



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have ex-BigLaw recruiter Sadie Jones here with us to talk about the 3L job hunt process. Your Law School Toolbox host today 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. 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.

Welcome back to the Law School Toolbox podcast. Today, we're excited to have ex-BigLaw recruiter Sadie Jones here with us to talk about the 3L job hunt process. So welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, to start us off, who might be looking for a job as a 3L?

Sadie Jones: Well, I think there're different categories. It could be somebody who did a 2L job that was never going to offer a full-time position. It could be somebody who didn't get an offer. It could be somebody that wasn't happy with their job from last summer. So, I think there's a lot of categories of people who might be left as a 3L, either without a permanent job offer or looking for something else and seeing what's out there.

Alison Monahan: Right. I wouldn't be surprised actually if more than, say, half of the people at most schools were looking for jobs still, as 3Ls. So it's very common, I think. Well, we're going to focus a little bit in the beginning on BigLaw. So, just to start us off, how easy is it to get a job in BigLaw as a 3L, as compared to other organizations?

Sadie Jones: Generally, I would say it's tough. In many years working in recruiting in BigLaw, we did not hire a lot of 3Ls, and it wasn't a concerted effort to find 3Ls. That being said, we did hire a lot of times, sort of one-offs or occasionally, and I think this could be the case this year. You kind of haven't planned for the right number, or you end up with less people than you expected, or you have more availability than you expected, and so you need to go back and say, "Okay, let's look and see who's out there, because we do have work for five more people than who we have set for next year."

Alison Monahan: There are COVID classes and that kind of thing. So, I can definitely see this being a situation where they might look at their needs and say, "Well, the university



did not actually collapse. We do have work." What kind of people are they looking for?

Sadie Jones: I think the market is really competitive if you're a 3L. So, they're looking for the best and they're looking for how they can upgrade to good people still available. That being said, I think they'd be open to looking at whoever is around and applying, but I think you have to be realistic that it's going to be competitive, and they're going to feel like they have choices of a lot of people. So, I think you definitely want to put your best foot forward and make sure your story makes a lot of sense about why you're looking, what your positives are, all that.

Alison Monahan: Well, let's switch gears to talk about that a little bit. So why might a student, on the other hand, be looking for a BigLaw job as a 3L?

Sadie Jones: Well, I think there are students who get offers as 2Ls and aren't happy with the firm they were at. Their summer maybe didn't go as they expected. They think maybe there're other opportunities. Sometimes, there's sort of a mindset of, "Maybe I can upgrade. Maybe this was the best job I could get when I was applying, but maybe I did better the next semester" or, "There's something about me that makes me a stronger candidate now." So I think some students do sort of look and just figure what are the options.

Alison Monahan: Do you think there's a chance of someone who didn't summer in BigLaw getting that 3L offer if they were maybe interested to begin with, that didn't work out before?

Sadie Jones: I do think there's an opportunity for that. Again, I think just your story needs to make a lot of sense about why you're looking in BigLaw and why you weren't before. Let's say that you did public interest work – you want to make sure that you are getting the point across that what you really want to do is BigLaw and you know that, because you don't want them under the impression that this is just a really small stepping stone for what you really want to do.

Alison Monahan: Right. Let's talk a little bit about the timeline, because I know you mentioned sometimes people like to try to sort of upgrade. What is the timeframe on this? When do people need to accept that summer offer, if they have it, to ensure that they keep it? Is this an OCI type of situation? What are we looking at here?

Sadie Jones: The timeline, honestly, is a little bit murky, and so it's hard to say, "This is exactly when you need to accept your offer. This is exactly when you need to be looking for a 3L job." My understanding, and with the caveat that [NALP](#) changes their guidelines all the time, and it's not 100% clear what the actual offer deadlines are. But my understanding is that there are at least 30 days from when you get the offer, or October. So you have at least probably until the fall to decide if you've gotten a full-time offer after doing your 2L, whether you



want to accept. I would also say firms are extremely lenient on this. It would be unusual for a firm to give you a set date and not let you push it out. Now, I probably wouldn't tell them that I was pushing it out because I was trying to apply to other firms or upgrade to somewhere else. But I think it's fine to kind of be vague. They know people are looking for clerkships, they know there are other things going on they might be looking for. I wouldn't be direct if you're looking for another BigLaw job.

So generally, you can push your offer if you have one out to look for something else. I would not suggest accepting the offer and then still looking. That, to me, is just ethically not the right thing to do. There might be situations where you end up in that situation, but I wouldn't plan to do it that way. I feel like you need to try to be as honest as possible. That is burning a really big bridge. And so really, in terms of firms looking for 3Ls, it could start during the OCI process, so it could start in late July, early August. Most likely, though, they're not really going to have a good idea until into the fall. So the earliest you really could look is late summer, but I think you should expect your 3L job search to go through the fall, and you're not behind if you don't have a job by then. It's going to take firms longer to know how many people accepted, how many spots they have, what their needs are. And so, that's something you're taking on if you're looking for a 3L job, in that it's not going to just probably be tied up in a bow as early.

Alison Monahan: Right, because it's a little bit weird because OCIs didn't push so far forward, that middle of the summer class, they are suddenly supposed to be interviewing new people. And so the firm may not have any idea at that point how many offers they're going to make, how many people are going to accept, all these kinds of things. I think if people are interested, certainly, look into it if there are options in OCI. I think it's a little weird to go into an interview with a different firm as a 3L, and I've got a summer job somewhere else. Are they going to ask about that?

Sadie Jones: They're definitely going to ask about it.

Alison Monahan: What's a good answer to why I am interviewing with you when I still have this other job going on?

Sadie Jones: Well, some of it may depend on what the actual real answer is. You have to be honest whether you have an offer or not if they ask you that question directly.

Alison Monahan: Well, I'm assuming this is before offers have been given out.

Sadie Jones: Okay. So I think you can say, potentially, it could be a practice area issue, it could be a location issue, it could be a firm size issue. I like the idea of picking something that's a little more, not about...



- Alison Monahan: Objective?
- Sadie Jones: ...a person. Yeah, exactly. It's not a good idea to talk about personality issues that didn't go well, or work that didn't go well. It should be nothing like that. Try to just find something that you can hold on to that maybe makes the other firm different than the firm you were at, and why that seems like a better fit.
- Alison Monahan: And do you think it's okay... I don't even know if they would ask this type of thing, but, "Oh, do you expect that you'll be getting an offer?" I assume at that point, you could say, "Sure."
- Sadie Jones: Yeah. If they haven't given out offers yet, you don't know either way, then that's what I would say. I agree.
- Alison Monahan: I mean, isn't really an appropriate question, but someone would ask it.
- Sadie Jones: It does, but they could ask it. I don't think there's anything completely wrong about asking it. It'll probably be awkward.
- Alison Monahan: Right. I just see the whole interview's going to be really awkward. "So you've got this other job that a firm that theoretically, you would keep working at, but you're interviewing with us. Like, what's going on here?"
- Sadie Jones: Exactly. There might be a situation where you are at a firm where the firm's having trouble and everyone knows. So that they're going to understand. But these are the reasons why I would think really hard before I got into the 3L market, if you have another job that is safe and that you can take, because the 3L market's going to be more challenging, so you're taking on that.
- Alison Monahan: Right. I guess you can also flatter the new firm that you're interviewing with in a way of like, "Oh well, the firm I'm at now is great, but I'm just interested in doing a more sophisticated work, and I believe you guys do that type of work", that kind of thing. They could backfire, but...
- Sadie Jones: Exactly.
- Alison Monahan: ...if you can play it a little bit. I think lawyers are frankly pretty arrogant, so they're probably open to the idea that their firm is better than the place you are now.
- Sadie Jones: A hundred percent. Or, "I was at this event, and I talked to your attorneys" or, "I met this person." Just there's a reason why this seems like a great place to work without ever saying anything bad about where you're at.



Alison Monahan: Right, exactly. Alright, well, it seems like a tricky interview. Definitely practice some questions, probably, before going into that. Have a clear idea of what you're going to say because you probably will be asked about these awkward situations. Or maybe not, who knows? But I think it would be, on the spectrum of interviews, probably one of the more awkward ones.

Sadie Jones: Exactly. You're putting yourself in that situation, that's just what I would say.

Alison Monahan: Right, and let's talk about a situation that could come later. Say for example, your summer did not go well, unfortunately. You are facing a situation where you clerked or you worked as a summer associate. You either didn't get an offer, like a definite "No", or you got a cold offer, which means you can say that you had an offer, but you immediately turned it down so you don't actually have a job. How can people handle this?

Sadie Jones: This is a really hard situation, and no one wants to be in that situation. And I will say that being on the firm side, a firm doesn't want to "no-offer" anyone either. It's the worst scenario to come out of it. So if you got a cold offer, it's completely in your rights to say you have an offer at that firm, and then to go in the direction of what we said before: "Here are the reasons why I'm looking elsewhere." You don't need to talk about what didn't go right and why you don't really have an offer to come back. So, I feel like that's not lying. That's why they gave you that option, because they're giving you that way out. And people have all sorts of feelings about whether cold offers are nice to do to someone or not, or whether they're right or wrong. But firms definitely do that. That being said, if you have a cold offer, you can go back to that place. They did give you an offer to return. And I've been in a situation where that happened more than once.

Alison Monahan: That's really crazy. I actually had a cold offer from the firm I worked at, which was a terrible fit on every side. But literally, the conversation was like, "If we make you an offer, will you turn it down right now?" And I'm like, "Yes, I will officially turn it down right now. Like, you could not pay me to ever set foot in that building again."

Sadie Jones: So that seems like best case scenario, that you guys were on the same page. And let me tell you that it's really hard if somebody comes back to a place where they weren't really wanted.

Alison Monahan: That sounds horrible. Why would you subject yourself to that?

Sadie Jones: And there's different levels of cold offers, too, I think. There are the, like you said, "We want to know now that you would never come back here." And then I think there's more of the like, "Here were the issues that happened over the summer. You're only invited back if you work on them" or like, "These things changed."



- Alison Monahan: They're kind of like, "We're not really loving you, but maybe we're not going to exactly say that because we're kind of passive-aggressive."
- Sadie Jones: Exactly. I think that's the more common scenario. And then you still don't expect the person to come back, because who wants to come back somewhere where they've told you it didn't go well?
- Alison Monahan: Well, I feel like a lot of law students just would not get that message, though.
- Sadie Jones: Yes, I think that is what happens. And that is why people sometimes accept, and rarely do those scenarios work out. They don't come back and all of a sudden everything's great.
- Alison Monahan: Right, they're not a superstar. There were issues.
- Sadie Jones: There's a reason it didn't work out. All of that being said, if you do not get an offer, you need to be honest with the firm that's asking you. You just can't lie about it. And I've also seen that happen, and they're going to check.
- Alison Monahan: Right. So it's literally like, "You cannot come back here", or this is a definite no-offer situation.
- Sadie Jones: Right. You don't have a letter that says... Because you get a letter. If you don't have that, that says you're invited to start as an associate, and you were told you don't have that, you need to be honest about that. The firm reports that information to NALP. So the firm has to be honest if they didn't give somebody an offer; and same for the student.
- Alison Monahan: That's why they like the cold offer, because they can report 100% offer rate when it's not actually true.
- Sadie Jones: Exactly. And that's the question about whether a cold offer is really a good thing or not a good thing. Who is it protecting, kind of stuff? So, what I'll say is you do have to be honest. You can spin it however you want about why it didn't work out. There might be a situation where they didn't give offers to everybody, and it's just like, "They didn't have spots, and unfortunately, it didn't work out for me."
- Alison Monahan: Right, "The practice group I was in, they just weren't extending as many offers, unfortunately", that kind of thing. But again, people could probably see through that, because like you said, if a firm's in trouble, people generally tend to know that.



- Sadie Jones: And it's like we can't help that the firm you're interviewing with is going to think, "If you were so great, even if they didn't have a lot of spots, why would they not make an offer to you?"
- Alison Monahan: Yeah.
- Sadie Jones: So that's going to be the conversation that they have. That being said, everyone I know who got no-offered found another job. And sometimes, you would be shocked at how good of an opportunity they ended up with, instead of the firm... They get good clerkships. I think that's always great if you can have a buffer. And that's much more of a possibility and it's going to be less of an issue, most likely, with a judge if you did well in law school. You were, hopefully, at a good school, you have other credentials. The firm thing is probably going to be less of an issue. So I think it's nice if you could find something like that. But other firms are looking for people. I actually think the job market is doing quite well right now. People are hiring summer classes that are bigger than their pre-COVID classes, in some cases. So, I think the key here is that these are the facts, this is the truth, this is your life. This is what happened, you can't make it go away. But you can always frame it in whatever light you want to frame it in. Again, I wouldn't say anything bad about the place that I was at. I wouldn't try to throw somebody else under the bus. That's not going to be a good look for you. So I think you need to accept the facts, figure out what you're going to say in the interview, and really just try to move on. Focus on the experience you have, the good qualities. And either it's going to be a deal-breaker to them or it's not. You can't control that.
- Alison Monahan: Right. No, I think fit is always a good option: "It wasn't a great fit on either side, and here's what I'm looking for, instead." Kind of spin the positives. Also, I think the clerkship route is a great one. That was the route I took. I was like, "Great! I'll just get a clerkship and then I'll apply later to BigLaw, no one cares." But I think also really thinking through, for some people, like, is this the right fit for you? Is this a signal that maybe this is not the right fit, and you would be happier doing something else? Because I think it's going to be a lot easier to spin that not applying to a law firm. If you're applying to a government position or public interest, they may not even really think as much about the whole offer thing, just because it's not as common in those type of roles as a 2L.
- Sadie Jones: You also, I will say, even though you can't lie, you don't need to proactively tell them you didn't get an offer.
- Alison Monahan: You definitely don't mention that unless you were directly asked.
- Sadie Jones: You'd be surprised some people sort of forget to ask that.
- Alison Monahan: That's what I'm saying.



- Sadie Jones: And like you said, I think particularly if you're not looking at another BigLaw firm or there's been a buffer, like we were saying with a clerkship or some other kind of one-year opportunity...
- Alison Monahan: Even a fellowship could be a good option.
- Sadie Jones: BigLaw does tend to ask if you got an offer, even if they're looking back. We're just sort of trained to do that, but not everybody's going to do that and not everyone that's going to matter to you.
- Alison Monahan: Well, some of them probably will want you.
- Sadie Jones: But yeah, you don't need to offer that. You can kind of spin it as, "Oh, I'm taking a different direction."
- Alison Monahan: Right, exactly.
- Sadie Jones: And I agree with you, maybe it should be something that you reflect on and then decide that there's a reason that this didn't work out and that it wasn't a fit, and maybe this whole sort of area isn't the right fit for you. And so, I would do a little soul searching.
- Alison Monahan: Right, because I think it's convincing to say, "Well, this was an interesting opportunity that came my way through OCI, and there was a lot of..." Pressure is probably not the right word, but, "encouragement to accept this and I thought I'd give it a shot. And in the end, it wasn't the right fit for me, and I see that now. And what I want to do is what I'm interviewing for right now."
- Sadie Jones: Exactly. I think just kind of showing some maturity in the situation is going to be the best situation. And I just want to remind everyone, everyone lands on their feet after these things. The people I know who are the most upset or surprised, it worked out. They found something usually that was better for them.
- Alison Monahan: Right. Well, one last BigLaw-related question before we shift gears a bit. How risky do you think it is to take an offer at some place that you've never summered and have no experience with?
- Sadie Jones: It's definitely riskier than a place that you got to spend the whole summer at. That being said, in the end, I don't know if it really matters because the place you summered at, you're sort of expecting that to be your place and you've sort of committed to that in a way, ahead of time. So, either way, you're probably making commitment just based on an interview and how things went before you even accepted the summer offer. So, it's a little riskier because you haven't had that 10 weeks to evaluate it and know. What I would say is that if you do



get a 3L job offer and you're deciding, make sure you do your due diligence after you get the job offer. Talk to people, do a return visit, or virtual or however they're doing it. Talk to more people. I would ask to talk to former summer associates, people who are going to be coming back to talk about what their summer was like. So, that's all I'd say – do as much research as you can once you have the job offer.

- Alison Monahan: Right. I would also probably be curious about if they are doing, say, substantial 3L hiring, why is that? Did they have a super low offer acceptance rate? I think these things are all published too. If you find that a firm has 50% of their summer offers accepted, that might be a red flag.
- Sadie Jones: Exactly. You should be evaluating them in the same way that they're evaluating you and looking at why you're in the 3L job market. So, why are they in the 3L job market?
- Alison Monahan: Exactly, it kind of goes both ways. And again, there are answers that are good answers. "We have more work than we think we can do right now, and we need more people" – that's a good answer. If 30% of our 2L class accepted their offers after being here for 10 weeks, that might be a different flag.
- Sadie Jones: Exactly, because that would be extremely unusual. Most people are going to accept their offers. I will say, I think a lot of firms are going to be talking about the market and COVID and that they had really scaled back and now they realize they have more work. So I think that's probably going to be an answer a lot of people are giving.
- Alison Monahan: Hopefully. Alright, well, let's shift gears a little bit and talk about other types of hiring outside of BigLaw. So, what about smaller firms? Do you think they're more likely to be hiring 3Ls than these larger firms are?
- Sadie Jones: I think for sure they are. That being said, they're probably hiring less people, but I think they're more likely to hire 3Ls, because the system outside of BigLaw is just different. There isn't always the expectation that you hire a 2L class and that all of those people come back, and that's your starting class, and that's how the process goes. Outside of BigLaw, not everyone does it like that. They don't necessarily want to hire somebody that far in advance, because that's committing to somebody two years in advance. Maybe they don't know their hiring needs, so they would rather hire 3Ls, because they have a better idea of what they're going to need. So I think it's just more common outside of BigLaw to have a different way of doing hiring.
- Alison Monahan: Yeah, and I've even heard of situations where very small firms or solos might even hire a 3L as an intern to sort of test them out during the year, and then if that goes well and you pass the bar, then they might bring you on full-time. So



there may be those types of opportunities if your 3L year is looking a little light, to basically make some money, get some experience, and possibly parlay that into a job.

- Sadie Jones: Exactly. The disadvantage is that it's less for sure. So it's going to be a little bit riskier, but I think you're at this point, that's kind of the situation you're in. So I'd say, look for those opportunities, do the best job you can. I think if you do a great job and can devote the time as a 3L, they probably are going to make you an offer and you have a great opportunity. So, it's less for sure, it might feel a little bit sort of scarier, but I think there are so many other great opportunities outside of BigLaw.
- Alison Monahan: What about government and public interest organizations? My sense is they're hiring a lot closer to the point at which you would be starting.
- Sadie Jones: For sure. I think it's the same thing like I was saying, they don't want to hire two years in advance. They don't necessarily have the funding to hire people that they don't need, so they want to make sure. And honestly, that situation is better. You don't want to be hired for somewhere where their hiring needs totally change in those two years. That's risky too, because you're all not going to make it very long if there isn't a need for you. So I like the idea of going somewhere where it's closer to the time you'd actually be starting, so they know they need you.
- Alison Monahan: Right, because that's what happened in 2008. Suddenly there was no work and they had all these new associates. This is Lee's story – she's like, "I basically started and there was no work to do."
- Sadie Jones: Exactly. And I think some people were like, "Oh well, at least I have a job." And it's like, you're not going to have that job for very long. They don't just keep you around for no reason.
- Alison Monahan: There must be work, I know. She was just like, "And I was going crazy sitting around my office doing nothing all day long. At some point I was just like, 'I can't do this anymore.'"
- Sadie Jones: And you're probably waiting for the chopping block all the time.
- Alison Monahan: Right, it was stressful.
- Sadie Jones: Yeah, it's really stressful. It's stressful to be really busy and it's stressful not to have any work. Both those...
- Alison Monahan: Not having work at a law firm is a really terrible position to find yourself in.



Sadie Jones: Yeah. I think that actually is more stressful than having too much work, where hopefully it'll kind of ebb and flow. So I will say that I think those government and public interest organizations do have more opportunities closer, but they're competitive too. So it's not like, "Oh, I didn't get BigLaw, I'm just going to fall back."

Alison Monahan: "I'll just go work for the ACLU." It's like, that doesn't really happen.

Sadie Jones: "I'm going to be a public defender." It's like, they're picking the best of the classes also. So, you have to make your case to those organizations in the same way that you're making your case like why you want to do BigLaw. You need to make it a really strong case, like, "This is why I want to do public interest work. I've always wanted to do it, this is my goal. It's not a fall back."

Alison Monahan: And hopefully your law school transcript and career supports that, and you've actually taken classes and done internships and things, because otherwise...

Sadie Jones: And if you haven't, you need to make a quick turn and try to get some stuff on that resume that tells that story.

Alison Monahan: Yeah, that's another great point of what you can use. 3L year, you have almost complete control over the classes and things that you're taking. So, if you are trying to reposition, this is the time to do it, because this stuff is going to be on your résumé forever. I even think if you don't have any type of journal on there, maybe there's a way you can join some journal as a 3L, because these are the things people look for later. Or moot court, any of these sorts of opportunities that people like to see on your résumé. See if you can get some of those on there.

Sadie Jones: I agree, and I think when you get to 3L, you should be looking further down the line at this point. So, think about how this is going to look later. I was also going to say for those people where it didn't work out during the summer – either you got a cold offer, no offer, whatever it was, or just didn't feel like the right fit – there may be somebody that you connected with at that firm that's still in your corner. Usually there is. Usually, there's somebody who is still pulling for you, who you connected with. They might be able to help you. I know lots of attorneys that have helped people that didn't get something at that firm, because they still thought you were great, and maybe they have a client or maybe they're just in touch with somebody who's in a government position. So, you can still use those connections at the firm, even if you're not going to that firm.

Alison Monahan: Definitely, yeah. And I think one thing that's opening up a little bit more too for people are some in-house options, which that sort of thing could definitely be interesting. They are like, "Oh, I'm sad that we didn't give you an offer, I thought



you were doing great work. Why don't you talk to my friend who runs the legal department at this startup? He might be interested in talking with you." I think any of those type of things, these people can help you get clerkships. I had a partner that I worked closely with at the firm that hated me, and he was amazing. And he, I think, actually made calls on my behalf, if I remember for clerkships, because he's like, "My friend is a judge, you would be amazing. You should talk to him." That kind of thing definitely happens.

Sadie Jones: And I think the thing to remember is even if you weren't a fit for that place, they want you to land on your feet. There's nothing that's in their interest for this not to work out for you.

Alison Monahan: They don't want you on a podcast years later, badmouthing them.

Sadie Jones: So, I do think that everyone wants it to work out, and even though it didn't work out for you at that place, they do want you to find something. I think that's completely true. And I have heard a lot more about even entry level in-house positions. I don't think that's something that really existed a few years ago, and I think it's happening more. So if that's the direction you want to go, I think that's something that you can definitely be looking for. They're not going to pay as well starting out as BigLaw or even as some law firms, but there's lots of other benefits. And if you're interested in that kind of work, it's great just to get your foot in the door.

Alison Monahan: Right. I think talk to your professors too. I've heard a lot of students who talk to a professor that really likes them. All these people know each other. It's like their former student who keeps in touch with them may be looking to hire someone; you just never really know. So, I think approaching those people that are in your corner and just saying, "Hey, this is the scenario. Do you have any suggestions for people I should talk to or things I should look at?" is a completely fair ask.

Sadie Jones: I completely agree. I would say you should make a list, and just like we talk about for the initial job search about [networking](#) and stuff, you should be doing the same thing now.

Alison Monahan: Definitely. Alright, well, we are about out time on this. Any final thoughts?

Sadie Jones: My final thought is that the 3L market is tough, and so I don't know if I would choose to jump into it. If you have a good solid option where you can make it work, I don't know if I would choose to get into the 3L market. That being said, I think there's lots of opportunities. So if it's something you want to do, great, but I think you need to go into it knowing that it's a challenge, and things aren't probably going to be laid out for you as easily as they were during your 1L and



2L job search. You're going to have to put some time and effort into it, so be prepared for that going in.

Alison Monahan: I agree with that. I think if you worked at a firm, you thought they were fine, you were generally successful, you need to have a pretty good reason to decide that you're going to go out and try to upgrade, basically, because it is a riskier scenario. It is going to be a lot of work, and in the end, it may or may not be a better fit. You don't really know that. So I agree with you, I think your default should probably just be to take the offer you have, and then if you want to switch in a year or two, then you apply for different jobs. But if you find yourself in this scenario, I think the takeaway is, you're going to find something and things will work out fine. It may just be a little bit of a path that you were not expecting.

Sadie Jones: Exactly.

Alison Monahan: Alright, well, thank you so much for joining us.

Sadie Jones: Thanks for having me.

Alison Monahan: My pleasure. With that, we are out of time. For more career help and the opportunity to work one-on-one with us, 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'd 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!

RESOURCES:

[CareerDicta](https://www.careerdicta.com)

[NALP: National Association for Law Placement](https://www.nalp.org)

[Podcast Episode 251: Best Practices for Virtual Summer Jobs \(w/Sadie Jones\)](#)

[Podcast Episode 253: Networking in Quarantine \(w/Sadie Jones\)](#)

[Podcast Episode 293: Preparing for a 2021 Summer Law Job](#)

[My Busiest Summer Yet – A Rising 3L Perspective](#)