

Lawyer Interview Questions And Answers Guide.



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Lawyer Job Interview Preparation Guide.

Question # 1

What are your most important cases or transactions?

Answer:-

This question can generate a useful dialog about what an associate is actually doing--not what the firm says lawyers do early in their career, or a recital of the firm's high-profile cases.

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Question # 2

Tell me how are these cases and transactions staffed (partners /associates/seniority/reporting lines)?

Answer:-

Every firm will tell you its cases are staffed "leanly." Hearing about how particular matters are staffed will help you understand whether this is true, and learn how much direct partner contact you are likely to get.

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Question # 3

Tell me how does the associate evaluation process work?

Answer:-

All firms have evaluation procedures of one kind or another. But you will want to know how often young lawyers are reviewed, how the evaluation is delivered, how active a role the associate has in the process, how it affects compensation, whether reviews are anonymous, etc. Pay attention to cues about how the process seems actually to be working for the associate.

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Question # 4

Tell me what is the process for providing feedback to summers?

Answer:-

Lots of useful feedback is a standard claim; try to get specifics about how the firm gets busy attorneys to provide constructive criticism to summer associates.

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Question # 5

Explain supervision, mentoring and training for associates?

Answer:-

All firms tout their professional development opportunities. Specific questions about how this interviewer experiences them will help you find out what the firm's priorities are, and how organized the firm's approach to development is. Ask about mentoring, adviser systems, writing programs, in -firm and outside CLE programs. Ask about how much time associates are expected to devote to professional development. Does the firm have benchmarks for attainments of specific skills by associates at different levels? How does the firm support associates' realization of those goals?

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Question # 6

Tell me how does the firm use summer associates work?

Answer:-

It's not always easy for lawyers to find projects of the right scope for summers. Some firms even create exercises for summer associates to be sure that everyone gets a chance to do different types of projects.

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Question # 7

Tell me how is work assigned in your summer associate program?



Answer:-

What does the firm do to ensure that each summer gets a good mix of assignments? How much say do summers have in choosing assignments? How many of the partners/associates/staff attorneys is a summer likely to work with? Is there a centralized source of assignments, or will my work be assigned from a department head, or from one partner?

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Question # 8

Tell me how is work assigned to associates?

Answer:-

Does the firm have a "free market" assignment system?
Does work come through a committee or do you just hear from partners who need help?
Do associates ever go to partners and ask for work?
How do the work assignment systems for summer associates and permanent ones compare?

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Question # 9

Tell me what practice development challenges does the firm face?

Answer:-

Every partner must think of the firm's future, and this is more urgent now than ever. Firms try to anticipate clients' needs, and ensure the capability to serve them. Questions could pertain both to practice areas (which ones the partner sees as being in demand in coming years) and to ways of serving clients (new technologies, billing schemes, etc.).

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Question # 10

Suppose if I have heard about marketing, competition for business, "beauty contests" and the like. How has this changed in the past few years?

Answer:-

Is the ability to market important to hiring or promotion decisions? What does the firm do to train younger lawyers to develop business? This is new and important territory for everyone in the profession. Showing that you are aware that young lawyers can't just do great legal work, that they need to be involved in bringing in and keeping clients, will be gratifying to many partners.

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Question # 11

What are your most interesting current or major cases/transactions as Lawyer?

Answer:-

This is where a bit of preparation can go a long way: mention a particular case or matter s/he worked on and ask questions about it. Follow up with questions about staffing, and try to zero in on the type of work that is entrusted to younger lawyers.

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Question # 12

Tell me how do you think the firm and its practice, or your department, will change in the next few years?

Answer:-

This can launch a dialog about several important subjects. Follow up in the following areas:

additional cities or offices
new practice areas types of cases and transactions that will be handled
changes in partner to associate ratios changes in the economics of practice---e.g., will rates or billing systems change, will competitive pressures increase, etc.

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Question # 13

Lawyer interview questions part 1:

Answer:-

- * Where do you see yourself in five years time?
- * Where do you see yourself in ten years time?
- * Tell me about yourself?
- * What is your major achievement?
- * What do you consider yourself good at doing?
- * What sort of person are you?
- * What are your strengths?
- * What are your weaknesses?
- * How would you approach this job?
- * How do you get things done?

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Question # 14

Lawyer interview questions part 2:

Answer:-

- * How would you decide on your objectives?



- * How do you manage your day?
- * What motivates you?
- * How do you cope without motivation?
- * How long were you at your last job?
- * Why did you leave your last job?
- * How have you changed in the last five years?
- * What contribution do you make to a team?
- * How do you react if you find that someone you work with does not like you?
- * Have you ever experienced such a problem during your working life?

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Question # 15

Lawyer interview questions part 3:

Answer:-

- * If so, how did you cope and how did the matter resolve itself if it did occur?
- * What would your peers say about you?
- * Describe your ideal work environment?
- * Describe your worst work environment?
- * Tell me about a time when you successfully handled a situation?
- * Tell me about a time when you felt that you dealt with a situation inadequately, and how has that changed how you would approach the same situation?
- * What do you think you can bring to this position?
- * What do you think you can bring to this company?
- * How do you see this job developing?
- * What sort of salary are you expecting?

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Question # 16

Lawyer interview questions part 4:

Answer:-

- * What was your last salary?
- * If you did not have to work what would you do?
- * What decisions do you find easy to make?
- * What decisions do you find difficult to make?
- * Do you like to work in a team or on your own?
- * What would you do if you don't get this position?
- * If offered the position, how long do you plan to stay at this company?
- * On taking this job, what would be your major contribution?
- * How do you get the best out of people?
- * How do you respond under stress?

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Question # 17

Lawyer interview questions part 5:

Answer:-

- * Can you provide a recent example of when you were under stress, and how you coped?
- * What support training would you require to be able to do this job? If not, why not? Explain.
- * What would you look forward to most in this job?
- * In your view, what are the major problems/opportunities facing the legal industry?
- * What will be your key target in this job if we appoint you?
- * What makes you think you can be successful with us?
- * How does the job sound to you?
- * Which subjects did you enjoy during your qualifying degree?
- * Why do you want to be a solicitor?
- * Have you always wanted to be a solicitor?

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Question # 18

Lawyer interview questions part 6:

Answer:-

- * What is your alternative career, should law not be the avenue for you?
- * Would you be able to supply any references?
- * What sort of response would we get from your referees about your professional as well as social manner?
- * Why would you want to do LSC funded (legal aid) work? If not, why not? Explain.
- * Why should we employ you, instead of someone else?
- * What do you think about partnership prospects in the future?
- * We are not willing to give partnership prospects, what are your views on that?
- * What are you expecting from this firm in the future?
- * What are your views on the franchising of legal aid firms?
- * What are your views on the policies of the Legal Services Commission?

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Question # 19



Lawyer interview questions part 7:

Answer:-

- * What do you know about the impact of the Human Rights Act on law in this country?
- * Do you think that there will be a major impact on criminal law?
- * How has business/commercial/family law been affected by the change?
- * Have you ever attended a court hearing or employment tribunal?
- * What was the outcome?
- * How much preparation on files for trial do you do?
- * How much do you expect Counsel to do?
- * What do you think about the principle of Legal Aid? Should clients have to pay for services they use in all circumstances?
- * Are you willing to do after-hour work?
- * Are you willing to go through the accreditation process for police station advisers?

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Question # 20

Lawyer interview questions part 8:

Answer:-

- * In the future would you be willing to manage a branch office? If not, why not? Explain.
- * What sort of advocacy experience do you have (apart from those taught on the LPC)?
- * Do you think you would need to undergo training for advocacy?
- * How do you stand on equal opportunities?
- * Have you ever been involved either paid or unpaid with the services of the voluntary sector?
- * What do you think about law as it is practiced in private practice firms?
- * What are the three main attributes for a successful commercial lawyer?
- * What views do you hold on the recent budget?
- * Who would you take a desert island, and why?
- * Are you a member of any clubs or charities?

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Question # 21

Lawyer interview questions part 9:

Answer:-

- * What sort of activities are you interested in outside of work?
- * Are you a socializing person? What is your work/life balance?
- * Would your social life infringe on your work commitment?
- * If so, how? Explain.
- * What sort of management skills do you have?
- * Do you think you require training in management skills? Why?
- * Do you prefer to manage yourself or let someone else do the managing?
- * Are you a leader or a follower?
- * Are you computer literate?
- * Would you be able to do time-recording? Do you keep good time?

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Question # 22

Lawyer interview questions part 10:

Answer:-

- * What sort of employment background do you have?
- * Why did you come to us through an agency?
- * Have you applied anywhere else apart from us?
- * Have you had any other interviews apart from us?
- * Have you been offered a position yet?
- * How much notice would you need to give to your present employer if you were offered a position?
- * Would you be willing to branch out into any other area of law, if the need arose?
- * Have you ever been abroad?
- * Do you speak any other languages apart from English?
- * What questions have you for us?

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Question # 23

Lawyer interview questions part 11:

Answer:-

- * Tell me about a time when you misjudged a person?
- * Do you check your emails when you're on holiday?
- * Do you have a role model? If so, who is it and why?
- * If you could try any job for a week, what would you do?
- * How do I rate as an interviewer?
- * Rank these in the order of importance: power, health, status, wealth.
- * Give an example of when you have learnt from a mistake.
- * Who would you like to punch on the nose?
- * Sing us a verse from your favorite song.
- * What did you have for breakfast today?



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Question # 24

Lawyer interview questions part 12:

Answer:-

- * Is your work concentrated with a small group of clients?
- * What is the biggest change you have seen since you were an associate at the firm?
- * How would you describe the firm culture?
- * If the partner has lateraled from another firm, why did s/he make the change?
- * What do you like most about the firm?
- * What would you change about it if you could?
- * How is the firm governed?
- * Would you describe management as very centralized, or more dispersed?
- * How are associates involved in the decision-making process?

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Question # 25

Lawyer interview questions part 13:

Answer:-

- * Is your work concentrated with a small group of partners or clients?
- * At what point are junior attorneys expected to specialize?
- * How accessible are partners to associates?
- * How accessible are associates expected to be after hours?
- * How important would you say "face time" is at the firm?
- * What constitutes a billable hour?
- * How much client contact do you have?
- * How much control do you have over your schedule?
- * How often do you have to change personal plans at the last minute?
- * What kinds of pro bono work does the firm do?

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Question # 26

Lawyer interview questions part 14:

Answer:-

- * Do you feel as if the firm values pro bono work?
- * How would you describe the firm culture?
- * How much say do associates have in firm governance?
- * What do you like most about the firm?
- * What would you change about it if you could?
- * Why did you choose this firm over other options you had?
- * Why do you want to work for us?
- * Why should we hire you?
- * What do you know about our organization?
- * How have you spent your summers?

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Question # 27

Lawyer interview questions part 15:

Answer:-

- * What experience have you had in organizing or directing clubs and/ or activities?
- * Tell me about yourself?
- * Describe yourself in one word?
- * What are your future career plans?
- * Why did you choose law?
- * What courses have you liked best? Least?
- * What qualifications do you have that make you feel you will be successful in your area of interest?
- * What have you learned from some of the jobs you have held?
- * What type of people do you feel you work with best?
- * What type of people would you have trouble working with?

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Question # 28

Lawyer interview questions part 16:

Answer:-

- * What is your greatest personal asset? Your greatest weakness?
- * Do you like routine work?
- * What constitutes "security" in your mind?
- * What fields interest you other than the one you are in?
- * What do you really feel are things that help a person become successful?
- * What constitutes "success" in your mind?
- * What kinds of things give you the most satisfaction in your work?



- * What criteria are you using to evaluate the employer for which you hope to work?
- * What's the worst question you can think of to ask me?
- * What do you enjoy doing the most?
- * Why did you only get a "P" in ____?

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Question # 29

Lawyer interview questions part 17:

Answer:-

- * How would you reconcile being assigned a case you were morally opposed to?
- * Why do you want to be a lawyer?
- * Why did you go to law school?
- * How do you like law school?
- * How are you doing in school?
- * What are your grades?
- * Why are you interested in this firm?
- * What can I tell you about this firm?
- * What type of law do you want to do?
- * Who are your favorite instructors?

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Question # 30

Lawyer interview questions part 18:

Answer:-

- * What classes are you taking?
- * How did you like ____ (work experience)?
- * What are your ultimate career goals?
- * Where do you see yourself in five years? Ten? Twenty?
- * What is your greatest strength?
- * What is your greatest weakness?
- * What one thing have you done that you're proudest of?
- * Do you have any more questions?
- * Why do you want to work in city? (Be prepared for this one if you have no obvious ties to the area. Firms do not want to waste recruiting efforts on someone who is not committed to their location)

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Question # 31

Lawyer interview questions part 19:

Answer:-

- * Why do you want to be a lawyer?
- * Why do you think you're suited to a career in the law?
- Why don't you want to be a barrister?
- * If you couldn't work in the law, what would you be?
- * What do you think you'll be doing during your first year at the firm?
- * Do you like working in a team?
- * Do you like working by yourself?
- * How do you feel about long working hours?
- * What are our strongest practice areas?
- * Which of our practice areas interest you and why?

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Question # 32

Lawyer interview questions part 20:

Answer:-

- * Who are our main competitors?
- * What other law firms have you applied to, and why?
- * Why do we need offices abroad, and where should we open next?
- * Why do we do pro bono work?
- * What stories in the business press have interested you recently?
- * What part would laws and lawyers play in a corporate acquisition, an IPO, a dispute between two businesses, or a price-fixing investigation?
- * What deals or disputes that have been announced publicly are we currently involved in?
- * What have you learned from your studies and extra-curricular activities that can be applied to a career in the law?
- * Why did you choose to study X at university?
- * What are you reading at the moment or enjoying on TV? Who would be at your dream dinner party? Why did you get that one bad exam result in your first year?

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Question # 33

What education you have relevant to the position?

Answer:-

Besides a law school degree, many lawyers have degrees or coursework in a number of other relevant subjects, like English, politics, socialism, and economic science. Some lawyers have degrees in accounting or engineering.



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Question # 34

Tell me about the main personality traits of a successful lawyer?

Answer:-

Lawyers are highly trained, highly educated professionals who command vast and precise knowledge in many areas besides law. They are also able to manipulate their knowledge creatively to make their case. Lawyers are confident and charismatic.

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Question # 35

Explain about a time when you have experienced a loss for doing what is right?

Answer:-

Determine how the candidate defines what is right.

Determine how the candidate defines a loss. Is there a loss in terms of fundamentalism, social institutions, moral agency or virtuous organizations as a whole?

Fundamentalism: Financial and legal responsibility only "Business of business is profit."

Social Institutions: Social contract exists beyond economics and legalities. Need to accommodate stakeholders' interests.

Moral Agency: Moral obligations similar to people. Morality and ethics are part of culture: The 'right thing to do.

Virtuous Organizations: Organizations that foster the good society. Obligation to build a better world.

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Question # 36

Please tell us what business situations do you feel honesty is inappropriate?

Answer:-

In the Movie the actor portrayed a lawyer who shared his honest feelings to all around him. Sharing honest feelings, especially ones of anger, frustration, and hate, may be inappropriate and also based on inadequate information about another person or situation.

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Question # 37

Suppose if you feel that you are a very good employee and others, including your boss, are telling you that you don't measure up - what would you do in this case?

Answer:-

Find out what specific behaviors are inadequate. Even if the impressions are wrong about you, do not retaliate.

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Question # 38

Tell me from an ethical standpoint, what should the relationship between a supervisor and their employee consist of?

Answer:-

The relationship should be an honest, open, and trusting one where questions can be asked and opinions can be expressed without concern of retaliation.

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Question # 39

Tell me if you have any experience with corporate legal work?

Answer:-

Lawyers are usually represented as criminal lawyers in the public eye. Many, of course, are civil lawyers, and there are those who specialize in corporate law - the legal aspect of business transactions. Business companies always hire lawyers to represent them and handle any legal aspects, definitions, and documentation of their activities.

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Question # 40

Explain about your area of expertise and your operation strategies?

Answer:-

Be brief and use specifics to say what and how you do when, for example, you receive clients, draw up legal documents relevant to the case, decide for or against taking the case, etc.

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Question # 41

What is the importance of interpersonal skills for a lawyer?

Answer:-

Lawyers must be able to work long hours alone, with complex documentation and literature. At the same time, their interpersonal skills must be outstanding to effectively communicate in the office and in the courtroom. Lawyers use not only their analytical prowess but also their personalities in their work.

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