

## Appendix I.: Sample Interview Questions

### General

- Have you made a decision about the city where you ultimately wish to work? Why have you selected this city?
- Why did you accept an interview with us? What interests you most about our organization? What do you know about our firm/agency/company?
- How would you describe yourself? Tell me about yourself.
- What qualities do you have that will make you a successful lawyer? Why would someone with your personality traits and background be a good fit for our organization?
- What would you consider to be your greatest strengths? Greatest weaknesses? Why should I hire you?
- If I called your most recent employer, what three things would they most likely say about you?
- What two or three accomplishments have given you the most satisfaction? Are the most significant? Why? What did you learn most from a particular experience (on resume)?
- What is the greatest obstacle that you have overcome in your life/career? What is the most difficult decision you have ever had to make?
- With what other kinds of employers are you interviewing? Do you have any pending job offers? If so, where?
- Is there anything I should know about you that we have not covered? Is there anything about yourself you want to add?
- When are you available to begin working?
- Does your law school have journal publications? Why are you not a member of one of these?
- What do you like to do outside of law school?
- Do you plan to continue doing volunteer work once you finish law school and are working?
- How do you balance school work and your part-time job?
- What persuaded you to become a lawyer? Why did you decide to go to law school/to your particular law school?
- What areas of the law particularly interest you?
- What is your basic career objective?
- Where do you plan to be and what will you be doing five years after graduation? Ten years?
- In what kinds of permanent employment are you interested? What are you looking for in a summer job?
- How much significance do you think we should attach to your GPA and class rank? Please explain the grading system.
- Under what conditions do you work most effectively? (Do you prefer to work independently or with others? How do you respond to guidance and supervision?)
- How might you pursue continuing legal education after you have been admitted to the bar?
- How do you think the legal profession is viewed by the public?
- How do you feel about a lawyer's right to advertise and to solicit clients?
- What have you learned from participation on a publication or clinical program?
- If you graduated from law school, passed the bar, and had a year to do anything you wanted, what would you do?

### **Large/Medium Office**

- What in particular interests you about our firm/organization?
- What part of our practice/mission is of special interest to you?
- What relevant educational/employment experience do you possess?
- Identify the personal qualities you possess that would make you successful with our firm.
- How are you prepared to devote yourself to the work of the firm?
- What practice specialties interest you? (Are you interested in doing pro bono work?)
- What type of work are you unwilling to do? What would you do if assigned work in that area?
- What can you tell us about your references?
- If we made you an offer, how soon would you be prepared to give us an answer?
- What are your salary expectations?
- What do you want to gain from working for a law firm?
- What are your expectations about the numbers of hours you'll be working at our firm/organization?

### **Small Office**

- What ties do you have in this community?
- What is your understanding of how a small firm operates?
- How committed are you to working with a small firm? How hard are you prepared to work?
- How would our firm satisfy your interests? What specific aspect of our work would be congenial to you?
- If we hired you, at what salary do you expect to start?
- How much court work do you expect to do? Is that experience essential to you?
- Do you consider yourself an easy person with whom to get along? Explain.
- In what environments do you work most effectively and efficiently? (Do you feel comfortable with supervision or do you work best on your own?)
- How much responsibility are you prepared to assume right from the start? Explain.

### **Government**

- Why are you interested in this government agency? Tell me what you know about this agency.
- Why do you want a career in government?
- What is the minimum time you are prepared to stay in the government's employ?
- What employment experience(s) qualify you for this job?
- What is your career plan?
- What are your feelings about government employees generally and the effectiveness of the bureaucracy?
- In what other government agencies are you interested? In what ways do you prefer this one over the others?
- What training do you have in administrative law?
- How much courtroom experience do you have?

### **Judicial Clerkships**

- Explain your interest in trying to secure a clerkship.
- What are your particular interests in seeking a clerkship with me?
- Do you think a one-year term is long enough to make the job worthwhile? Explain.
- What are the particular aspects of a clerkship you would value?
- How far do you feel you have progressed in developing your writing skills?

- How valuable do you consider law review work in preparing you for a judicial clerkship?
- Have you looked into, and, if so, what have you discovered about the reputation of the judges to whom you are applying for a clerkship?
- What judges have you particularly admired because of style, substance, or ideology?
- How important to you are the political views of the judges?
- What do you think of merit selection in the federal and state judiciary? Do you know how it is supposed to work?
- Do you approve efforts to provide machinery to remove federal judges who are guilty of misbehavior? In your opinion, would it infringe upon the independence of the judiciary?
- Do you have an opinion regarding Chief Justice Burger's charge that a large portion of trial practitioners are incompetent?
- How conversant are you with significant current decisions of the United States Supreme Court? Do you read *U.S. Law Week*?
- Under what obligation is a judge to help a law clerk find another job at the end of the term?
- How can we improve the administration of justice?

### **Legal Services and Public Interest Groups**

- How committed are you to service for the poor?
- What, if any interest do you have in service to the public generally?
- What are your practice interests? (Are you interested in: domestic relations cases, rights of consumers, landlord and tenant problems, claim collections, civil rights, anti-discrimination actions, rights to municipal services, welfare problems, or housing?)
- How much experience have you had in your field of interest?
- How much experience have you had with environmental issues?
- Would you be prepared to accept employment away from this city?
- For how long a period would you be willing to commit yourself to work for this agency?
- How important to you is the matter of compensation?
- What do you see as the basic rewards for working for Legal Services or Public Interest law firms?

### **Second Career**

- After working for a few years, why did you decide to return to school?
- Tell me about your background/work experience. What did you gain from it? What does your experience allow you to bring to our firm/organization?
- Of which past experience are you most proud?
- Why are you leaving the military/your business? How will you deal with a new boss?