

## INTERVIEW QUESTIONS MOST FREQUENTLY ASKED BY EMPLOYERS

*As you continue to interview, you'll notice that certain questions occur frequently. The following is a list of questions, or variations of questions you will in one form or another be asked. Drafting truthful and positive replies to each of these questions will help prepare you for your interviews.*

- ⇒ Tell me something about yourself? How would you describe yourself?
- ⇒ What do you know about our firm? Why do you want to work for us?
- ⇒ Why should I hire you? What qualities do you have that would make you a successful lawyer?
- ⇒ What are your grades? Do you think your grades are a good indication of your achievement? What is your class rank?
- ⇒ Why did you decide to go to law school in general/this school in particular? How has your law school education prepared you to work here? To be a successful lawyer?
- ⇒ What are your long range and short range goals and objectives? When and why did you establish these goals and how are you preparing yourself to achieve them? What do you see yourself doing in five years?
- ⇒ I see from your resume that you.....(fill in each item on your resume).
- ⇒ What are your weaknesses? What are your strengths?
- ⇒ How would you solve this problem? (This is your hypothetical question)
- ⇒ What have you learned from your experience at the legal clinic/prosecutors/public defenders office, etc.?
- ⇒ In what ways do you think you can make a contribution to our firm/agency/company?
- ⇒ What areas of practice are you interested in?
- ⇒ What was the most difficult decision you had to make and why was it so difficult?
- ⇒ What was your most stressful experience in law school? Describe your most rewarding law school experience. Tell me an anecdote about you and the law.
- ⇒ Discuss a problem you solved creatively.
- ⇒ What kind of experience do you have in (research, writing, real estate law, etc.)?
- ⇒ What things do you do best?
- ⇒ Are you willing to travel or relocate?
- ⇒ Which is more important to you, the money or the type of job? What motivates you?
- ⇒ What two or three things are most important to you in a job?
- ⇒ What did you like best about your last job? What did you dislike most about it?
- ⇒ What law school class/professor did you like best/least?
- ⇒ Do you have any questions? What else do you think I should know about you?
- ⇒ What salary do you hope to receive?

## QUESTIONS TO ASK INTERVIEWERS

*It is not only appropriate but expected that a candidate will ask pertinent, well-thought -out questions of the interviewer. Questions should be genuine and appropriately tailored to the specific employer. The following sample questions are to serve as a stimulus in formulating questions.*

- ➡What type of work would I be doing in the beginning?
- ➡What type of supervision and responsibilities are given to a summer clerk? A new associate?
- ➡What is the firm's management style and structure?
- ➡Is there a formal mentor/mentee relationship?
- ➡Can you tell me more about your system of attorney/summer clerk training and supervision?
- ➡Will I systematically or informally be rotated through different departments?
- ➡What criteria will be used to gauge my progress and performance?
- ➡What is the time period before I could expect to have a caseload and be going to court? What is the average caseload?
- ➡What is the expectation of billable hours?
- ➡Do any one or two clients constitute the major percentage of your firm's commissions?
- ➡From my research, I see that you are involved in the (e.g., personal injury area). Could you tell me how you got interested in this area and a little bit about what your practice is like?
- ➡When will I know of your decision?
- ➡What made you join the firm/company/agency? What do you like most/least about your job?
- ➡What kind of exposure to your practice area would a summer/permanent associate have?
- ➡How many new associates does the firm anticipate hiring? How many associates has the firm hired in recent years? How many of those associates are still with the firm?
- ➡Ideally, what are you looking for in an associate?