



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter, Sadie Jones, about when and how to change direction in your job search. Your Law School Toolbox hosts are Alison Monahan, and typically I'm with Lee Burgess.

We're here to demystify the law school and early legal career experience, so that you'll be the best law student and lawyer you can be.

Together we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career-related website, [CareerDicta](#). I also run [The Girl's Guide to Law School](#). If you enjoy the show, please leave a review or rating on your favorite listening app and if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolbox.com, and we would love to hear from you. With that, let's get started.

Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter, Sadie Jones about when and how to change direction in your job search. So, welcome Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. All right well, let's jump in. When might this be an issue? When might someone need to change direction in their job search?

Sadie Jones: Well, I think if you're at this point, and you're kind of half way through the year, and you still don't have a job, or even if you're just past OCI, and you still don't have a job, I would consider changing directions.

Alison Monahan: I think basically, if what you're doing or what you have done hasn't worked, you've got to think seriously about what you're going to do going forward.

Sadie Jones: Exactly. I think the key at that point is to not blame outside forces and kind of look internally. What's going on, what's not working? Especially if it's not worked with a bunch of different employers that you've applied to, you kind of have to look at what's going on with yourself.

Alison Monahan: Yeah, exactly. If OCI hasn't worked out, or you've been applying a lot of places, and your applications are going nowhere, I think you've got to get real about this. To continue doing the same things is probably not going to get you the results that you want.

Alison Monahan: One thing too that I think people need to look at is, where in the process are you failing? So, it may be something that's fixable, say if you are submitting applications, you're getting interviews, but you're not converting those



interviews, that might be a different problem than if you're just sending out a bunch of applications into the void and getting absolutely nothing back.

Sadie Jones: Exactly. I think if you're in the second position, and you're sending a bunch of applications out, and you're not getting anything back, then I think you need to look at who you're applying to, maybe you're applying to things that you're either not qualified for, not someone that they're looking for, and then I think you need to reevaluate where you're applying. So, I think that's kind of a different issue than, you're applying, you're getting interviews, and nothing is converting to a job offer.

Alison Monahan: Right, obviously not everyone converts every interview, but if you're not converting any that might be an issue with your interviewing skills, because obviously they're interested at that point.

Sadie Jones: The other thing I guess, is to look at how many places you're applying, or how many places you're getting interviews, because maybe that's not enough. Like you said, they're not all going to convert, so you need to cast a wide net.

Alison Monahan: Yeah, I think you can think of this almost like a marketing funnel. You've got to have a really big top of that funnel because it's going to ... Say you apply 100 places, maybe you get an interview at five or ten of them, even that, maybe one of those converts. So, you've really got to be applying a lot of places to give yourself a decent shot as you move through that funnel, being the one person who pops out at the end with a job.

Sadie Jones: Exactly. And I think it takes a lot of effort on your part to get there. And I think you kind of have to keep your eye on the big picture here, which is that, getting a job is kind of the point of all of this. So, you need to put as much effort into that as you are really into school, especially if you're a 2L, and you're not going to get your second summer job, that's crucial.

Alison Monahan: Yeah, and I think sometimes people are unrealistic about just the volume of places, and the volume of places that are actual reasonable possibilities that they need to be applying. It's probably not 10 or 20 places, it's probably in the hundreds.

Sadie Jones: Exactly. And I think you need to be very straight with yourself about what your grades are, where you're in law school, who you're going to be attractive to. And not just what your dream is, you can look at that down the road once you have experience. But you need to be honest with yourself about who's going to be interested in you.

Alison Monahan: Exactly, I think this is all about being realistic. Particularly when it's one of your first jobs out of law school, and you just don't have a lot to go on.



- Alison Monahan: I guess the other situation where people might find themselves needing to change direction is when something external has changed. So, maybe you need or want to be in a location that's different than you expected when you started law school. Maybe your interests have changed, you worked at the D.A.'s office and realized you hate it and that's not going to be your path forever. These things happen, maybe you hated your summer position at a law firm, or you didn't get an offer. These are things that may convince you that you should be looking in a different direction.
- Sadie Jones: Exactly. And I think, even those external forces could have changed from when you were doing OCI or when you were initially applying a few months ago. Maybe a family member's sick, maybe your significant other got a job somewhere else. And I think, there is still time to make that change and if anything, I think that can be an easier change than the, 'this just isn't working out' scenario. Because it's sort of more explainable, and it's probably easier personally and emotionally to say something else changed.
- Sadie Jones: It's not necessarily going to be easy to make that switch kind of halfway through the year, or more. But I think if you know that whatever that change is that's happened, that you are really committed to whatever the new thing is, I think you just need to stay really focused and on top of it. And say, what am I doing to make this happen, whatever the change is.
- Alison Monahan: Yeah, I feel like almost anything is possible, but you've got to really make that commitment and go for it. For me, for example, when I was clerking, I was clerking in Boston, and I couldn't decide before I was clerking or while I was clerking, I couldn't decide, was I going to work in San Francisco or was I going to work in New York? So, this went on for like a year. I was talking to career counselors and people about it and we were going through all the pros and cons, I just couldn't decide.
- Alison Monahan: So, I applied for jobs in New York because it kind of seemed easier, and it seemed like the thing that made the sense at that point, I'd talked myself into it. And I had some offers, and I was getting ready to take one and then woke up one day and was like, what am I doing? I really want to be in San Francisco. So, I had to kind of start all over at the very last minute at this point. And in the end, I didn't have a lot of options, but I did make it happen.
- Sadie Jones: And I think that in that situation you also want to be careful about what the story is that you're putting out there because, the thing you don't want them to get the impression about you, is that you're constantly going to be changing your mind. And they're going to give you a job for another location and then you're going to pivot. So, I think the key is to make it really clear that this is what you want.



- Sadie Jones: And it doesn't necessarily have to be what you want forever, but that's what you're selling to the employer. I know, now.
- Alison Monahan: Yeah, for me it was a pretty easy sell. It was like, I cannot survive another winter on the east coast, I need to return to California. And people understood that.
- Sadie Jones: It sounds like you'd really done some soul searching and realized that that was important to you, and so I'm sure that came across. And you had good qualifications.
- Alison Monahan: Exactly. And it was also before the recession.
- Sadie Jones: Yes, so I think that's something to keep in mind. But I also think that all of this is possible, and a lot of it is sort of, what your story is and how you're framing all of this.
- Alison Monahan: Yeah, exactly, I agree with you, I think that second scenario of something external has changed is much, much easier emotionally for people. Because, this first scenario where you're doing your best, you have an idea of what you want, you have diligently applied for these jobs, and it's just not working out, that's really hard. I think people have a really hard time accepting that it might be time to do something else.
- Sadie Jones: And this is where, I think, you need to sort of put your pride aside and look at things realistically. And I think that can be really hard for people. I've definitely seen students who didn't get a job and are sort of bitter about it, and you can feel that. And that's not going to attract anyone else to give you a job. So, I think you need to really take a good look at where you're applying, what's going on in the interviews, there're so many different levels of this where you can make a change and do things differently. But you can't do any of that if you're not being honest with yourself. And I'm not saying that that's easy, but I think it's something that's necessary if you want to get a job.
- Alison Monahan: Exactly. Just continuing to do the same things that aren't working is probably going to keep not working.
- Alison Monahan: What signs are you looking for, if somebody comes to you and they say, okay, I've done my best but this doesn't seem to be working out. When should somebody basically, give up on finding this dream job?
- Sadie Jones: I think if you, again, are way past OCI and you're past winter break, and maybe you're into spring break, I think that probably by halfway through the year you need to pivot in terms of, am I going to get the thing I really want? And you need to say, I need to get a job.



Sadie Jones: And I also think that there's probably a point where you move from whatever you really want, your dream situation to, I just want to find something with really good experience in the area that I want. And then I also think there's probably a time where you say, I need a job. And it has to be legal-related, and it just needs to be the best thing that I can get at this point.

Sadie Jones: So, I think there's probably two different steps. But I would say, if you're a few months out from when everyone was interviewing and you don't have a job, that's where you need to at least switch to the, it's not going to be what I was really looking for, it's not going to be BigLaw or it's not going to be whatever it was that you had been applying for.

Alison Monahan: I think you have to accept at some point, that ship has sailed at least for now. And start triaging really of like, okay, how can I make this situation better than it is? Because the worst-case scenario is that you end up not doing anything, not getting any work experience, and that is going to be a serious disaster when you're looking for your next job. That is what you do not want to happen.

Sadie Jones: Right. And I think, it's going to be disappointing. It's going to be disappointing to make the pivot and to kind of give up on a certain type of position. And maybe you still send things out, if you can make that work and sort of have the time. But I think you need to be realistic and focus on something that you can get. And maybe something that wasn't at the level of the original jobs that you were looking at. And that's the only way that you're going to find something else. Because, you can't keep doing the same thing over and over again and expecting that all of a sudden, some firm is going to say, here's a job offer.

Alison Monahan: Yeah, I mean, that could happen but it's highly, highly unlikely.

Alison Monahan: I was actually going to ask you, you mentioned this briefly, do you think people can or should keep doing a parallel search where they look for that ideal job but then also consider other options, or is that just really a waste of time at this point?

Sadie Jones: I think that you can do that, if you feel like you can fit it into your schedule and it's not going to hurt either your schoolwork and the other responsibilities you have, or the job search that you're switching to, whatever that pivot was. So, I think if you feel like you can realistically fit in some time to still do that, I don't necessarily think that it's a bad idea. Especially if it's really just sending out applications, I don't think that's a huge time commitment. Or maybe, having some coffees or looking back at your network, or going to some mixers or whatever it is that is more in that original area.

Sadie Jones: But I also think that if you feel like that is going to get in the way of other things, then you need to just focus on the getting a job part.



Alison Monahan: Yeah, I agree. I think, again, you've got to be realistic. If you're like, oh, I'll do a parallel search and then you spend 80% of your time doing the original search and then 20% occasionally sending out some other stuff, that's probably not the right ratio here.

Sadie Jones: So maybe you need to really budget out your time here. And say, I will not spend more than X amount of time on the parallel search, or the original search, and stick with it. So that means, maybe you don't get to do it, or you don't get to do it as much as you would want to.

Alison Monahan: Yeah, and in terms of signs, I think of it almost like a legal research assignment. When do you know that you're finished doing research? Well, it's when you start seeing the same cases over and over again. So, with this job search it's like, well, if you've really exhausted all the possibilities and everything that's showing up is something that you've either already considered or already applied for, people that you've already talked to in your network or whatever, you've probably exhausted the possibilities. There's got to be new stuff or there's no point in continuing.

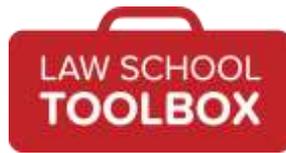
Sadie Jones: Exactly. Because, again, I don't think something is going to magically happen out of nowhere. And, there are the exceptions, and I still think it's worth looking ... Let's say you're talking to career services and they mention there are some firms that didn't fill their summer class, or something like that, why not apply. But again, just don't waste your time and resources.

Alison Monahan: Yeah, I think that's a fair point.

Alison Monahan: And, whose advice should you trust here? Because I feel like sometimes people, you know, you're talking to all these people, maybe you're talking to career services, you're probably talking to family members, maybe friends, maybe classmates, people you know. I mean, you might be getting all kinds of advice. Everything from, it's never going to happen, give up, to like, you're a genius, of course someone's going to want to hire you. Whose advice do we trust here?

Sadie Jones: I guess out of all of that I would probably not listen to your parents or something like that. I mean, there is a chance that they're in the industry, or you have the kind of relationship where they're going to be realistic with you. But I would be concerned that they would either be on the side of, you're so great, you're going to find something or, they're either really pessimistic people who are really close to you. So, I think that they're probably not the most objective.

Sadie Jones: So, I would say, in this situation, I do think career services tries to be realistic with people. I don't think they're the only person to listen to, but I think that they're a good resource. You know, it might be helpful to talk to classmates who



are above you and have been through this. And maybe people who had trouble getting a job the first time so you can hear other people's stories.

Sadie Jones: But I would say, you want someone who can be fairly objective in this situation. Especially let's say, if you're asking them to look at your materials, or see what you're interviewing skills are like. And here's a situation where I think we've [talked about this before](#), but recording yourself and you looking at it or having somebody else look at it who's objective.

Sadie Jones: So, that's what I would say. You don't want to get someone's advice that is so close to you that they're not going to be able to look at it objectively.

Alison Monahan: And they have to know something and have some understanding. I remember my mother was convinced I was never going to get a job coming out of Columbia and I was just like, really? I don't think that's accurate.

Sadie Jones: There are situations, I guess, where there are people who are close to you who are lawyers and maybe do understand how it all works. So, I think you can listen to them. But I think you need to know that they're being straight with you. Because that's what you need right now, is someone who's going to be honest. Even if it's not going to be happy news or it's not going to be just what you want to hear, is what I would say.

Alison Monahan: Right, exactly. Because, basically what you want to hear is, you've got a job, yay. But unfortunately, no one has a magic wand they can wave to get you to that point.

Alison Monahan: And I think this is also a case where calling in a professional might help, somebody who can give you that objective advice, if you're at a point where you're like, I just don't know what to do, I don't know why this is not happening. Somebody who can say, well, this is how you're coming off in an interview, you need to work on this. If you're willing to hear that.

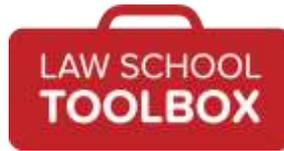
Sadie Jones: That's a hard thing to hear. And again, I think a lot of students are defensive about that and what I would say is, if you want a job, that's not the way to go. So again, maybe it's something you don't want to hear but maybe it's something you need to hear. And it's going to make you better in the long term.

Alison Monahan: Yeah, exactly. If the feedback you're getting is that you're coming off like a jerk in an interview, well, that's probably something to work on for your life.

Sadie Jones: Exactly. And, I would go further than that and want to know specifics. Ask them, what is it? What is it about you seeming like that? Because, I have a feeling a lot of times, it's not what you mean to be putting off. Like some of that kind of attitude can come from a place of insecurity.



- Alison Monahan: And also, I think we both have been reading or listening to the [Michelle Obama book](#), and I found it really interesting when she was starting to do speeches and she kept getting this like angry black woman meme and everyone's like, oh, this is so unfair. And she did feel like it was really unfair, but she also went and watched video of herself with no sound on and realized that her body movement and facial expressions and things, actually were kind of coming off that way. And so, to her credit, she changed them.
- Sadie Jones: Absolutely. I completely agree and I think there are situations where there might be stereotypes or preconceived ideas that are going to be put on you regardless. And like you said, maybe that's not fair, and maybe some of the stuff would've sounded different, or seemed different, if you were somebody else. But, you're you, you're going into this situation as you, so I think you need to do whatever you can to put your best foot forward.
- Alison Monahan: Yeah, and there're lots of tricks. If you come off as very young for example, there are ways that you can dress and things like that. I mean, all this stuff is very unfair and should not matter, but the reality is, it does matter. And if it's an issue for you, that you always are perceived as being very, very young then, you probably need to deal with that. And it's not even just a female thing, I think it's more common with females but I had a situation when we were at trial and it was a male attorney who was Asian. And he was a partner and he came off very, very young and when we did the jury testing, they're like, I don't know if I can trust this guy, he seems like he's a kid. And he wasn't a kid, he was a partner in a law firm. And he got very upset about that and people were just like, look, it is what it is and we need to deal with it.
- Sadie Jones: And that's a good point, this isn't just about getting the job right now, this is a great opportunity to look at what you're putting out there. Because I have a feeling that it's going to come up down the road, and it's going to keep coming up. So, if anything, I would take it as an opportunity to work on things.
- Sadie Jones: And yeah, I agree, I remember somebody who wore fake glasses which sounds silly and I'm not saying that necessarily you should wear fake glasses, but I will say that she came across really different.
- Alison Monahan: Lee totally did that for her headshot.
- Sadie Jones: I mean, it really does put out something different. And I don't think it does for everybody, but I think things like that, it's something to consider.
- Alison Monahan: Yeah, her theory on it, she's like, look, I'm a young-looking blonde woman and I want to be taken seriously, so it makes me look more academic if I put on these very thick black glasses. And you can go look at her first headshot which is



probably floating around the internet. And she looks very serious, and very academic and it's because of the glasses.

Sadie Jones: Yeah, I think it can make a huge difference. Or something else, it's not like you can change your voice, but I think some people, it's good to hear yourself. Because I think there are things you can change about how you sound or words you're saying over and over again, or thing like that. So, I think that's something else to keep in mind. For example, are you saying, like, a lot?

Alison Monahan: Exactly, whenever I look at the transcript for this podcast I think, I did not say, like, that much. And then I listen to it and I'm like, maybe I did. But I think they add some.

Sadie Jones: It can be completely unconscious, just these filler words. And I think getting rid of them can help. So, that's where you need to take a hard look at it. And it can be really hard, I don't think that anyone likes to hear themselves, or watch themselves in these situations but, I think it's going to be helpful and actually give you a leg up over other people.

Alison Monahan: Well, and know that you can also just think of having different personas. I mean, obviously I wouldn't go into a law firm interview and be like, hey, what's up?

Sadie Jones: Exactly. Or what you're wearing.

Alison Monahan: Like, I would have on my very serious face for that.

Sadie Jones: It may not be clothes that you ... you know, your style or what you're wearing in your personal life but it doesn't matter. This is about getting a job and you need to fit in, in their environment.

Alison Monahan: Yeah, and I think we've talked about this before, like, finding some sort of [authenticity](#) in the middle of this very inauthentic, in some ways, experience is a really hard thing to do. It's a hard thing to balance, it's something you'll probably be working on for the entire time that you are a legal professional. But it is something that you may as well start on because, you're always going to be judged by people and you're always going to have to respond to criticism and decide which pieces of that you take on and which pieces you don't take on, and what kind of persona you want to present. And this is a really hard balance.

Sadie Jones: Absolutely. And I think that some law students focus on, oh, it's not fair. And that is not helpful at all. And like you said, you can take on what you want. You're being judged about something and you can say, that's what they're doing, I'm not going to take it personally. I'm not going to internalize that, that's just what's happening. Maybe it's not fair, but life isn't fair. So, I don't think that dwelling on that is helpful, or taking a stand, or anything like that.



Alison Monahan: And I think it's an opportunity for self-reflection, you can say, what am I willing to take on or not take on, what am I willing to put up with? And maybe this is not the right environment for me. And that's another reason to look for a different type of job, is if you're doing these interviews and you're not getting results, and you're feeling really uncomfortable, that can actually be a great sign that this is an opportunity to change direction to something that is a better fit for you. Not every job is the right fit for every person.

Sadie Jones: I completely agree. So, sometimes making this switch and this pivot, is what you actually want to do, because this isn't working out. So, it's not necessarily taking a worse job or losing your dream job, maybe it's saying, why did I pick this in the first place, is it just because that's what everyone told me to do?

Alison Monahan: Exactly, like, I'm realizing, this is not the right environment for me to be in and be comfortable and be a full-fledged human being. That's actually really important.

Sadie Jones: Absolutely. The other thing is, I think what we're talking about here is, people who have had many interviews and things aren't working out. You know, everyone has an interview that doesn't go well. Or a lunch that doesn't go well. Or makes a mistake or says the wrong things, or is late, or whatever mistake it was. And so, everyone has that happen sometimes. But I think it's different if you see that nothing is working out and nothing is coming through. Especially if, you've gotten the interview so you've probably gotten through the initial qualifications part. So really, at that point it's kind of, them getting to know you and trying to figure out if you're a right fit.

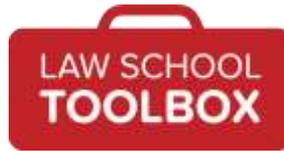
Sadie Jones: So, again, like you're saying, maybe it's that you're not a right fit for this.

Alison Monahan: Well, and you might end up somewhere better. I remember reading Justice Sotomayor's book and she didn't get a law firm job over the summer and it was basically like, she thought it was a cultural fit thing that she just wasn't what they were looking for in terms of background, and she did okay for herself in the end.

Sadie Jones: And I think that's such a great attitude. Maybe that is not what she thought at that exact moment, but obviously reflecting back ... So, I think that's great and that's what we should all strive for.

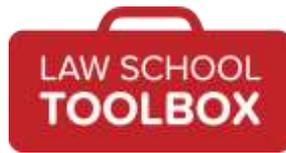
Alison Monahan: All right, well, let's switch gears a little bit because we're about out of time. Regardless of the reason that people are regrouping, whatever it is, how should they go about starting this process?

Sadie Jones: Well, I think you need to say, okay, this is what I was applying for before. And kind of, like we said, switch gears. So, say like, a list of new places, or new areas.



So, if you want to work at a law firm and you've been applying to all BigLaw, maybe you say, okay, I'm going to research what are all the medium or small size firms in the area, that kind of thing. Or you're going to look at public interest options, or whatever different place it is. So, you kind of need to be specific and do some background work about where you're applying.

- Sadie Jones: I also think you need to go back and look at your resume and cover letter and all of those things. Make sure that they're in order. Make sure that you know what the story is that you're portraying to people. I think this can be really tricky in this situation, especially if things hadn't worked out, because you might have a lot of feelings behind that. So, you need to be honest with yourself and probably once you work on the story, talk to a professional, talk to career services, talk to anyone that you can and see how it comes across to people before you use it, because they might have suggestions.
- Alison Monahan: I think we even have a [podcast](#) on this, so you could go listen to that.
- Sadie Jones: I think that is going to be key in this situation.
- Alison Monahan: Yeah, I agree with you. You've got to have something that makes sense, but also something that you can tell confidently. I think you've also got to think about getting whatever emotional support you need, to give this plan a go. Whether that is a coach, someone for accountability, a friend group, maybe a therapist to talk about your frustration so that they're not coming out in interviews.
- Sadie Jones: Yeah, I think that is so important. And it's probably a step that a lot of people miss. I think that fits into, you know, we talk about self-care a lot.
- Alison Monahan: Yeah, absolutely. I mean, that's actually a really key part of this. Because, like you said, if you are feeling bitter about this whole experience and then you come off as bitter in the interview, no one wants to hire a bitter person. Whatever this job you're applying for is, it's actually an important role that someone is really looking to fill with someone who's competent and excited, and you need to be that person in that interview.
- Sadie Jones: Absolutely. And I will tell all the students that, we can feel, on the employer's side, when students feel that way. There's no way to hide it, if you haven't sort of worked through those feelings, because I've seen it a lot. And I think that that's a situation where the students probably don't realize that that's what's coming across.
- Alison Monahan: Yeah, of course. I mean, you think that you're like, faking it but, you're not really convincingly faking it.



- Sadie Jones: Exactly. Another key thing I think is to go back and look at your network. And we've talked about this before, but really, who do you know, who can you expand out into, who can you have coffee with? Because, I do think that is so important in the job search. And maybe that was an area where you were weak the first time around, because you thought you were going to get something during OCI and that didn't work out.
- Sadie Jones: So, I think really, carefully looking at that. Looking at LinkedIn, looking at anyone you might know, even the undergrad you went to, alumni, local bar associations, things we've talked about before. But I would go back and say, am I doing everything in all of these areas that I can? Because getting your name and your story out there, I think, could be the difference between getting a job or not getting a job.
- Alison Monahan: Right. And you might need to re-brief people too, if you're changing directions. So, say that you had coffee with someone in the fall, and you're like, yes, I'm gung-ho on being X. And X hasn't worked out, so now you're going back to them, and you're saying, oh, well you know, actually that really hasn't worked out so now I'm thinking of doing this. That may be a conversation with your key people that you need to have.
- Sadie Jones: Absolutely. And that's where you want to get your story straight and make sure that whatever the new thing you're trying, makes sense and all that. And people understand, things change, not everything works out. Everyone's had that happen. So, I don't think you should be afraid to talk to people about it.
- Alison Monahan: Yeah, and I think people actually respect if you say, hey, I know that we talked about how I really want to do X and I still would love to do that if you have any options let me know but, that hasn't worked out so I think I need to be realistic and shift directions.
- Sadie Jones: For sure. I would respect somebody talking to me about that. And not just selling me sort of a super fake story. It can be kind of obvious when it's not genuine, or something like that. I would rather someone tell me that they're switching directions because they're very motivated, they want to find something.
- Alison Monahan: Yeah, it just makes you look like a mature person who can handle disappointment. Which, that's a skill set in itself.
- Sadie Jones: Yeah. And that's really what this is all about.
- Alison Monahan: Yeah, exactly. It's not going to be the first time, and probably not going to be the last time in your life you're disappointing and have to switch directions.



Alison Monahan: I think that's all great advice. Also, I think you just need to make a solid plan and really start blocking out the time to focus on this, and then just get started. Sometimes people think, oh, I've got to have the perfect plan, I've got to have the perfect list. It's like, no, you just need to start doing something and then see how it goes. Because then you can iterate, you can adjust your strategy, you can repeat that kind of thing. You're going to be repeating this whole process probably. So, I think, just getting started is probably one of the most important factors here.

Sadie Jones: Absolutely. Because I think, the disappointment can kind of hinder getting started. So that's why, you deal with that, and then you move forward. And that's all we can do.

Alison Monahan: Yeah, and there's the most fear around rejection and things like that. Subconsciously you're thinking, well, if I don't actually send out the applications, they can't reject me. But it also means they can't hire you. So, feel the fear, but do it anyway.

Sadie Jones: And I would say that wasting time here is only going to make things harder.

Alison Monahan: Yeah, exactly. I mean, there's literally no benefit to not getting things out the door. As Seth Godin says, you just have to ship. So, I think that applies here too, even if your resume might not be the world's most perfect resume, if it's as good as you can make it in that moment, send it out.

Sadie Jones: Absolutely. And I think that holding onto it and thinking that things are just going to magically change, that's not most likely what's going to happen. Something isn't just going to fall in your lap, it's going to be that you did work to get it. It's going to be hard work.

Alison Monahan: Yeah, exactly. It's going to be hard work but it hopefully will pay off in the end. And if you don't do the work, it almost certainly is not going to pay off. So, you may as well get started.

Sadie Jones: Yeah. And I think all the stuff, networking, everything we're talking about, it's going to help you going forward, past even this 2L job. I think all that stuff is going to be great. So, think of this as an opportunity.

Alison Monahan: Yeah, if nothing else, it's an opportunity to develop job search skills which are always useful to have.

Alison Monahan: All right, well, unfortunately with that, we are out of time. Thank you for joining us, Sadie.

Sadie Jones: Thanks for having me.



Alison Monahan: Our pleasure.

Alison Monahan: For more career help, and the opportunity to work one-on-one with us, including on your job search strategy, if you need to change direction, check out www.careerdicta.com. If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review and rating on your favorite listening app because we would really appreciate it, and make sure to subscribe, so you don't miss anything. If you have any questions or comments, please don't hesitate to reach out to Lee or Alison at Lee@lawschooltoolbox.com or alison@lawschooltoolbox.com, or you can always contact us via our website contact form at lawschooltoolbox.com. Thanks for listening and we'll talk soon. Good luck finding a job!

RESOURCES:

- [CareerDicta: Strategies & Resources for Your Legal Career](#)
- [Podcast Episode 5: Maintaining Authenticity in the Legal Profession](#)
- [Podcast Episode 27: Job Interview Basics](#)
- [Podcast 111: Resumes and Cover Letters \(w/ex-BigLaw recruiter Sadie Jones\)](#)
- [Michelle Obama: Becoming](#)
- [Spring Semester Sprint: SOS Suggestions for Snagging a 2L Summer Job](#)