partners rely on different numbers or dashboards.
4. Gut checks fill in gaps where data should be.

Behavioral Signals

1. Partners feel pulled into day-to-day decisions they didn't plan to own.
2. Staff waits instead of escalating clearly.
3. "Let me take a look" becomes a holding pattern.
4. Friction feels normal—even expected—during growth.

Yes No Not Sure

Reflection Question

If several of these felt familiar, ask yourself:
Is the firm actually short on talent—or short on decision clarity?

Why This Matters

Most growing law firms don't slow down because people aren't capable. They slow down because **decisions pile up quietly**. When decision flow is unclear:

1. Execution drags
2. Partners feel overloaded
3. Growth feels heavier than it should

Seeing where decisions stall is the first step to regaining momentum—without blowing things up.

If you want help mapping decision flow and financial clarity inside your firm,

book a quick 15-minute brainstorm here:

<https://bluebird-partners.com>

No pitch. Just clarity.