

SAMPLE INTERVIEW QUESTIONS FOR EMPLOYERS

FIRST-RATE INTELLIGENCE/MENTAL AGILITY

1. Describe the problem or situation that best demonstrates your analytical skills.
2. What is the most important lesson you learned in or out of law school?
3. What skills have you developed as a result of your work experience?
4. Could you describe a situation to me when you felt “in over your head?” How did you handle it?

CREATIVE AND ENTREPRENEURIAL

1. Describe how you solved a problem that was in an area new to you.
2. Tell me about an idea you developed that was particularly creative or innovative.
3. How do you keep abreast of business/legal issues?
4. Describe the role you would like to play with clients.
5. Give me an example of a work situation where you had to deal with a crisis. Describe how you handled it.
6. Describe a situation where you had to be an advocate on behalf of a client.

SELF-STARTING AND HARD WORKING

1. Could you describe a situation where you had to get results with very little direction or supervision?
2. What can I tell you about the firm that will provide you with information that is most important to you?
3. What goals have you set for yourself? How are you planning to achieve them?
4. What has been your greatest challenge to date?
5. Were there any obstacles you had to overcome to achieve these accomplishments?
6. What kinds of opportunities do you thrive on?

COMMITMENT TO EXCELLENCE

1. Tell me about a situation where you had to juggle multiple priorities. How did you handle it?
2. Why did you choose the extracurricular activities that you did? What did you gain? What did you contribute?
3. What was the most useful criticism you have every received and what did you learn?
4. Describe a difficult work situation. How were you able to achieve the results intended?
5. What qualities do you believe will make you a successful attorney?

PERSONALITY AND PRESENCE

1. Tell me how your supervisor from your summer internship would describe you.
2. Of all your different work environments, which one was the best fit for you and why?
3. How do you recharge after a long work week?
4. What do you read when you are not reading law-related materials?
5. How do you motivate others?

WORKS WELL WITH OTHERS

1. Describe your ideal working relationship with your colleagues.
2. Tell me about a situation where you had to work with a group of people whose working styles were very different. How did you manage this?
3. How would your law journal colleagues describe you?
4. Describe the role you usually play on a team. What is your contribution?