Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have ex-BigLaw recruiter Sadie Jones with us to talk about bringing your A-game to OCI. Your Law School Toolbox hosts are Alison Monahan, that's me, 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 with us to talk about bringing your A-game to OCI. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, just to recap for listeners who might not be so familiar, what is OCI?

Sadie Jones: OCI is on-campus interviewing, which is basically a series of screen interviews that students do with a variety of employers in a set amount of time – maybe one week, two weeks, three weeks. And it could be remote. We used to do it in-person at a hotel. And it's basically just a way to see a lot of employers, for employers to see a lot of students all at once. And then they're each 20, 30 minutes, and then they decide from that group, which let's say three or four students per employer they're going to bring back for a full round of interviews.

Alison Monahan: Right. So this is basically the first round of the attempt to get a summer job, I guess, in a BigLaw firm usually.

Sadie Jones: Exactly. And it's sort of nice that it's just like a set process, and they kind of drive it for you – the school, the employers – and you just follow directions.

Alison Monahan: Right, exactly. Yeah, you basically step onto the treadmill and the treadmill spits you out, and hopefully you have a large firm job at the end of it.

Sadie Jones: Exactly. And it's in a pretty short amount of time. So in theory, if you end up with a job out of OCI, you're done very quickly.

Alison Monahan: Right. So you might interview in, say, July, and then you might get callback interviews within a week or two, and you could have a job offer quite soon after that.

Sadie Jones: Yeah. I think you could have the whole thing wrapped up by Labor Day, in theory, if all goes well.

Alison Monahan: Right. Well, why do you think people should try to bring their A-game? It sounds like the job is pretty much guaranteed, at least at some schools.

Sadie Jones: I think that students should never have that attitude, whether you're at Harvard or Yale or any of the top 10 schools. And even if you're a top student at those schools, I would go in just assuming that you need to try your absolute best and bring your best self, your best materials, your best interviewing skills to this because, first of all, we're in a sort of shaky economy where things are going to be extra competitive. But even if we weren't, I've just seen a lot of students who just assume they're getting a job, not get a job for that reason. And so I think it's better to plan to get as many interviews and as many offers as you can, even if you're not really sure what you would choose, because I wouldn't put all your eggs in one basket or just kind of rest on, "I'm at a good school" or, "I feel confident about it." I think you should be trying really hard.

Alison Monahan: Right. The question too is, even if you do get a job out of this and you're not trying very hard, is it really the one that you were after, is the best possible fit for you? I think people just need to take this seriously. I remember reading, I think it was in Justice Sotomayor's book, where she was talking about obviously being a top law student in a top school and still not getting an offer for various cultural fit reasons. We can talk a lot about that aspect of things, but I think there always are these people who, for whatever reason, even at very good schools, don't end up with a job at the end of this process.

Sadie Jones: Exactly. And sometimes it is a fit issue, and sometimes I think students sort of want the job at the best firm they see on a list, and sometimes that's not the right fit. I think I've talked before about the student I remember we gave an offer to and we really wanted, and took a job at a firm I would say that they considered cooler than us, like hipper, and came back to me a year later as a 3L and said, "I did not fit in there at all, it wasn't my people. Is there any way that you're hiring 3Ls?" And I just said, "We're not this year. Unfortunately, I think you're going to have to start there." So, I do think that you should really think about where you're going to fit in if you have choices.

Alison Monahan: Yeah. So, like you said, I don't think there is any downside to having options, so my goal is always try to get... If I did an interview, try to get the callback. If you get the callback, try to get the offer, because unless you realize for whatever reason, "Okay, after this interview, I realize this is definitely not the place for me

and I could let somebody else have that spot" – which is totally valid, but you want to make sure that you have enough other options before you start doing things like that.

Sadie Jones: Totally agree. And I really think unless you are like 95% sure you would never go there, you should take the callback. I have seen people turn down callbacks, or even turn down screen interviews because they feel like they have too many. And I think it can be a tough week, but it's better to have options because what if you don't get any callbacks? You might have wished that you'd done five more screen interviews.

Alison Monahan: True. Yeah, I only turned down one, where the interviewer was actually harassing me in the interview.

Sadie Jones: That's a very good reason to be absolutely sure that you don't want to be there. Or it's a location that you just would not consider, something like that.

Alison Monahan: Right. But then you should probably not have been interviewing anyway for it.

Sadie Jones: Right. People get confused.

Alison Monahan: Yeah, I did that one once. But yeah, I did turn down that actually. I don't think they even offered me a callback, because it was clear that I made a mistake.

Sadie Jones: And mistakes happen. You can fix it.

Alison Monahan: Yeah, totally. Okay, so if people are basically on board, saying, "Alright, I get it. I'm going to take this seriously, even if it seems like I'm pretty much a shoe-in" – what are the big buckets that people need to be thinking about here?

Sadie Jones: Well, I think always start with your application materials – so, your resume, your cover letter, your writing sample that you have, a transcript, it can be an unofficial transcript, maybe references. And there is no excuse that all of these things are not perfect, they should be perfect. We've talked about this before – there just is not an excuse, they just need to be.

Alison Monahan: Right. I think the biggest place people may need to spend some time is with the writing sample. So, if you're using, typically it would be your first year, whatever you did for Legal Writing, because you don't have a lot of other stuff to use – although if people have something from a summer job that they're doing now, that could be a writing sample. You just want to make sure that you get written permission from your current employer to use it and that you redact anything you need to redact. But your writing sample is probably not perfect when it came out back to you from your professor, so this is the time you need to make sure all those citations are in, you might need to cut it so it's short. Nobody

wants 30 pages, make it four to five max. And if you do cut it down, you want to make sure that you actually say what you did and kind of explain the big picture, but nobody really needs a 30-page writing sample.

Sadie Jones: Yeah, and I've noticed that students have a lot of trouble; they don't understand how to take five pages out of a document. I've seen this happen so many times, and they'll just say to me, "No, it has to be 15." And I'm just like, "There's a way to cut out five here and explain that it's the beginning or something." But giving them 15 is basically giving them nothing, because no one will ever look at that.

Alison Monahan: Yeah, you want to basically pick the strongest part that shows your analysis typically more than anything. So if you have a 20 or a 30-page paper, you might pick one argument section and use that, and do a super brief introduction about, "This is what this is about, and this is only a piece of the paper. I'm obviously happy to provide the full thing if you want." But then you better make sure it's actually ready. So, I probably wouldn't say that unless you've actually really edited the whole thing.

Sadie Jones: And you should have enough time to get all this together. The problem with these things is students will all of a sudden realize one day before that they don't have anything, and that's when things are hard. So, you should have plenty of time to put this together. And it does not need to be some groundbreaking piece of legal writing; it just needs to be correct and have no mistakes.

Alison Monahan: Yeah, we're looking for competency here, not creativity. And the other thing I think you want to at least think about is whether any of the firms you're looking at are going to require references, because it's not super common, but it does happen. So, in that scenario, if you see that you might need them, or you're thinking you might need them, it's never a bad idea to have some people in your back pocket that you've already basically confirmed are willing to be your reference, you have their contact information. And then if you do end up needing it, you submit them and then you send them a message saying, "Hey, FYI, you might get a call from this person."

Sadie Jones: And if you need to do references, let's say there's two, have them be from two different places if possible – like one employer, one professor or something.

Alison Monahan: Right, I agree.

Sadie Jones: Have it not be a relative, which I have seen. It should not be someone related to you.

Alison Monahan: Yeah, good point. Probably not just a friend. This should be somebody who can speak to your professional capacity, basically.

Sadie Jones: Exactly.

Alison Monahan: And doesn't have a vested interest in it.

Sadie Jones: Yeah. Because I did have someone submit their mother.

Alison Monahan: Yeah, which maybe if your mother is a lawyer, you worked there as a paralegal. But even then, I think you're better off having somebody else on the team.

Sadie Jones: It didn't look good.

Alison Monahan: Yeah, it doesn't look great.

Sadie Jones: Yeah. It was funny though.

Alison Monahan: Alright. Yeah, it is pretty funny. So yeah, that's just one of those things that also can trip people up at the last minute. And like I said, it's not super common, but depending on the city, I think it happens more or less. But just kind of think through who you might ask. Like I said, it's never a bad idea when you're leaving a job, if you're leaving on good terms, because it's just a summer internship that's ended, reach out to somebody there and just say, "Hey, if I need a reference in the future, would you be willing to do that?"

Sadie Jones: The other thing about documents, one thing I've noticed that happen sometimes is, let's say that you've submitted all your documents for the resume collector, whatever it is, for OCI, and then let's say you find a mistake on your resume or somebody else has looked at it and said, "I really think you should do this." Don't dig your heels in and say, "Well, it's already submitted." I do find that people just sort of panic or don't know what to do. It's like you can send an employer an updated resume, there's absolutely a way to do it. You should still fix whatever is wrong, you shouldn't just pretend like it didn't happen.

Alison Monahan: Right. And the same thing if you found out that you are on a law journal or something like that – you want to make sure that information is on your resume, even if it requires an update.

Sadie Jones: Totally. And it's not a big deal. As a recruiter, I got resumes all the time for exactly that reason, "Oh, there's something that's updated." Actually, even if you make a mistake, you don't need to point out the mistake; you can just say, "I have an updated resume." So, it's fine.

Alison Monahan: Right. And maybe change something else too.

Sadie Jones: Yeah, exactly. But you should be open to feedback if someone's pointed something out.

Alison Monahan: Absolutely. Alright, assuming my application materials are as perfect as I can possibly make them, what is the next thing I need to be thinking about?

Sadie Jones: So, there can be sort of a strategy with bidding, sort of like when you apply to law school and you had your reaches and your safeties and your mediums. There is sort of a strategy to who you're applying to and how you're doing it. And maybe some of the new AI tools, like ChatGPT, could be helpful to kind of research and look into it. Now, you shouldn't assume that anything is correct on there; it's just a way to maybe experiment and see if there's some kind of formula you can use or you can find out more about different firms that way. We talk more about how to do research on different employers, but there's definitely a strategy and you want to make sure you know who you're applying to, because if you put all reaches as the top of your list, you may get interviews with them and they can't call you back, because if you're at a higher-ranked school, it's going to be more lottery. And so, it's not that the employers have picked you, they just got you, and once they see your grades, they may not be able to call you back, or other reasons. So, just think about that you're giving yourself a mix of employers.

Alison Monahan: Yeah, I think it's important to understand too what bidding strategy your school is using. So, like you said, some schools you can just sign up for whenever you want. You're like, "Oh, I want to interview at Wachtell, even though I'm at the bottom of my class at Harvard." It's like, "Okay, Wachtell is not hiring you, I'm sorry. Yes, you go to Harvard, but you're at the bottom of your class. Not happening. But if you want to do one interview – great, whatever." But other schools, if you bid on places and you're not in the range and the employer gets to pick, they're not going to pick you – that's just kind of the harsh reality. It's just like applying to law school – if you don't have the LSAT and the GPA, your odds of getting in – even though I'm sure you're an extremely nice person – are pretty low. So, you want to make sure that you understand how to optimize your chances for actually getting interviews if you're at a school that doesn't just hand them out, and for getting interviews that will lead to callbacks if you are at a school where you can just sign up with anyone.

Sadie Jones: Definitely. And I have noticed that a lot of students don't even know whether school's lottery or not or what percentage, and you absolutely can find out that information. You should know, because it really does matter whether it's lottery or not, or whether they're picking. So I would definitely make sure you know exactly how it works at your school.

Alison Monahan: Yeah, definitely. And a lot of places… It depends, again, on the school what information they'll give you. Some of the top schools won't even allow the firms

to say what GPA they're looking for, which I think basically is ridiculous, because it's a total waste of everyone's time if you're just there interviewing at places they're never going to give you a callback, based on your transcript. But you can kind of get a sense. I mean, anyone who looks at the Am Law statistics can get a sense of like, "Okay, this firm is probably going to be more demanding than this other on that's similar but lower down the list." It's really just like applying to schools.

Sadie Jones: Exactly. And just so everyone understands – generally, the higher-ranked the school, the more it's going to be lottery and less that the firms get to pick, whether they see your grades or not. They won't even get to pick based on your resume. So, just keep that in mind. The lower-ranked schools are probably going to give firms either a 100% choice or 80% choice, and it's kind of going to go in the other direction as you get to higher-ranked schools.

Alison Monahan: Right, which I think sometimes can give people at these higher-ranked schools a false sense of security, because they're like, "Oh, I'm just going to interview with the top 10 firms in the city." It's like, "Well, you're at the bottom of your class, they have a lot of choices. You need to cast a broader net here."

Sadie Jones: Exactly. So, you are sort of responsible for knowing how it works.

Alison Monahan: Right. And then the school may actually just not give you the information about what they're looking for, but still you can't just assume like, "Oh well, they didn't give me information, so the firm must not care." The firm still has a GPA cutoff, they're just not telling you what it is in advance.

Sadie Jones: Yeah, because if a firm cannot take you no matter how great you are in the interview because your GPA is just nowhere near where it needs to be, I do think it's sort of a waste of time.

Alison Monahan: Yeah, and it's fine to have that reach occasionally. If for some reason you're dead set on, you would love to be at this one particular firm – fine, give it a shot, try it out. Just don't make that everyone that you interview with.

Sadie Jones: Definitely. I agree, I think having one or two makes sense.

Alison Monahan: Yeah. Alright, so assume I've got my bids – and you can always drop by hospitality suites and things if you didn't get a lot of bids, if you want to try to up your game in that way, that's another kind of under-utilized area sometimes – but assume that I've got what I'm going to get, I'm going to fill in as many as I can, what about interview prep? What do I need to be doing here?

Sadie Jones: So, I think this is very important, and again, something that's under-utilized by students a lot. You should have all the information organized in a way that you

can keep track of, whether it's physical note cards, which I have seen some students do really well with, you need to keep them organized.

Alison Monahan: And not drop them.

Sadie Jones: We love Trello or an Excel spreadsheet. There're lots of different ways you could probably organize it, but you should know probably different areas for how you're bidding, then what firms you're getting, and then the order of the interviews and things you need to know about those firms. So, you should just have whatever system you think is going to work for you to keep it straight, and like we talked about earlier, know where they have offices, what their practice groups are, what they're looking for. That is a big part of putting your best foot forward.

Alison Monahan: Definitely. And to be clear, you're probably not going to have personal information on the people who are interviewing you for these firms, so it really is things like what type of practice areas do they have. You don't want to walk in and say, "Oh, I'm really interested in doing bankruptcy" if they don't do bankruptcy. Things like that just don't make you look great. And I do think you need to have some basic information. I think another really important thing you need to write down in advance for every single firm is the answer to the question of, "Why are you interested in this firm?" or, "Why do you want to work here?"

Sadie Jones: Absolutely. And it doesn't need to be a groundbreaking answer, but you need to have the answer. And have questions. We've talked about this a lot, that you should always have questions. They can be the same questions, but I like students to have a list of five and pick out two.

Alison Monahan: Yeah, and there may be interviews you go into where you really have to carry that interview because the person just isn't a great interviewer. So yeah, I think you need on hand, at least five to 10 questions that you can pull out as needed, and they can be super simple. It would be like, "Oh, I'd love to learn a little more about what you do in the average day." That's going to kill a couple of minutes.

Sadie Jones: I love that one, yep.

Alison Monahan: Particularly if you ask follow-up questions like, "Oh, that sounds really interesting, tell me more about that." You can definitely kill a lot of time that way, people like to talk about themselves, it makes you look like a good listener. But you don't want to go in empty-handed with two questions only and no real clue who you're talking with in terms of the firm, and then have somebody who has nothing to say.

Sadie Jones: And the kiss of death is they ask you if you have any questions and you say "No."

Alison Monahan: Yeah, that's not a good answer.

Sadie Jones: And students do it. That should never happen, you have to think of something. Even if you blank, come up with something.

Alison Monahan: Right, come up with something, like, "Tell me about a typical day", "What are you working on?", "What's your favorite part of working at this firm?" I would ask positive questions like that over negative, so I wouldn't really go into, "What do you not like about working here?"

Sadie Jones: Very good point.

Alison Monahan: Frame it in a positive way. And then again too, if they are asking you questions, they're also trying to fill time, so don't just give one-word answers, like, "How do you like law school?" "Oh, I like it." That's not a good answer. You need to kill a couple of minutes with that question, even if it means you're basically making up your own questions and answering them yourself if you sense that the person is not going to do it. So, "Yeah, law school's great. It's been challenging in certain aspects, but my favorite courses are…" blah, blah, blah.

Sadie Jones: What you want is for them to leave the interview feeling like it went well, whether or not objectively it went well, or even how much you liked it. It's more in this situation, whether they enjoyed it and want to call you back, because you'll have plenty of time to talk to more people and figure more things out. But I feel like the screen interview is about just making a good impression, kind of medium. You don't want to be remembered for the wrong reasons, but you don't want to be forgotten.

Alison Monahan: Yeah, you're basically just there to be like, "I'm personable, you could put me in front of a client, I wouldn't drive you crazy if we had to work together until 3:00 in the morning. I can hold up my end of the conversation." That's what we're looking for. So, if you know that you're not a great interviewer or you're just not really a comfortable conversationalist, this is something you need to practice.

Sadie Jones: I actually think everyone should practice, but definitely if you know it's something you struggle with. So, if there are opportunities at your school to do mock interviews, you should. And I think students are afraid of this, they don't want to get negative feedback, they don't want to do more interviews than they have to, because they already know there're so many coming up. Honestly, there's no downside – if a mock interview doesn't go well, it doesn't go well, you have nothing to lose. At least you got practice and you have an idea of what it's like. I just feel like you should take any opportunity. And some people need

more than others, and some people need to hire somebody, and some people can talk to family and friends. There're different ways to do it, but I think you should practice.

Alison Monahan: Yeah, and I think a great way to do it is have somebody actually videotape it, which is painful to watch, but super helpful. So, you'll see all the weird things you're doing with your hands, all the funny faces you might be making. Anyone who's at all neuro-divergent is probably going to have to work a little harder just on these things – whether that's fair or not, it just is the way it is. So, there's no harm in getting help. And oftentimes, the schools even bring in alums. They want you to succeed here, so try to get the help that you need.

Sadie Jones: There're almost always opportunities. And another thing I personally think about practicing is, be careful that you're not practicing rote answers that you are going to memorize word-for-word. That's why I try to give people different questions and just ask them to say it however they want to say it in that moment, not necessarily give them ahead of time, so they have time to write something down. You can write down little bullet points that you think you want to hit, but it's just never good when you can tell that somebody is repeating something they've just said exactly over and over again. I think that's really a negative.

Alison Monahan: Yeah, and you definitely need to at least make it sound like it's not being repeated if you are.

Sadie Jones: Yeah, which is why you should get feedback. If somebody says this sounds like you're repeating it, you need to come up with another way to remember the key points.

Alison Monahan: Yeah, and you can prepare answers to things you think you're going to be asked. If there's one poor grade or if you have a weird background, it's totally fine to have a prepared canned answer. It just needs to not sound completely like you're just, "Oh, and then this thing happened and this thing happened and this thing happened. And this is the 14th time I've said this today."

Sadie Jones: Exactly. I think those are the situations where you probably want to remember things more if there's something you're uncomfortable with, but generally, there's no way that you're going to guess exactly what the questions are going to be – people do this all the time – there just isn't. You could say, "Oh, these are more common", but an interviewer can ask whatever they want, and it could be something that we never would have guessed. So, you just need to get comfortable with coming up with answers, is really the thing.

Alison Monahan: Yeah, and some people are into behavioral interviewing now, which is asking you to tell a story to illustrate some point. So it might be like, "Tell me about a

time when you had to deal with a difficult" whatever. So you might want to think through your work experience, when was a time you had to deal with some challenges and things like that, so you have that stuff ready to go if you encounter one of those people. But I think that has become more popular.

Sadie Jones: Definitely. And I would say when I encourage people to do that, I encourage them to come up with stories that probably could fit a bunch of different situations, which usually everyone has a few stories, especially from working or from school, that was handling a challenge or something that didn't go well or a time you were a leader, for example. And so, a lot of times you can have a story that you know will illustrate a few different points, depending on what they're going for.

Alison Monahan: Definitely, so stuff like handling challenges, when did you have to deal with a deadline. Basically, think about what lawyers do and think about what they might be interested in. "Tell me about a time where you had to get up to speed on something really quickly" – that's the type of thing you do all the time as a lawyer. So, I think thinking through those stories in advance is just a really great idea. Alright, well, we're about out of time, let's talk super briefly about callbacks. We don't have a lot of time on this, but tell me some of the issues that come up here and how people can end up off their game.

Sadie Jones: Well, first of all, you should not be planning anything in your personal life that is during that time. You should not have to extend callback time because you had a vacation planned; that's just something you're going to have to do later. And I've seen this happen over and over again. It is in your best interest to plan things as soon as possible. If you're the first person and you're much more likely to get an offer, they will fill up. So, even if you were great, they might not have room for you if you're like, "Oh, I'm going to do it in four weeks."

Alison Monahan: Oh no, definitely not.

Sadie Jones: You should get that first available time spot. If there's a choice between in-person and virtual, I recommend in-person.

Alison Monahan: I agree.

Sadie Jones: That's what I think, everyone can do it now, it's a good idea. If you can't, there's a way to do it virtually, but you're going to have a better chance of making a better impression, it's just not going to be the same. I think everyone knows that at this point, so I really would go in-person. And personally, I like the morning spot better than the afternoon spot. That's just a personal thing, not everyone will agree with me. It probably means that you're going to have to eat lunch with them, which we've talked about. It can be a dangerous situation, but it actually can also be the opposite, and it can be a freebie to make a good

impression onto attorneys. I just think people are fresher in the morning, and I've just noticed that by the afternoon, they're just not as excited or into it. And a lot of these interviewers have already done an interview in the morning that day. So, that's just my opinion – I think it's better to go in the first group.

Alison Monahan: I agree, and I think most people are better just getting it done versus being nervous all day, and then you go in the afternoon and you're dragging too, and maybe you're not as "on" as you might be. I'm not a morning person, but I would still rather do a series of six interviews in the morning.

Sadie Jones: I totally agree.

Alison Monahan: Alright, before we wrap up, what are some common pitfalls that you've really seen in the OCI process that can just take people down?

Sadie Jones: One is not doing enough interviews, or feeling that they're going to be overwhelmed with the number. Again, I think you should take as many as you can. I think you should prepare for the day. So, you should know, if it's in-person, how you're getting from one location to the other, that you're not going to get sweaty. I've seen people ride bikes and not have a plan for that, the weather, those kinds of things.

Alison Monahan: I remember I was in New York City and it was August, and it was just so hot. We all took the subway down because we were students, we weren't going to pay for taxis. And you get there, ready for your first interview and you're just dripping sweat, and it is not a good situation.

Sadie Jones: So if you had to, leave extra time so you can go to the bathroom and wipe off or put on some more makeup.

Alison Monahan: Yeah, bring some powder if you're a woman.

Sadie Jones: Exactly. So, I think all of those things can go wrong. Sometimes people get too stuck on, they thought it was going to be this interviewer and it isn't, and it got switched at the last minute and they're really attached to, they researched this person. And like you said, that's not the main point of the research. So, things will change, you have to roll with it. Your interview times can change. You have to just be prepared for things not going exactly how you thought and just be able to keep going with it, because that's what it's like being a lawyer.

Alison Monahan: Yeah, I agree, 100%.

Sadie Jones: Most importantly, it's just that you've done everything on your end to prepare. Things might go wrong and some interviews just didn't go how you thought they were going to go – that's okay. Just keep going, move past it. But I think there's

no excuse for not preparing and doing all the things that you can do leading up to it, because there's usually a good amount of notice, so you should be working on that.

Alison Monahan: I agree. I think you want to be prepared, I think you want to bid realistically, and then when you're in the process itself, I think the key, like you said, is just really being flexible. And if something doesn't go well, there's no point in berating the HR person who's telling you that this person couldn't be in your interview. The only correct answer to, "Oh, unfortunately, we're going to have to have you speak with someone else" is, "Oh great, no problem. I look forward to meeting that person."

Sadie Jones: Exactly.

Alison Monahan: That's it.

Sadie Jones: Because the truth is, OCI is just a very long and grilling process for everyone, and especially, I know from my end on the recruiter side, it's just a really tiring, long time. And so, being nice to those people and being in it with them and kind of commiserating with them, I actually think goes a really long way.

Alison Monahan: Right. What students don't realize is, you guys are just doing this day after day after day for weeks, or even months. If you think it's bad to do interviews for a day or two, imagine having to coordinate them for weeks.

Sadie Jones: Exactly.

Alison Monahan: Alright. Well, with that, we are unfortunately 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. 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 at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

RESOURCES:

CareerDicta
Getting a Legal Job
My Beloved World, by Sonia Sotomayor
Podcast Episode 155: Top Callback Mistakes to Avoid (w/Sadie Jones)
Podcast Episode 353: Tips for a Successful Callback Interview (w/Sadie Jones)
Podcast Episode 262: Researching Law Firms (w/Sadie Jones)
Podcast Episode 247: Mastering Behavioral Interviews (w/Sadie Jones)