QUESTIONS TO ASK DURING AN INTERVIEW
QUESTIONS TO ASK EMPLOYERS

Employers will evaluate the depth of your interest in them by the nature of the questions you ask.

- Ask thoughtful questions that show that you are interested in the employer, have already researched them, and want to learn more.
- **DO NOT** ask questions that can be answered with simple research e.g., NALP form, website, promotional brochure. Take your questions to greater depth -- employers appreciate interviewees who have done their research.
- Questions you ask should differ depending on the type of job you are interviewing for.

**First and second year part-time jobs:** If you are interviewing for a part-time job during your first year that will likely not lead to post-graduate employment, confine your questions to the type of work the employer does, the type of work the employer will expect you to do, how you will be assigned work, and the work hours the employer expects.

**Summer Associate and Post-graduate employment:** If you are interviewing for a summer job that may lead to post-graduate employment, it is appropriate to ask more sophisticated, forward-looking questions about associate life.

**Law Firm/Corporation Questions**

- What is the law firm/corporation looking for in the ideal candidate?

- I noticed on the firm/corporation’s website that you have been at the firm/organization for over x years. How did you select the firm/corporation and your specific practice area?

- Your attorneys practice in a wide range of areas. Is there a specific area of practice that you would like your law clerks to help out with during the summer?

- I noticed you have served on a number of boards over the years. I currently volunteer for x organization and am curious whether you firm/organization encourages its attorneys to become involved with their community.

- You have been with the corporation/firm for x years. What have you enjoyed most about working here?

- I am interested in the various practice areas your firm engages in including x, y and z. I am curious how projects are typically assigned to law clerks/interns?

- I appreciate feedback on my work so I can continue to improve. Can you tell me how your firm/corporation provides feedback on assignments?

- What type of work should I expect to do as a new associate in your department? Are projects assigned or will I be expected to approach partners for work?

- I am very interested in the Women’s Leadership Initiative and Mentorship Programs, how would an associate become involved with these groups?

- I noticed that the firm/corporation is frequently recognized for LGBT equality, which is a true passion of mine. What do you do as a firm or individually to further LGBT rights?

- What type of work should I expect to do?
What types of legal writing assignments will I be given?

Will I have the chance to attend a client meeting or deposition?

Will I have a chance to go to court to assist the attorneys or to observe a trial? (if the firm does litigation)

What does the firm do to train younger lawyers to develop business?

Tell me about your most interesting current or major cases/transactions.

I noticed on your web site that _____ is one of your clients. What type of work do you do for them?

**Public Interest/Government Questions**

Bear in mind that each public interest organization and government office is unique – make sure that you do your research on the specific employer you are interviewing with and tailor your questions appropriately. The following are suggestions to get you started.

- What are the responsibilities of the position?
- What is the case load like?
- What are the unique challenges of working with the issue/population you serve?
- Public Interest: How is the organization funded?
- Government: What is the hierarchy that this position reports to?
- What types of claims or cases do you deal with most often?
- How do clients/cases come to the organization?
- How does the organization determine which clients/cases it will represent?
- What percentage of potential clients/cases does the organization take on?
- For you, what is the most satisfying part of working for this organization?