

THE ART AND SCIENCE OF INTERVIEWING

ABELSON LEGAL SEARCH

Three worst case scenarios, from both sides of the desk –

The interviewer: “So, tell me, what is your biggest personal weakness?”

The interviewee: “Before we start this interview. I need you to tell me everything about this firm, the salary and benefits, and especially the vacation policy?”

Interviewer or interviewee: “Uh.”

One of the most daunting facets of job hunting or looking to hire is the thought of the interview process. Someone once referred to interviewing as, “trial by agony, by both parties.” Instead of being a meaningful opportunity for each side to get beyond printed descriptions and resumes, the interview has become a dreaded element of the employment process, and the really unfortunate thing is that it does not have to be. When everyone involved is prepared and educated as to how the process should work, the interview offers all parties a unique way to judge the fit of an applicant to a position.

Most lawyers think they are excellent communicators, a skill which automatically makes them good interviewers/ees. We all know lawyers who are not particularly good communicators, (is it all those “wherefores”?), and many are even worst interviewers/ees. There are, however, things that can be done to make almost everyone a better interviewer/ee.

At Abelson Legal Search, we help prepare dozens of lawyers each year for interviewing, and we provide counsel to many attorneys who will be interviewing potential employees for the first time.