



PATENT ATTORNEY

*new year's*

# IN'S & OUT'S

Fellows and Associates

# 1N'S



- Firms that genuinely invest in training, progression and mentorship
- Clear promotion criteria
- Flexible working that's actually flexible
- Supportive partners who value commercial thinking and wellbeing
- High-quality work with clients you're proud to represent
- Transparent conversations about billing expectations
- Firms that embrace modern tech and efficient workflows
- Cultures where collaboration beats hierarchy



# OUT



- "This is how we've always done it"
- Undefined partnership tracks
- Excessive billing targets with little support
- Being pigeonholed into one narrow technical area
- Burnout disguised as "commitment"
- Lack of feedback or career direction
- Firms that talk about flexibility but don't practise it
- Staying put out of fear rather than fulfilment





HERE'S TO A NEW YEAR!...  
WITH MORE "IN'S" AND FEWER "OUT'S"  
THIS YEAR

If a change could help, let's explore  
it together — no pressure.

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