

"What Do You Mean, 'It Depends'"?: Coaching Students and Junior Attorneys Through Ambiguity

Step 1: Consider Common Questions/Topics	Step 2: Identify Factors to Consider	Step 3: Determine Appropriate Method for Sharing
<u>Getting Good Work</u> • "Who are the best senior lawyers to work with?" • "What matters should I try to get staffed on?" • "I've done a lot of deposition prep and chronologies; what should I do next?" •	<u>In some order . . .</u> • • • • • • •	<u>Decisions to make . . .</u> • Put on a portal? • Have partner share guidance? Better person to circulate? • 1:1 [Equity] • Build into ongoing training? (If so, what stage?) Orientation? •
<u>Candidate Competitiveness</u> • "What do firms want to see from me?" • "What are my chances with x employer?" • "What else can I do to help my recruiting chances if I have low grades?" •	<u>In some order . . .</u> • • • • • • •	<u>Decisions to make . . .</u> • Circulate to all students? Use only as situation warrants in 1:1? [Equity] • If scale, handout, video, presentation, newsletter? • How reinforce with students? How train staff to promote approach? [Equity] •

EX., EMPLOYER

EX., SCHOOL

YOUR TOPIC

Private Sector Recruiting: 6 Factors Worksheet

<i>Rank skill confidence.</i>	<i>6 primary factors that firms take into consideration when hiring.</i>	<i>What do you bring to the table as a candidate?</i>	<i>What areas can you work on in the coming months?</i>
Rank	Category	Explanation	Areas to improve/goals
1-5	Academic Excellence	- How have you excelled academically (law school and undergraduate grades)? - What research and writing skills can you highlight? - How will you discuss your GPA in interviews?	- Develop a list of attainable academic goals - Explore opportunities to obtain research and writing experience
1-5	Experience	- What is your work experience, including internships and externships? - How can you highlight transferable skills and/or practice area experience? - Have you gained relevant experience through a student organization and/or classes?	- Consider an externship/internship or specific classes or clinics - Consider involvement in student organizations or other opportunities that will help you gain valuable experience
1-5	Commercial Intelligence	- Do you have a good understanding of law firm culture and expectations? - Have you developed practice area and geographic area knowledge? - Do you understand the law firm business model and how you can contribute to it?	- Schedule one-on-one informational interviews with firm attorneys and attend firm events - Review OCS practice area and geographic area resources - Review OCS resources on private sector and law firm markets
1-5	Law Firm Engagement	- Have you had consistent interaction with firms of interest?	- Reach out to attorneys/recruiters to schedule informational interviews - Plan to attend upcoming firm events - Schedule follow-up video or phone meetings with existing firm contacts
1-5	Diversity	- In what ways have you shown commitment to inclusion of underrepresented groups?	- Consider ways to grow your diversity commitment
1-5	The Interview	- Are you prepared for your interviews? - Do you have a good understanding of the types of interviews conducted by law firms and what law firms are looking for in an interview?	- Book mock interviews with OCS - Participate in OCS mock interview program - Review OCS interview resources - Conduct informational interviews with firms

Private Sector Recruiting: 6 Factors Worksheet

Rank	Category	Explanation	Areas to improve/goals
	Experience		
	Academic Excellence		
	Commercial Intelligence		
	Law Firm Engagement		
	Diversity		
	The Interview		