Law firms are a client-driven business, and law firms of all sizes are paying more attention than ever to managing their talent. This focus has a direct effect on how first-year associates are identified and hired, and one result is that behavioral interviewing, an interviewing technique used in corporate America for years, is now gaining traction in the legal industry.

Behavioral interview questions offer a look into the past experiences of a candidate to better anticipate how the student will handle future real-life work situations. Thoughtful behavioral interviewing questions can help lawyer interviewers better assess whether student candidates have the skills, experience, temperament, and attributes that will make them successful in a firm’s culture. But before interviewing takes place, the law firm must identify those unique characteristics that define what success means at their firm. By conducting interviews that focus on these key characteristics, a firm’s hiring committee will be in a much better position to identify the best candidates to whom to make an offer of employment.

A behavioral interviewer typically asks candidates to “tell me about a time when...”— or in some other way elicits a candidate’s comments on how a specific past situation was handled. Students need not have a huge work history behind them for these questions to be insightful.

Preparation is Key!
Self-knowledge is power. It isn’t enough to be smart, have good grades, and a great résumé. Students must excel in interviewing, which means conducting research about the firm, practicing answers to the questions you will be asked, and preparing questions to ask the interviewer.

Ways to Prepare for Your Interviews:
1. Check out a book about interviewing from the Office of Career Services:
   - The Essential Book of Interviewing: Everything You Need to Know From Both Sides of the Table
   - Sweaty Palms: The Neglected Art of Being Interviewed
   - The Idiot’s Guide to Interview Questions & Answers
   - Best Answers to the 201 Most Frequently Asked Interview Questions
   - The Everything Practice Interview Book
   - High-Impact Interview Questions: 701 Behavior-Based Questions to Find the Right Person for Every Job
   - 101 Smart Questions to ask on Your Interview

All books in the Office of Career Services library are available to be checked out for up to 2 weeks at a time.

2. Set up an appointment with your career counselor for a mock interview. When scheduling your appointment, be sure to give specifics about what type of interview you are preparing for. That way, your counselor will be able to make your mock interview even more like the real thing!

Adapted From the December 2009 NALP Bulletin, “A Value-Added Student Callback Interview Tip: The Behavioral Interview!” By Sonja G. Dupourque, Recruiting & Professional Development Coordinator for Sheppard Mullin Richter & Hampton, LLP.

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**Summer/Fall 2010 Externship Information Session**

**1L & 2L students** who are interested in applying for a judicial or non-judicial* externship for the summer 2010 or fall 2010 semester should plan to attend the externship info session:

**Tuesday, January 26th**

5:00 p.m.—6:00 p.m.

25 E. Pearson, Room 1040

*Please note that to be eligible to a non-judicial externship you must have completed 51 or more credit hours.

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**Midwest Public Interest Law Career Conference**

**Saturday, February 6, 2010**

Northwestern University School of Law

**Registered Students:** Please be sure to follow the instructions that were emailed to you regarding bidding on employers. Bids are due January 8th at noon. Assigned interviews & alternate status will be available online on January 22nd at noon.

**Non-Registered Students:** Please note that even if you did not register for the conference, you are still eligible to attend the table talk portion of the event. Table Talk is an open networking session from 9:30 a.m. - 11:45 a.m. on the day of the interview program. Not all Table Talk employers may be hiring for summer or permanent positions. You are encouraged to attend and drop off resumes (if an employer is soliciting them) in person.
Several law firms offer first-year minority scholarships/fellowships that include (1) a scholarship to be applied to the student’s second year tuition and (2) a paid 1L summer associate position with their firm. The deadlines for many of these scholarship/fellowship opportunities are in January, including:

- **Kegler, Brown, Hill, & Ritter (early January)**
- **McAndrews, Held, & Malloy (January 15th)**
- **Dorsey & Whitney (January 15th)**
- **Bullivant Houser Bailey (January 21st)**
- **Harter, Secrest, & Emery (January 22nd)**
- **Perkins Coie (dates vary by city)**

To learn more about these and other Diversity Scholarship opportunities and for links to the law firms’ websites and application materials, visit: [http://www.luc.edu/law/career/Diversity_Scholarship.html](http://www.luc.edu/law/career/Diversity_Scholarship.html)

**Success Strategies for Women Lawyers**

The Coalition of Women’s Initiatives in Law Firms invites Chicagoland Women Law Students to attend its second annual panel presentation and networking reception.

**Thursday, February 18, 2010**

**Neal, Gerber, & Eisenberg, LLP**

17th Floor Conference Center | Two North LaSalle Street

**Moderators:**
Leslee Cohen, Much Shelist, Principal
Marcia Owens, Wildman, Harrold, Allen & Dixon LLP, Partner

**Panelists:**
Veronica Gomez, Exelon Corporation, Associate General Counsel
Jennifer Rakstad, Mayer Brown, Career Development Attorney
Gina Marotta, Step Up Women’s Network, Managing Director
Sarah O’Rourke Schrup, Northwestern Law School, Clinical Professor

3:00—3:30 p.m. | Registration
3:30—5:00 p.m. | Panel Presentation
5:00—6:30 p.m. | Cocktails and Networking

Please RSVP asap to kcoston@ngelaw.com or 312-269-1877.

**Save the Date: Practice Tracks**

Still haven’t decided what area of law you want to pursue after graduation? Want to learn more about over 50 practice areas from practicing attorneys?

**Come to Practice Tracks and meet practicing attorneys representing over 50 different practice areas!**

**Thursday, January 28, 2010**

5:00—6:30 p.m.

**Chicago Bar Association | 321 S. Plymouth Court**