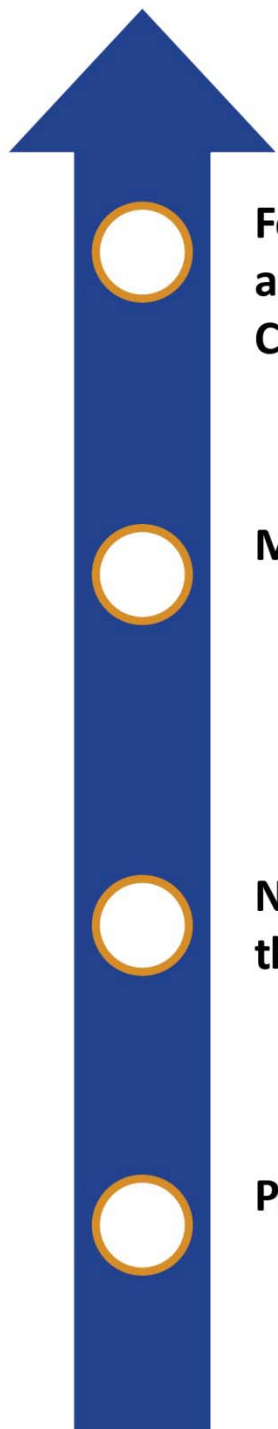


Behavioral Interview Training

Keys to a Successful Interview



**Feedback
and Written
Comments**

Messaging

**Navigating
the Interview**

Preparation

Types of Questions

QUESTION TYPE

EXAMPLES *(questions in italics are more relevant for senior attorneys/partners)*

Experience question

Please tell me about a situation where you were working on a group project, approaching a deadline, where not everyone was contributing equitably. What happened? What did you do?

Please tell me about a time when you had to work closely with a teammate whose personality is different from yours – how did you overcome the different styles?

What challenges have you faced at your current firm with regard to business development for your core clients?

What resources must you have access to in a new law firm platform?

Outcome question

What was the result of the project? How would you measure its overall success or failure? What would you do differently the next time?

Please tell me about a time that you struggled to develop a relationship with someone important. How did you overcome this hurdle?

Tell me about your last successful client pitch – why do you think you were successful? What would you change for the next pitch to be even more successful?

Learning question

What did you learn from this experience? How did it change your perspective on the issue?

Please tell me about a time when you needed to get information from someone who was non-responsive. How did this experience change your communication style moving forward?

Please tell me about a time when you failed to meet a client's expectations – how have you adapted your work style going forward to incorporate what you learned from this experience?

Application question

How have you applied what you learned from this experience? How will these new skills assist you in becoming a successful attorney?

How will these skills help you to win the client pitch next time?

Self appraisal question

What factors did you consider when selecting X law school? How were you able to maintain your grade point average while working during law school?

What factors to you analyze when determining how to work with a new client?

Third party appraisal question

If I spoke with your professor or employer, how would he/she describe your work ethic?

If I spoke with your core clients, how would they characterize their working relationship with you? Similarly, if I spoke with your colleagues to whom you refer business, how would they characterize your client management style?