

Why Should We Hire You? Perfecting the Art of Persuasion in Interviewing

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Job interviews reward narcissists, punish applicants from modest cultures

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A study by UBC Psychology Prof. Del Paulhus finds that narcissistic applicants are more successful in job interviews than equally qualified candidates who act more modestly.

The findings suggest that applicants from cultures that place greater emphasis on humility, including some Asian cultures, may have a harder time landing a job in North America.

“A job interview is one of the few social situations where narcissistic behaviours such as boasting actually create a positive impression,” says Paulhus, the lead author of the study. “Normally, people are put off by such behaviour, especially over repeated exposure.”

Before placing participants in job interview scenarios, researchers used questionnaires to measure their levels of narcissism. The study found that people who rated as narcissists were viewed as more attractive job candidates.

Videotapes of the interviews were later scored by a team of raters. Narcissists tended to talk about themselves, make eye contact, joke around and ask the interviewers more questions. As a result, the study found that people rated narcissists as more attractive candidates for the position.

The researchers also found that participants of Japanese, Chinese and Korean heritage exhibited lower levels of narcissism, and were less likely to receive “definitely hire” ratings as a result. “The pro-narcissism bias results in an indirect cultural bias – particularly against East Asians,” says Paulhus.

Paulhus says the study offers important lessons for job candidates and interviewers alike. “Candidates should engage with the interviewer while continuing to self-promote,” he says. “Interviewers should look beyond cultural style and assess individual qualifications. Instead of superficial charm, interviewers must analyze candidates’ potential long-term fit in the organization.”

Background:

The study was published by the *Journal of Applied Social Psychology* in October 2013 and can be found [here](#).

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Psychology Prof. Del Paulhus

**INTERVIEWING GUIDE
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Interview Tips - Overview

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 - Interview Questions & Responses
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 - Atypical Questions
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 - Public Interest Interviews
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 - Inappropriate Questions
 - Questions for the Employer
 - Night before the interview
- Interview Day
 - Who will interview me?
 - Interview Week
- Meals & Receptions
- After the interview (including follow up)
 - Phone / Skype / Video
 - Conference Interviews
 - Offers
 - Final Tips & Resources

Workshop Emails

(2L; all welcome) Interview Tips Panel - Wed, Sept 17 - 12:30-1:30 - Davis Hall (Rm 104)

Law firm interviews are often quite different from job interviews in other industries - they are generally "conversational" and more about determining "fit" than your substantive legal knowledge. Lawyers from the Vancouver offices of government (DOJ), small (MOI), national (Blakes), and regional (Lawson Lundell) firms will go over tips for success and common pitfalls. 1Ls - this panel will be repeated next year but you are welcome to attend.

Speaking Skills for Professionals Workshop – Wed, Jan 28 , 12:30pm to 1:45pm – Rm 123- REGISTER NOW

Wondering how to find your voice and communicate effectively both verbally and non-verbally in a professional setting? Attend this new, interactive session for tips and practical advice as to how to use your authentic voice and deal with spontaneous situations at networking events and during job interviews. Techniques used will include actor vocal training and improvisation exercises to be a more comfortable version of your professional self. Topics covered will include appropriate tone, posture and body language.

This workshop is sponsored by the CSO and will be presented by **Misty Cozac**. Misty currently works as a college and university instructor where she teaches courses in public speaking, communications, speech and drama, and academic English. She also works in the private sector as a public speaking and communications consultant and has worked with organizations such as HootSuite. The foundation of her work comes from her education (B.F.A. and M.A. in Dramatic Arts) and her experience directing, writing, and acting for professional theatre. She also has a background in voice over, television, and oratory competitions. Combining this with her love of teaching, Misty has taught professionals "how to speak authentically" in Japan, Italy, and across Canada. For more information on Misty, please click [here](#).

Registration is limited to 16 students to ensure personalized guidance. Click [here](#) to register today!

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CAREER SERVICES

Dear *[Firm Contact]*,

The Career Services Office (CSO) at the UBC Faculty of Law is organizing our annual Mock Interview Program. I am writing to invite *[Firm Name]* to participate.

UBC Law Career Services will offer incoming 2nd and 3rd year students as well as currently enrolled LL.M.CL students the opportunity to participate in mock interviews in July. This program is extremely popular with our students. Previous participants have provided positive feedback about their experience and the helpful suggestions they have received from interviewers. *[According to my records, your firm has provided a volunteer mock interviewer in the past]*. Would *[firm name]* be interested in being involved *[again]* this year? If so, the details are as follows.

- Mock interviews will be scheduled for:
 - **Monday, July 21**
 - **Tuesday, July 22**
 - **Wednesday, July 23**
- Interviews will take place from 9:00 am-12:00 pm, and from 1:00 pm-4:00 pm each day.
- Each interview will be scheduled for 25 minutes. The interview period will accommodate up to 6 students per session.
- The interviewer will ask typical interview questions for approximately 15 minutes and provide helpful feedback to the student for approximately 10 minutes.
- There will be a 5 minute break between each interview.
- We will provide the students' resumes to the interviewer in advance.
- **The deadline to RSVP for the Mock Interview Program is Friday, June 13.**

If you or one of your colleagues is able to volunteer for one of the mock interview time periods indicated above, please let me know by replying to this email, or contacting me at *[phone number]*

I am happy to answer any questions you may have, or to provide you with further information.

Thank you in advance for considering our requests.

Kind regards,

[name]

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CAREER SERVICES

July 2014 Mock Interviews: Registration Information for 2Ls

The Career Services Office has arranged for UBC Law students to participate in mock interviews with lawyers from a variety of downtown firms. The mock interviews will be held in Allard Hall on **Monday, July 21, Tuesday, July 22, and Wednesday, July 23, 2014**. Each interview session will be scheduled for 25 minutes. During the mock interviews, each student will be asked typical interview questions by a lawyer for approximately 15 minutes. The lawyer will then provide the student with 10 minutes of feedback on their interview. This is an excellent opportunity for students to prepare for their upcoming OCIs and in-firm interviews, and to practice their interview skills in general.

Mock interviews will be held at the following times on each day (July 21-23):

- 9:00 am
- 9:30 am
- 10:00 am
- 10:30 am
- 11:00 am
- 11:30 am
- 1:00 pm
- 1:30 pm
- 2:00 pm
- 2:30 pm
- 3:00 pm
- 3:30 pm

How to register for mock interviews

*****Mock Interview registration for incoming 2L students begins at 8:30 am on Thursday, June 26, 2014.***** In your registration email, please indicate your top 3 date and time preferences (e.g. "July 21 at 9:00 am; July 22 at 1:00 pm; July 23 at 3:30 pm").

Interviews will be scheduled on a first-come, first-served basis and sign-up will remain open until **Friday, June 27, 2014 at 4:30 pm**. Students will be given final confirmation as to whether they have secured a mock interview, and if so, the date and time of that interview, on **Wednesday, July 2, 2014**. Please note that mock interviews are limited to one per student. Another round of mock interviews will be organized by the CSO in October 2014.

What to include in your registration email

If you are interested in participating in a mock interview, you will be required to submit the following to [email address]:

1. **Your top 3 date and time preferences** (e.g. "July 21 at 9:00 am; July 22 at 1:00 pm; July 23 at 3:30 pm")
2. **Your resume** (no more than 2 pages long)
3. **Point form notes about your future career goals** (i.e. What types of summer jobs have you/will you be applying for? Are you interested in specific practice areas (i.e. litigation or solicitor's work)? What types of employers do you expect/hope to interview with (i.e. large firms, small firms, government, boutique)? What qualities do you believe these types of employers are seeking in a candidate?)

4. Point form notes indicating what you believe to be your interviewing strengths and weaknesses (i.e. Do you start to fidget when you get nervous? Are you great at making small talk, but find it difficult to answer behavioral interview questions?)

Please refer to the *Interviewing Guide* handout available at the Career Services Office or in the Document Library on Symplicity if you require assistance or inspiration developing these notes.

Please be sure to attach a copy of your resume. The point form notes regarding your career goals and interview strengths and weaknesses may be included in the body of the email or in a separate document. **If you do not include these notes and a copy of your resume, you will not be able to book a time slot.** Resumes will be forwarded to the interviewing lawyer and they will review your notes so that they can tailor the mock interview session specifically to your goals.

Questions?

Please direct any questions to the CSO summer student at [email address] or [phone number].

Thank you!

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CAREER SERVICES

Dear *[Name]*:

Thank you again for *[volunteering to participate / arranging volunteer's name's participation]* in UBC Law's Mock Interview Program. *[Your / Mr. / Ms. Volunteer's name's]* interviews are scheduled for *[date]* at *[time]* until approximately *[time]*.

Recommended structure for the mock interviews

Each mock interview session has been scheduled for 25 minutes. Students participating in the Mock Interview Program have been asked to arrive 10 minutes before their scheduled interview. It is recommended that each 25 minute interview session be broken down as follows: 15 minutes of interview questions and 10 minutes of constructive feedback. There will be a 5 minute break between interviews.

Student materials

Please find attached to this email: (a) an interview schedule; (b) resumes from participating students; and, (c) point-form notes from students regarding their interviewing strengths and weaknesses, and the types of employers they hope to interview with. *[For your convenience, hard copies of the resumes will be provided to you upon your arrival. / Hard copies of the resumes will be provided to Mr. / Ms. Name upon his / her arrival].*

Where the mock interviews will be held

All of the interviews will be held on the first floor of Allard Hall, which is located at 1822 East Mall. You will be conducting your interviews in Room *[NUMBER]*. Please aim to arrive at the law school 5-10 minutes before your first interview session commences, and please check in with me upon arrival at my desk (160B) in the Career Services Office. The Career Services Office is located down the second hall to your left (after the elevators) when you enter the law building from the entrance off East Mall. A map to Allard Hall is available at: http://www.maps.ubc.ca/PROD/index_detail.php?show=y,n,n,n,y&bldg2Search=n&locat1=482

Parking

The nearest parkades are the North Parkade, located at 6115 Student Union Mall, north of the Student Union Building, or the Rose Garden Parkade, located at 6278 Southwest Marine Drive, underneath the Rose Garden. *[Mr / Ms. Name / You]* will be provided with a complimentary parking pass for the parkade *[upon arrival / when you arrive]* at Allard Hall and may use this pass as payment when *[exiting the parkade / you exit the parkade]*.

Questions or concerns

If *[you or Mr. / Ms. Name]* have any questions, please do not hesitate to contact me by telephone or email. I look forward to seeing *[you / him / her]* on *date* at *time*.

Best,
[Name]

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CAREER SERVICES

Dear *[Student Name]*:

This is to confirm that you have been registered for a slot in the Mock Interview Program taking place next week. Please read this entire email for important details and information.

Your mock interview is scheduled for *[Date]*, at *[Time]* with *[Name]* of *[Firm Name]* and will be held in **Allard Hall Room *[NUMBER]***. **Please arrive 10 minutes early for your interview, and please check-in with me in the Career Services Suite Room 161B when you arrive.**

Although this is only a mock interview, please remember to conduct yourself professionally at all times. This includes dressing professionally. Students should dress in business attire, preferably a suit, although business casual (i.e. dress pants and a collared shirt for men and dress pants or skirts and a collared shirt or sweater for women) is also acceptable. For additional advice, please refer to the ***What Not to Wear*** handout on Symplicity.

In preparation for your interview, you may also want to review the ***Interviewing Guide*** on Symplicity. It is not expected that you do the research for the specific firm your mock interviewer represents; however, it may be a good idea to think about questions you would ask in an interview as this is an area students often find particularly challenging.

It is very important that you attend your scheduled mock interview, as all of the interviewers have taken time out of their busy schedules to volunteer. If you cannot make it to your interview, please contact me immediately at *[email address]* or *[phone number]*.

After your interview, please take the time to write your interviewer a short email thanking them for their time and to ask any follow up questions, should you have them. You will receive an email after the mock interviews requesting feedback. Please take the time to answer the questions asked so we can improve the program for the future.

In the past, students have found this to be a very helpful and informative experience. We hope that you will benefit from it as well! If you have any questions, please do not hesitate to contact me.

Best,
[Name]

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July 2014 Mock Interview Program – Schedule at a Glance

		Monday, July 21			Tuesday, July 22			Wednesday, July 23		
Morning	1	[Name of Lawyer] [Firm Name]								
	2	[Name of Lawyer] [Firm Name]								
	3	[Name of Lawyer] [Firm Name]								
Afternoon	1	[Name of Lawyer] [Firm Name]								
	2	[Name of Lawyer] [Firm Name]								
	3	[Name of Lawyer] [Firm Name]								

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Mock Interview Sign-in Sheet: Monday, July 21, 2014

	[Name of Lawyer] [Firm Name] – Rm 153		[Name of Lawyer] [Firm Name] – Rm 147		[Name of Lawyer] [Firm Name] – Rm 154	
9:00am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
9:30am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
10:00am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
10:30am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[BREAK]	[BREAK]	[BREAK]	[BREAK]
11:00am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
11:30am	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]

	[Name of Lawyer] [Firm Name] – Rm 153		[Name of Lawyer] [Firm Name] – Rm 147		[Name of Lawyer] [Firm Name] – Rm 154	
1:00pm	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
1:30pm	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
2:00pm	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
2:30pm	[BREAK]	[BREAK]	[BREAK]	[BREAK]	[BREAK]	[BREAK]
3:00pm	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]
3:30pm	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]	[Name of Student] [Year Level]



Peer Mock Interview Guide

As a student who has participated in recruitment you have a lot to offer your peers; thank you for volunteering for Peer Mock Interviews.

Interview Guidelines

Purpose of the mock interview:

- Provide students with constructive feedback regarding their interview skills
- Allow students to understand what they are doing well and to identify areas for development
- Give students tangible steps/ goals for improvement

Your role in the mock interview:

- Empower and provide a supportive, safe, and comfortable atmosphere
- Recognize and respect individual differences, opinions, and needs
- Listen with empathy to concerns and frustrations
- Motivate and encourage
- Maintain confidentiality
- Make referrals to Career Development Office when appropriate

Mock Interview Format

Steps:

1. **Prepare for the mock:** Review the resume and ensure you are familiar with the student's background. Consider looking for some potential 'ice-breakers' to put the student at ease.
2. **Welcome the student:** Introduce yourself and begin with a casual conversation about you and your experience.
3. **Outline the agenda:** Describe the nature and length of the mock interview. For example, 'we will interview for 15 minutes and then spend approximately 10 minutes talking about what you did well and areas for development'. You can also ask the student if there are areas that he/she would like to work on during the interview.
4. **Conduct the mock:** Use the questions on the following pages to guide you in asking questions. Prompts have been provided in order to assist you in probing for further information.
5. **Wrap up and debrief:** Use the feedback form to provide information on the candidate's performance.



Providing Constructive Interview Feedback

It is important to provide feedback to students in a constructive manner. The information you are providing could have a longer term impact on that person's feelings and performance in future interviews. Here are a few rules to guide you:

When Providing Feedback

- Be organized, clear and concise
- Focus on what is changeable, not the unchangeable
- Do not overwhelm a candidate with feedback: assess 2 to 3 areas that most need improvement (remember you can always refer candidates to the CDO)
- Check body language for signs of confusion (blank looks, no response)

Scaling Technique

- You can use a scaling technique to get the student thinking about what they did well in the interview and areas for development. For example, you can ask them to rate the interview on a scale of 1 to 10.
- Then ask them what they did well to get them to that rating. Make sure they focus on the positives first. You can then ask them what it will take to get them to a 10.
- This technique allows you to assess how self-aware the student is and will help you to start your feedback conversation.

The Feedback Sandwich

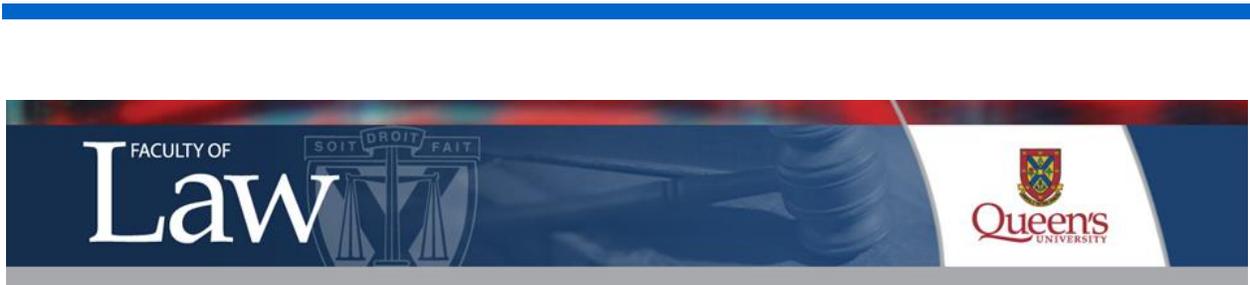
- Positive Feedback: Always start with something positive – listen for what works well in the candidate's approach. (e.g. I really liked the enthusiasm that you had as you told your stories)
- Constructive Feedback: Provide tangible ways the candidate can improve specific areas, make suggestions (e.g. "Have you thought about" or "You may want to consider"), provide alternatives (e.g. "What would you think of..." or "There are a couple of approaches that we could take with this"), discuss pros and cons of different approaches and help the candidate engage in crafting their own answers (e.g. "How else could you say that")
- Positive Feedback: Remind the candidate of what is working in their approach and provide encouragement
- Confirmation: Check in with the candidate to ensure they understand the feedback. i.e. "Do you have any questions about this suggestion"
- Make referrals to CDO materials on CSM Document Library (Interview preparation tip sheets, government guide, student company ambassadors).



Mock Interview Rubric for Feedback

You can use the criteria listed below to walk the student through the interview feedback.

Criteria	Needs Work	Average	Good	Very Good
Oral communication skills: <ul style="list-style-type: none"> • Clear and coherent articulation • Good tone and pace • Concise 				
Interpersonal skills: <ul style="list-style-type: none"> • Poised, professional and mature • Engages the interviewer in conversation and pleasant to spend time with • Has follow up questions for the interviewer throughout the interview not just at the end (Who, When, What, Why, Where, How) • Finds common links with the interviewer 				
Level of Confidence: <ul style="list-style-type: none"> • Over or under? 				
Quality and structure of responses to questions asked: <ul style="list-style-type: none"> • Clear direction, detail, logic, proof, use of CAR etc. 				
Ability to draw on experiences from education, work, and other areas of life: <ul style="list-style-type: none"> • Choice & diversity of examples 				
Non-verbal behavior: <ul style="list-style-type: none"> • Smile, handshake, eye contact, body language 				
Professional image: <ul style="list-style-type: none"> • Formal business wear – polished 				
Evidence of preparation: <ul style="list-style-type: none"> • Demonstrates that he/she has practised but not memorized 				



Strategies for Crafting Solid Interview Answers

Structure

When candidates are responding to questions in an interview, a story-telling framework/ structure can be helpful to keep the candidate on track. This framework is most helpful for behavioural or experience specific questions (e.g. Tell us what you did this summer, Tell us about X interest on your resume, Tell us about a time when you faced a challenge). For more conversational elements of the interview, try to ask open questions which typically begin with Who, When, What, Why, Where, How? And try to avoid questions that are interrogative: Are you, Do you, Have You?

<p>Context</p> <ul style="list-style-type: none"> • What was the context of the experience? (e.g. academic, job, extracurricular?) • What was the position held? Where and when was this? • What task/problem/challenge did I face? • What was the objective or goal?
<p>Action</p> <ul style="list-style-type: none"> • What options did I have? What alternative courses of action did I consider? • What did I actually do? What steps and/or process did I take? • Which tools, resources, methods did I use? • What individual contribution did I make?
<p>Results</p> <ul style="list-style-type: none"> • How did things work out in the end? • What was the impact or benefit to others and the organization? • What did I learn from this experience?

Below you'll find a useful structure to help students with 'Tell me about yourself'. Students should be reminded to focus on the 'headlines' and highlight key strengths from each area. Aim for 60-90 seconds in length.

Education	
Extracurricular	
Work Experience	
Personal Achievements	



For other open-ended questions, you can provide the framework below.
 Open-Ended (e.g. Why law? Why Queen's? Why our firm? Why should we hire you?)

Focus on 3 key themes/ points	Provide back up evidence or examples for each
1.	
2.	
3.	

Interview Questions and What They Really Mean

Question	Behind the question	Indicators
Tell me about yourself	Overview of candidate strengths	<ul style="list-style-type: none"> ✓ Provides an overview of education, experiences and extracurricular involvement which highlights strengths and skills ✓ Demonstrates self-awareness and enthusiasm ✓ Confidence and maturity
Tell me about experience 'X' on your resume	Overview of an experience	<ul style="list-style-type: none"> ✓ Provides an overview of the experience using structure (Context, Action, Results) ✓ Highlights strengths and learning
Tell me what you do in your free time.... Or I noticed that you like X, tell me a little bit about that....	Overview of an area of interest/ additional information	<ul style="list-style-type: none"> ✓ Provides an overview of the experience using structure (Context, Action, Results) ✓ Highlights strengths and learning
Why did you decide to go to law school? How are you enjoying law school?	Overview of education	<ul style="list-style-type: none"> ✓ Provides an overview of the experience using structure (Context, Action, Results) ✓ Highlights strengths and learning ✓ Stays positive
What courses have you liked the best/ least at law school?	Overview of education	<ul style="list-style-type: none"> ✓ Provides an overview of course using structure (Context, Action, Results) ✓ Focuses on learning ✓ Stays positive

What are you involved in at law school?	Overview of extracurricular activities	<ul style="list-style-type: none"> ✓ Provides an overview of involvement highlighting key strengths and learning from the experience (Context, Action, Results)
Why should we bring you in for an in-firm interview?	Strengths	<ul style="list-style-type: none"> ✓ Demonstrates awareness of strengths and areas for development ✓ Can build a business case to position those strengths (strengths plus evidence/ proof)
<p>Tell me about a time when you had to keep yourself motivated during a difficult situation.</p> <p>Describe the situation</p> <p>What actions did you take?</p> <p>What was the result?</p>	Drive & Resilience	<ul style="list-style-type: none"> ✓ Maintains enthusiasm ✓ Handles pressure well ✓ Willing to work hard to meet deadlines ✓ Maintains a calm and focused manner ✓ Evidence of time management skills ✓ Work ethic/ dependability ✓ Demonstrates self-motivation/ initiative



Common Interview Questions

The questions below were collected from students who have participated in employer interviews for summer and articling positions.

General / Personal

- How is your day going?
- Tell me about yourself
- Tell us about something about yourself that is not on your resume/no one has asked you about yet
- How have you changed since starting your undergraduate degree?
- Why should we choose you over other candidates? What sets you apart?
- What qualifications do you have that make you feel you will be successful in your area of interest?
- What is your greatest personal asset? Your greatest weakness?
- Is there anything that concerns or worries you about practising law?
- What would you be doing right now if you weren't in law school, and how does that relate to the practice of law?
- What are your ultimate career goals?
- Where do you see yourself in five years? Ten? Twenty?

Work-Experience Related

- 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?
- How did you like ___ (work experience)?
- Have you ever been promoted?

Interests/Extracurricular Related

- What do you do in your spare time?
- What is your favourite movie?
- What experience have you had in organizing or directing clubs and/or activities?
- Tell us about your involvement in law school.
- Tell us about your participation in student clubs.
- How have you spent your summers?

Education Related

- Why did you choose law? When did you develop this interest?
- Why do you want to be a lawyer?
- How do you like law school? Is law school what you expected it to be?
- How are you doing in school?
- Do you feel like your grades are an accurate representation of your capacity as a law student?
- Why did you only get a "B" in ___?
- Please explain your course selection.
- What courses have you liked best? Least?
- What courses are you planning on taking?
- Who are your favorite instructors?
- How do your undergrad interests mesh with your law school interests?
- How has your transition back to school been?
- Do you like Queen's Law?
- What type of law do you want to learn more about? Why?
- Why are you doing a joint degree?



Employer Related

- What are you looking for in a job? What do you hope to take away from a summer program?
- Why do you want to work for us?
- Why do you want to work in [city]?
- Why a large/small/specialized firm?
- Why do you want to work in X area of law?
- You aren't taking any course in our area of practice, are you really interested in it?
- You seem to be interested in social justice/international law, why Bay Street?
- What can we answer for you today that will differentiate us from every other firm you've seen?
- What criteria are you using to evaluate the employer for which you hope to work?

Behavioural

- Tell us about a challenge you faced.
- Tell us about a time where you managed a conflict.
- Tell us about a time where you stood up for yourself for something you believed in.
- How have you been involved in a team in making a decision?
- What obstacles have you encountered in a leadership role?
- What is something you have struggled with in the workplace and how did you overcome it?
- How would people describe your leadership style? Give us an example.
- Tell us about a time when you had to overcome an intellectual challenge.

Other

- You mentioned that you met with Joe Smith in your cover letter, tell me about your meeting.
- How would you reconcile being assigned a case you were morally opposed to?
- What constitutes "success" in your mind?
- Tell me about someone that you admire.
- If you were on a deserted island, what food would you have with you?
- If you were to donate half of your money to charity, which would it be?