

“Tell Me About a Time You...”

Preparing Students for Behavioral Interviews

Selected Competencies

Sample Questions

CORE

Communication

1. Our clients have educational levels significantly below that of our staff attorneys. Can you tell me about a time you successfully explained a complex issue to someone in a way that was accessible to them?
2. We expect our interns to jump in with both feet, but we don't want them to drown. Tell me about time you started a task and realized partway in that you weren't quite sure what you were doing.

Analytical

1. Describe a time when you had to make a critical decision with very little information.
2. Describe the most difficult experience you've had to deal with in law school (or in first legal job) and how you handled it.
3. Tell me about time you had research a project in an area that was completely unfamiliar to you.

Teamwork/ Interpersonal

1. What's the last conflict or confrontation with another person that you faced and how did you handle it?
2. Tell me about a time when you achieved a goal as part of a team. How would you characterize your role?
3. Describe a time when a colleague or co-worker asked you for advice or direction.

Ethical

1. Describe an ethical dilemma you were confronted with and how you dealt with it.

Time Management

1. Tell me about a time when you had multiple high-importance projects with overlapping deadlines.
2. At one time or another everyone has something fall through the cracks—tell me about a time that happened to you.

Innovative

1. Tell me about a time you were innovative.
2. Describe a job situation in which you had to make a significant change in the way you had been doing things.

Self-Awareness

1. Give an account of a professional mistake you made and how you handled it.

Initiative/ Independence

1. Tell me about a time when you tackled a problem or situation that others avoided or refused to handle.
2. Tell me about a time you took the lead on a project.

OTHER