



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter Sadie Jones about the upcoming virtual OCI process. Your Law School Toolbox host is 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. 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.

Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter Sadie Jones about the upcoming virtual OCI process. So welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, to kick things off, what's happening with OCI now? I know we already talked on a [different podcast](#) about it moving to the winter, but where are we in this process now?

Sadie Jones: So, that happened – most OCI was moved to early to mid-January. And then on top of that, pretty much everything I've heard is that it's going to be a virtual process, which I don't think was set...

Alison Monahan: Ooh, a fun twist.

Sadie Jones: Yeah, as everything is these days. I think over the summer, maybe there was the idea that it would still be in-person, just later. And now, we sort of realize everything's going to be virtual. So that's the other difference from normal OCI.

Alison Monahan: Do you think this is still going to be that compressed process where it happens in, say, a few days at each school, or is it going to be more spread out? Do you have any sense of that?

Sadie Jones: I think it's going to be pretty much exactly the same as a regular OCI would be, from what I've heard. Law firms are going to get the same kind of schedules that they would normally get. Let's say they sign up for a day or two of interviews one after the other, let's say 20 a day. I think everything will be one to two weeks, like it normally would be. So students will have the same kind of schedule that they would have had anyway; the difference is they won't have to leave their house.



- Alison Monahan: Right. Well, let's talk about that a little bit. It seems like there're some pros and cons to this. What do you think the students and/or the firms are gaining or losing in this process if it goes virtual?
- Sadie Jones: So, I think there're actually a lot of benefits to it. I think one important thing is that firms have a lot of trouble getting interviewers to go to places – I know from personal experience. And so, sometimes you're not sending your top people; you're sending somebody who's willing to go. So I think they might have a better shot of getting big shot partners to do it or people who they would really choose, who are willing to do it when they don't have to go anywhere and take multiple days out of their life and get on a plane and all that. So, I think that's a big advantage. I think it's just easier for firms to schedule things, it's less expensive. All of that is a positive for a firm. I think on the student side, it can be kind of chaotic running around to different rooms and finding out where you need to go. And you're sweaty and you're trying to keep everything straight. And so, I think there's something that may be easier about not having to move around a lot. So I think that's a positive. The obvious negative is that virtual interviews can be awkward, especially if you're not really used to them. And I do think you lose out on something not seeing people face-to-face.
- Alison Monahan: Right. No, I agree with all of that. I know when I was working as an associate, it was such a nightmare for the hiring people to try to get people to fly to the East Coast. It's like, "Oh well, you're an alum, don't you want to go back to your school?" It was like, "I'm in the middle of trial. I can't go do interviews for you. I'm sorry."
- Sadie Jones: Exactly. Lots of last minute changes too, when that happens.
- Alison Monahan: Yeah. And I think people are just stressed out by trying to work and travel and do this and all that. So I agree with you. I think, ideally, they would be able to get a better diversity of interviewers, and also just people who would do it voluntarily and not have to be roped into it if they don't actually have to fly across the country.
- Sadie Jones: Definitely. I think the positives outweigh the negatives – even though we don't have a choice, but we're just kind of evaluating it.
- Alison Monahan: Yeah. I guess one thing that occurred to me, I know that they had at these hotel type situations, or the schools, like hospitality suites. I know certain firms threw parties. Are they trying to replicate this at all? Say, you want to get an interview after you weren't given one initially. Is there any way to reach out to people outside of just the formal interviews?
- Sadie Jones: My understanding is they are replicating this, and I think some of the bigger schools are offering virtual hospitality suites. I was trying to figure out exactly



how it'd work. I think it's really just a Zoom where people can join. I think you can even do breakout rooms. I know some people have already done things like this, and they said that it went okay, and that it's actually not really that different from an actual hospitality suite for whatever reason. You're having the same kinds of conversations. So I think that's an option. And I think firms will be doing virtual events in the same way. So I think students should take advantage of any of those options, find out about them, because I do wonder if less students will participate. So, that gives an advantage to students who do participate. And I would say along the same lines, if you don't get on a schedule and you're really interested for whatever reason, and there isn't a virtual hospitality suite, normally you'd go in person and try to make your case – I would definitely reach out ahead of time and send your stuff and express your interest, because I do think less students are going to do that or think about that. And so, anyone who sort of takes the initiative... As a recruiter, I always knew that the students who really reached out and wanted to be added on were serious and really interested. So, I definitely think students should do that.

Alison Monahan: Right. I recall dropping by those hospitality suites just if I was thirsty or hungry or needed a pin. Obviously, I would chit chat with whoever was there, but I probably wasn't really that serious about giving them my materials.

Sadie Jones: Yeah. You lose that aspect of it. I think sometimes people randomly make connections that way, or end up on a schedule they wouldn't have expected to be. So, this has to be a little more conscious and thought out. But that being said, I think you should cast a wide net. And so, I think any advantage you have to do more rather than less, I would do.

Alison Monahan: Right. Let's talk about that a little bit. Do you think this is going to be a harder than average OCI season, whether it's because of the virtual format, or moving, or just the overall economic uncertainties we're in right now?

Sadie Jones: All of the above, yes. It will be harder. That being said, it's not sounding that atypical yet. Firms are participating, they're going to have summer classes overall. I think there's no question they're going to be smaller, probably. So, it is going to be more competitive and they are going to be probably narrowing their focus, in terms of if they don't fill up their summer class, I doubt they're going to be looking to top it off. I think they'll be fine with whoever they get. So, I do think it's going to be competitive and there're just going to be fewer jobs, no question. But I don't think that people should be so discouraged that they're not trying and they're not actively reaching out, because things are sort of happening in a way that they normally would.

Alison Monahan: Right. And how do you think students should really think about bidding in this environment? Do they need to be more cautious?



- Sadie Jones: I think that they definitely need to be less picky. I would bid for more than you might have before, and you maybe say like, "Okay, I'm not going to get my top choices." I think potentially you should give more weight to the middle or more like safety places than you do the reach ones where normally, maybe that's what you would focus on – like, "Oh, maybe one of my reach ones will work out." I think I would take a different approach, where I need to get something and I need it earlier rather than later. And I would just be realistic.
- Alison Monahan: Right, I agree. I don't think this is the time to be shooting for the stars. Even if you think maybe you could get one, throw a couple of those places in. But it's just like applying to law schools or college. You want to make sure you have a number of your solid options and then some safety options, if that's something that's even in the ballpark for you, to make sure that you do have something. Because I think there's probably just going to be a little bit more variability too. Even someone who thinks, "Okay, I'm a really strong interviewer in-person." Maybe you're not such a strong interviewer on Zoom. You just don't really know.
- Sadie Jones: Exactly. I think there's different challenges. And I think some of the top firms, they may be tightening their grade standards and they may only be looking for a smaller percentage of the class, and that stuff you can't control. Your grades are what they are; we've talked about this before. So, if they're going to be more picky, then you need to be more realistic about places you think will be open to whatever your grades are, if they're not the top 5%.
- Alison Monahan: Yeah. I also wonder if people are bidding pretty soon, obviously, firms aren't going to have those third semester grades. Do you think they maybe would wait to hire until they have those grades, even if they do the interviews earlier in January?
- Sadie Jones: Yeah. My understanding is they are trying to coordinate the grades with when they're doing the OCI.
- Alison Monahan: Okay.
- Sadie Jones: So some of the schools even pushed out their OCI or insisting that professors get grades back. They're due on a certain date. So I do think the schools are trying to figure that out. That being said, if it doesn't work out, I think it'd be similar to if you were a 1L – you may get an interview and they may say that they need to see the grades to make a final decision. So I think that can happen too. I know some students who were upset that they had a pass/fail in the spring, took some classes over the summer. And I know some people were able to get their GPAs a little bit up, I've heard. So just make sure that whatever you're doing, it's the most up-to-date, and you're very clear in all your materials about what your grades are.



Alison Monahan: Right. And how concerned do you think people should be when they're thinking about bidding? If they maybe are reading something on the Internet about how firms, say, cut their staff, or maybe even cut associates – like in March when the pandemic really hit, and/or what they did with last summer's programs for summer associates, because there was a pretty wide variation in what firms did. How concerned should people be about the past here?

Sadie Jones: I think that you should definitely do your research, and I think you should be somewhat concerned. But that being said, most firms did something, and so I think you should look more specifically at what they did. If they no-offered everybody from their last summer class, that's a bigger red flag to me than doing a 5% furlough. There're other things that are smaller. Some of the partners weren't taking their draw for the quarter, things like that. But I think actually actively getting rid of people, turning away a summer class, not having a summer class or not really announcing it – all those things are bigger red flags. Or if you hear actively that whatever their main practice group is something that's clearly not happening – that's a big issue.

Alison Monahan: Right. I think this is definitely a time to pay attention to that, because even as we've talked about on a [previous podcast](#), in 2008, which frankly I think was much more dismal for the legal economy law firms than this is – there were still some firms doing pretty well. But depending on what type of practice areas they had, some of them were not doing well at all.

Sadie Jones: Also, if you hear are they being transparent about it, I think that's another thing to think about. That sort of happened in 2008. There were some firms that actually ended up closing that were actively hiring summers right before, even though there were a lot of rumors. So, I do think that I would give some credence to rumors right now.

Alison Monahan: Yeah. I think you just have to evaluate it. Let's be honest, firms will always use a situation like this to get rid of people if they wanted to get rid of them anyway. I don't think just the fact that they got rid of a few people is necessarily a huge red flag. But I think also, in terms of the summer program, some people continued paying people, some people didn't. Some people gave offers, some people didn't. Some people had a virtual program, some people didn't. You just want to look at, "Would I have been comfortable in this scenario", understanding that obviously people were making quick decisions based on whatever information they had. But I do think you can tell how people treat their employees based on what they do, and do you want to be part of that?

Sadie Jones: Absolutely. And I think, like we said, there are things that are bigger deals than other things. I do think that rescinding offers is something that is a huge red flag to me. That should be last resort. So if they're doing that...



Alison Monahan: Yeah, I would just wonder at that point why they're even doing OCI. If you didn't give offers to your entire last summer class because you didn't have a program, but now you're going out and hiring again, I'm like, "Hm, what's going on here? They don't seem that committed to this. Shouldn't they be committed to the people they already had?"

Sadie Jones: Exactly. And usually, people know even around campus, even if you're not there physically, you'll hear if there's something going... Very few of this is so hidden that no one has any idea. So, basically, I would just do your research and be careful about what's going on there. But overall, it seems like firms are weathering this okay. Like you said, I think 2008 was worse, insofar, in the legal market.

Alison Monahan: Yeah. I think definitely, at least at this point. So, fingers crossed. What do you think about in-person callbacks? Do you think those are totally a thing of the past for now too? Have you heard anything on that?

Sadie Jones: I think they're a thing of the past. I think pretty much everything is going to be virtual. I guess there's a chance that if you were local they might offer that as an option, but I think it's super unlikely. So, everything you should prepare for should be virtual. And again, with the callbacks, I think that's easier too. I think that makes things way easier. Also, another thing to consider is that they have less risk for having more callbacks, because they're not paying to fly the person out and put them up in a hotel and their food and things like that. So, there's a chance that they could say, "Oh, maybe we'll interview more people and we have more options."

Alison Monahan: Right. Yeah, and I think it's easier for students too. I remember when I was interviewing as a 1L, I literally arrived back on campus after winter break and then got an email, I think, that same day of a California firm asking me to fly out and meet with them. So I had to turn around three days later and get on a plane back to California. I had work to do, I was trying to do all this stuff, and then it was just crazy. So I think to the extent you can even avoid that, it's just going to be easier for students.

Sadie Jones: I totally agree. I know some students like the free trip and some of the perks. But I think overall this is going to be a positive.

Alison Monahan: Yeah. That seems good in theory, until you realize that you have reading and class that you're missing, and projects to do. And now you're stuck on a flight for six hours. It's a lot less fun when you're really doing it.

Sadie Jones: You're jetlagged. Exactly. And I think that the advantage to virtual is, like I said, you're not running around and needing to get somewhere at a certain time. I think there're just some logistics that are easier.



- Alison Monahan: Right. Even doing interviews in New York, being in New York, it was still this whole thing. It took half of your afternoon, at least. If you were just going to go and do a two-hour interview, you end up being there the whole day. So yeah, it was a lot actually, just doing all that. Well, let's talk about the actual virtual interviews. We've done some talking about this, so people could go listen to [that podcast](#), but in general, give us the shortcut. What should students really be thinking about when they're getting ready for their virtual interview?
- Sadie Jones: Well, some of it is the same. So, you need to dress the same as you were going to dress if you were seeing them in-person. So that means suit, and all the advice we gave before. I think the other things you have to think about are your technology. So make sure that you've practiced, you have no issue with Wi-Fi, that you have a good background, lighting, the height that the camera is at. You should be checking all of this ahead of time. You should do probably a practice session with somebody else. Also, different firms are going to use different platforms for this. So make sure that you have whatever prepared and it's downloaded and you know how to get in, all that stuff. So, I think there're some things you just need to set up ahead of time. Also, another thing to remember is, they might send you a calendar invite or whatnot, but remember to think about time zones.
- Alison Monahan: Definitely.
- Sadie Jones: Because I have noticed that people have issues with that. And especially with it being virtual, they very well may be in another time zone.
- Alison Monahan: Yeah. Anytime someone sends you a confirmation email, you just want to make sure that it has the actual time zone of the interview time in it. And if not, confirm, because they might send you something saying, "Alright, we'll see you at 3:00 PM", and they're on the East Coast and you're on the West Coast and you're both thinking about 3:00 PM your time. So just always, always confirm, "Hey, just confirming that we are talking about 3:00 PM Eastern", or 3:00 PM Pacific, because oftentimes the answer will be, "Oh no. No, that's not what we're talking about."
- Sadie Jones: And make sure you have it in an email, that somebody has written it. So that in case there's any problem, it's not going to come back to like, you just didn't show up.
- Alison Monahan: Right, exactly. So what I'm saying, your final confirmation should always be confirming the actual time zone time, so that if there is that issue, you can point to it and say, "Oh well, it says here 3:00 PM Eastern, so that's when I came to the Zoom link."



- Sadie Jones: Exactly. Some of this is easier, obviously, than in-person. But you have the added technology, those kinds of issues.
- Alison Monahan: Right. I think on clothing you want to think about, is this going to look okay on a camera? There're certain things that just generally don't, like loud stripes and things. Nothing too distracting. I think oftentimes, people have concerns about, "What if I don't have a really professional option?" How do you feel about those fake backgrounds?
- Sadie Jones: I think that's okay, as long as it's not distracting. I wouldn't have the Eiffel Tower behind you or something. It should just be blank or something like that.
- Alison Monahan: I just find them kind of distracting, particularly, I think with hair – they don't really get exactly. So sometimes you see a little line around it. You definitely want to try that out.
- Sadie Jones: Or sometimes, I've seen if you move, it'll take your face away or something like that. So, just be really careful with them because they can sort of do weird things. I like either a blank wall or a picture. And that might even be something to talk about in the interview.
- Alison Monahan: Yeah. I feel like worst case scenario, you almost always have some type of blank-ish wall in your house that you can set up a little table in front of. So basically you have the table and then you have your chair and the laptop facing you, and then all of that's facing the wall. That's a really great setup if you don't have something that looks like a professional library, which no one's really expecting because you're a law student.
- Sadie Jones: And not in your bed.
- Alison Monahan: No.
- Sadie Jones: Be really careful. I could imagine somebody doing that.
- Alison Monahan: Well, I think sometimes you don't realize what the angle of the webcam is going to be, depending on the program. I've learned being on virtual panels and things, depending on the technology they're using, it's getting a different angle. So sometimes I can set up on one wall and everything's great, and then other times, it's getting half of my living room through a door and you're like, "Oh, okay. That looks really different than the last time we did this. I don't want that on there."
- Sadie Jones: Or any objects they can see, anything that will be visible on the camera, I would just be careful. Also, to be careful that no one's going to walk into the room.



- Alison Monahan: Right.
- Sadie Jones: You're taking care of noise and pets and children. That being said, things happen and I think people get it now. We've talked about this before. I think overall, people will be understanding. But I think it's on you to do everything you can to make sure that it's quiet and you're focused and all of that.
- Alison Monahan: Yeah. I think if you are in a situation where you're working from home and in some sort of chaos situation, which is totally understandable, I think that's when you have to think about, can your school offer you a blank office that you can use for this? I'm sure that if you're near campus, they're probably going to be sympathetic. If you have kids and pets and partners at home and all this stuff going on, you probably need a different space.
- Sadie Jones: Yeah. And I think it's just about communication. I'm sure they've thought about this and they're trying to help and do what they can. So it's just about being open.
- Alison Monahan: Yeah. It's in the school's interest to help you get this job.
- Sadie Jones: For sure.
- Alison Monahan: Don't be afraid to ask and be like, "Hey, I really need an office for a couple of hours. Can you make that happen?" I think someone will make that happen.
- Sadie Jones: Yeah, absolutely.
- Alison Monahan: Alright. Well, before we wrap up, let's just circle back a little bit. Do you think firms have changed in terms of what they're looking for at all, given this situation? You mentioned maybe they're going to be more open to interviewing more people, maybe they're going to want better grades. I can think of any number of things maybe they want now. What are your thoughts on that?
- Sadie Jones: Yeah, I could see it a bit going a few different directions. I could think of firms wanting people who are really flexible on one hand and are willing to fit into whatever practice group has business at the time, or switching or whatever it is. So I see that as a positive. I can also see, and I've heard of situations where they're trying to really slot people into an exact spot because they're trying to say, "This is our need." And so, I'd be careful in that situation. Don't say "Yes". I wouldn't even bother interviewing for something you know is never going to be a fit if it's really specific. But I also don't think it's a time to be picky. So if it's something that maybe wouldn't have been your first choice, but you think, "Oh, maybe I could do that" – this isn't the job you'll have forever. I think just generally being flexible is a good idea, and making sure that that's coming across to the firm. I think that firms probably are trying to figure out what their



needs are and what makes the most sense for summer associates. I think that, like I said, there could be this mix between wanting people who are really generalists, and then also wanting people that fill specific spots. Yeah, I think that firms realize that they are probably really going to have their pick of people. So, I think you're really going to have to put your best foot forward and make sure that you're just giving them the best documents, that you have your story straight, that you're being really professional. I think you just have to think the standards are really high right now. And it's not a time to be picky, it's not a time to ask for things. I think we were just talking about splitting a summer, which is something I don't suggest anyway. But now would be a time not to even go there with anyone, I don't think. I would just kind of nail down whatever thing you can as soon as possible, even if it's not your first choice. I would just go into it saying, "I need to find a job next summer."

Alison Monahan: No, I completely agree with that. I don't think this is the time to be picky, I don't think this is the time to be demanding. I don't think this is the time to hold out for that dream firm that you think you have a 10% shot at getting, when you have an offer from a perfectly good firm that you would be happy working at. I mean, take that offer. Don't be silly about this. Your world will not end if you have a slightly less prestigious offer at a law firm that's perfectly fine. That is way better than ending up with nothing at the end. I think some of this comes down to bidding and interviewing and being realistic. But if there are places that you're dead set on working, then try to get those scheduled first if you can, for callbacks and all that kind of thing. But like you said, the firms are playing that same game. They realize people are – I don't want to say desperate – but more incentivized to take an offer. So they're probably also going to be trying to go after the people that they really want to go after them faster.

Sadie Jones: I also think that the firms are going to be probably more picky about grades and that set stuff. But on the other hand, I think they're looking for people who are going to be willing to be a team player and make things work and do what they need right now. I think they also will pass people by even who are top people who they think are going to be a pain, because they realize that they have a lot of options. And so, I don't think now it's going to be a time where firms are like, "Oh well, they're number one in their class so we have to take them." And they don't do well on the interview or just seem like a problem. So, I think that stuff will matter too – the personality and soft skills.

Alison Monahan: I definitely agree. I don't think anyone has the capacity right now to be dealing with a person who's a pain. Don't be that person.

Sadie Jones: And the other thing I'd add in is, I would make sure that you get across to whoever you're talking to kind of how you've navigated this time. I don't know if it's going to be a direct question, but I would definitely want to get across,



"Things are really hard, but I've made it work." To me, that's a really important thing to get across to an interviewer right now.

Alison Monahan: I think don't be complaining at all about what your law school has done, even if you disagree with it strongly. As we often say, this is a good time to put a positive spin on whatever it is that you're upset about. And if you're very upset about it, you need to talk to someone about it so it doesn't come out in the interview.

Sadie Jones: Yes. Complain to your friends about the fact that you were going to get straight As in the spring and they took away your grades.

Alison Monahan: Right. After C pluses, but they just took that away from you. No one believes you, don't even mention it.

Sadie Jones: Please. That's the number one topic I'm concerned that students are going to bring up.

Alison Monahan: Yeah. And I think it is possible that someone might aggressively ask you about these things, and again, I think you just want to be prepared and not defensive about it. If they're like, "Well, why did you take pass/fail classes your second semester?" It's like, "Well, because that's what the school required."

Sadie Jones: Yes.

Alison Monahan: Or if they didn't require it, you need to have an answer for why you decided to do that. But I think bringing these things up preemptively and defensively is not going to help you at all.

Sadie Jones: Absolutely. And please don't say that you knew you were going to get X grade. It was pass/ fail. You do not know that, there is no way to prove that. Someone cannot tell you that was going to happen. Everything was pass/fail, and that's fair given the circumstances. Move on.

Alison Monahan: Yeah, it was totally out of your control anyway. If your professor specifically came to you and said, "This is the best exam I've ever seen and you can document that" – okay, fine. But even then, I still think you probably shouldn't bring it up because it just makes you look a little weird.

Sadie Jones: It's risky. I've just heard this seems like the number one topic that's going to come up. So, it's something I'd be prepared to talk about.

Alison Monahan: Right. And I think, again, just put the most positive spin possible. How are virtual classes going? No one actually really cares about your answer. A) they're probably just making conversation and B) they want to see how you respond. So



if it's like, "Oh, it's such a hassle. I hate it" – that's not a good answer. Like, "Oh, there's some challenges, but I'm using virtual office hours. And I think so far, it's going pretty well." Whatever.

- Sadie Jones: Yeah, think of a positive. Even if you're not positive about it, think of something you can say that's positive or an improvement or whatever it is.
- Alison Monahan: Yeah. I don't think you have to be Pollyannaish. It's not like, "Oh, it's so amazing. Everyone's doing great." You need to be realistic but positive, I think, is the takeaway here. Alright. Well, we are out of time. Any final thoughts on this?
- Sadie Jones: My final thought is that I know this is going to be really different than how it would have been normally. But I really genuinely think that there are advantages to it, and so I would just focus on that.
- Alison Monahan: Yeah. And there's nothing you can do about it anyway, so just roll with it to your best and make sure that your dog is not showing up on your webcam. If they are, then hopefully it's a cute puppy and everyone will love it. Alright. Well, with that, we're out of time. Thanks so much for joining us.
- Sadie Jones: Thanks for having me.
- Alison Monahan: My pleasure. For more career help and the opportunity to work one-on-one with us, you can check out [CareerDicta.com](https://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. We would really appreciate it. And be 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](https://www.lawschooltoolbox.com/contact) at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

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