



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 staying in your own lane in the job hunt. 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 staying in your own lane in the job hunt. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: Oh, my pleasure. We talk to a lot of law students and job seekers, and we hear some crazy stuff. Oftentimes it's people making themselves crazy over some rumor they've heard about what someone else did, or an opportunity someone got, or something that may or may not have even happened. What are some of the things that you maybe have heard about in this area?

Sadie Jones: Well, I would say more often than not, this is the first thing somebody says to me when we're working together, which is either they heard something, they believe something for whatever reason. And I think they want me to talk them down a little bit.

Alison Monahan: Right.

Sadie Jones: Or they want me to tell them that they're right. But all the time, I just say, "I really think we should focus on what you are doing." A lot of times, it's that either everyone has a job or no one has a job – they're very broad statements. They're convinced that every single person they know has gotten a job already, even though OCI hasn't happened yet.

Alison Monahan: Pretty unlikely.

Sadie Jones: Yeah, right, exactly. Or OCI just ended and not one person got a callback they've ever heard of. And usually I'll go into detail, "Who told you this? Where did you hear this? Is this a rumor you heard at school or from a firm? Did one person tell you that they heard that everybody they know?" Because none of these things



are ever true when it's such a blanket statement. And my advice really is always the same, which is, "I think you need to take it with a grain of salt and let's focus on what you are doing. And things don't change that dramatically, that quickly for everybody."

Alison Monahan: Right. Yeah, I remember this from the clerkship process, which is another place where rumors just go crazy and people don't have great information, so they just start kind of glomming on to anything like, "Oh well, I heard that all of the judges in the Second Circuit have already hired." And it's like, the process hasn't really started yet, so that's pretty unlikely. Maybe one person hired their friend's kid or something, but how would you know that? How would the person who told you this know that? Like, "Oh, well, they got this information." It's always some bizarre source where you're like, "Yeah, I'm not sure Reddit is really your best source of data here, but okay." Yeah, I think it's one of those things that in a low information environment, it's easy to do, and they get really fixated on. But ultimately, I just don't think it's that productive.

Sadie Jones: I agree. I totally understand where everyone's coming from, which is that it's a high-stress situation, and usually there is a grain of truth in it, that somebody did get a job early.

Alison Monahan: Yeah, somebody got something early. Okay, it happened once, we agree, but not to everybody. Or yeah, maybe it is a [tougher environment](#) – we've talked a little bit about that – but that doesn't mean that no firm in the entire country is hiring summers this summer.

Sadie Jones: And I wouldn't tell you to do anything differently, really. I tell everyone to do things early if they can anyway. So hopefully, you've submitted things as quick as you can. There're a lot of things out of your control, you're doing the best you can. I don't know that any of this information is really going to change what you're doing or how you're doing it, or even what the outcome will be, because really, you should be trying to do things early and you should be casting a wide net and you should make sure all your documents are correct. So, all of these things are sort of the same advice really, no matter what's going on. So I don't know why stressing about something you can't control really matters.

Alison Monahan: No, I think it's just a way for people to kind of redirect the stress of the job search process. Well, we're coming up on OCI and it's definitely super easy to get trapped up in comparisons in that process because it's happening, everybody's doing it at the same time. Some people are probably getting great results, some people are not getting the results they want. What advice do you have for people really around just staying in your own lane for OCI?

Sadie Jones: Well, I would say that going into OCI, have your game plan and stick with it. And you may need to make adjustments if things aren't going the way you thought



they were going and maybe you have to change strategy a little bit, but I would really focus on the things that you can control. That means that you know where you're applying, you're ready with all your documents, you've submitted everything on time, you're paying attention to simplicity or whatever the program is, so that when you get interviews, that you're preparing properly, that you have your outfit. All of the things we've talked about that you can do – I would just focus on that and I actually would not spend a lot of time talking to your peers about what they're doing. Now, there are times where maybe somebody can be helpful, maybe somebody is a good friend, maybe you know they're not going to stress you out. I have some good friends; I know there're certain things I don't want to talk to them about, because they're going to make it worse.

Alison Monahan: Right.

Sadie Jones: Even if they're great friends in other areas, they're not somebody who's going to help me de-stress if I am spinning out of control. So, kind of know who those people are in your life. Maybe you want to talk to somebody outside of your circle, outside of law school – just talk about your worries or whatever you need to do to get it out. But I feel like you can really muck up your plan and the things that you're doing by listening too much to what other people are doing, and that actually will derail you and have the opposite effect that you want.

Alison Monahan: I agree. I think you've got to do you. You prepare for your interviews, you do your very best. And also, remember that you're a unique person, firms are at least somewhat unique, and a lot of this is really about fit. So, what works well for somebody else may not actually even be a good fit for you. I think it's easy to get caught up in like, "Oh, but so and so I know has like five callbacks and I only have two." It's like, you have two, so be happy about that.

Sadie Jones: I say that to people all the time too, who have some good news but are very focused on the bad news and the ones they're not hearing back from. Or I've noticed some years, certain firms are more in vogue and popular and everyone's talking about them. And sometimes when you talk to a student, you said that's not the right firm for them. Or I ask them why they are interested in it and it's just because everyone says it's the place to work, or that blah-blah had the best summer there or something. It's just like, you're not that person. I really think that you figuring out what you're interested in and where you want to work is the most important thing, and not just, "I need to do what everybody else is doing." So, I think that's really important.

Alison Monahan: Yeah, I think I made that mistake my 2L summer. I went with, "Oh, this is such a cool firm and I'll get to go do this cool thing. Oh man, it's so great." And everybody was like, "Oh yeah, you're right. That's such a great place." But



objectively speaking, it was not actually really a great place for what I wanted to do and it turned out to be kind of a mess.

Sadie Jones: It's such a common story. I hear that so many times, so I think people should really pay attention to that.

Alison Monahan: Yeah. I would've been better off picking somewhere that was less trendy but actually a better fit for the work I wanted to do, just because... And it was really objective. The place I wanted to go was not known to do great litigation, necessarily. It wasn't a litigation place, but I was like, "Oh, but they have all this other cool stuff." But none of it was anything I was ever going to be interested in.

Sadie Jones: So, everyone should learn from your lesson because I bet it was hard to tell you that at the time. If someone had said maybe this isn't the right fit and you had this offer, you were sure that that's where you wanted to go. So, just take a step back, think about why you're making this decision.

Alison Monahan: And I even talked to people there about this exact fact. I was like, "Oh, it seems like you guys are focused elsewhere." And they're like, "Oh, no, no, no. We're really good at that too." And to some extent – sure, that's true, but it just wasn't their focus.

Sadie Jones: Well, and once you have the offer and they're recruiting you...

Alison Monahan: People will say anything.

Sadie Jones: They're going to say the things you want to hear.

Alison Monahan: Exactly. They'll say anything, whatever.

Sadie Jones: The thing totally flips the power dynamic and everything. The other side of this issue is that a lot of places are really similar.

Alison Monahan: Right, exactly.

Sadie Jones: So, I think there's another side of it which is like, "Oh, I got an offer from this place, but not from that place." And somehow you only want the place you didn't get an offer from. And I do say to people a lot, "I don't know if it matters when you're talking about such similar firms. Just take the one you get first and have the whole thing be over." That's not for everything, but a lot of the big firms are similar.



- Alison Monahan: Right, exactly. And your experience is going to be pretty similar. If it's a firm in New York that has a summer program – okay, you get a different party, but you're all going to get parties.
- Sadie Jones: You're all going to go to the same places for lunch, you're going to get similar pro bono projects. A lot of it's really, really similar, so keep that in mind. And some of it's just fate, like, you ended up getting the offer from this place. And you don't know who else they're looking at – I think that's the other part of "stay in your lane". And I say this to all levels of job seekers, is that you can't see the other applications that they're comparing you to, that they have to choose from. You don't know exactly what they're looking for. So, you don't necessarily have to feel bad about yourself that they didn't pick you. You can just assume that there was someone that they thought was going to be a better fit, or met their criteria differently, or whatever it was and you'll never know. And it's not necessarily about you and it's not personal.
- Alison Monahan: I think that's so true. Even the very, very top applicants from very top schools are not going to get every single offer, they're not going to get every single callback. I mean, I had people reject me where I'm like, "Are you kidding me, seriously?" But I had other places where I was like, "Oh yeah, probably that wasn't going to be a good fit for me." And there's not necessarily a pattern of like, "Oh well, this higher place is going to reject me in this." I was rejected from places where I was like, "Seriously? I don't even know why I'm interviewing with you." But they probably saw that, right?
- Sadie Jones: Right, because in the same way that you're looking for places that fit you and sort of not everything is a reach, they don't want to give a ton of offers to people that aren't going to accept.
- Alison Monahan: Right, exactly.
- Sadie Jones: So they're working off the same grid.
- Alison Monahan: Yeah. No, and I think most of this is really not that personal. I mean, it's almost like applying to law school – a lot of it is frankly numbers based, which can feel personal, but it's not really personal. It's not like they dislike you as a person. It's just like, "Oh well, you don't meet that particular criteria, so we're not going to hire you. Good luck."
- Sadie Jones: Exactly. So that's why I think just focusing on the stuff that you can control and your plan is the best way to get through this, unscathed as possible.
- Alison Monahan: Right, and hopefully with something at the end that works.
- Sadie Jones: Yeah.



Alison Monahan: Alright. Well, let's expand our focus a little bit. It's obviously easy for us to say all of these things, but it's much harder to implement. Let's just drill down a little bit. What do you advise people to focus on specifically, rather than obsessing over what other people are doing?

Sadie Jones: So, like I've said, in terms of the things that you can control, which are your job documents are perfect, and they're the best that they can be, you have a neat and organized list of where you've applied, you're following up, you're going to networking events, you're hopefully reaching out to attorneys at the firm – something that I think a lot of people miss and is maybe the most important part of all of this, making those personal connections, especially if you're on the bubble, can a lot of times be the key to at least getting your foot in the door and getting them to look at you. And so, I think you should focus on your plan and that you're implementing your plan and you're moving along in the process. And not so much, "I need to have a job. I need to have a job now. I need to have a job by an exact certain point", because you're not going to be able to control that. There is no guarantee that you're going to have a job before OCI, during OCI, even after OCI, and you may need to have another plan after. So I would say just make sure you're doing all the things. I always feel better when I'm making progress, checking things off a list, adding to my list of applying to more places, all of those things. The other thing is, you can't control what your grades are at this point. Hopefully, if there's something that's an outlier, you have a story that you're going to tell in the interview. But this is something I think people also get stuck in, which is a piece of, you can't control it. If you don't meet their grades criteria and you're totally outside of it and they're strict about it, there's absolutely nothing you can do now to get past that. And so, that's not the place for you and there are other places where you will fit, because I do think there's a place for everybody. And so, I think students get really stuck on this.

Alison Monahan: Right. And it's like, "Sorry!"

Sadie Jones: And we can't change it. We can't change it.

Alison Monahan: That's in the past.

Sadie Jones: Yeah. I'll just say, I'm not a huge fan of the addendums with the grades when we're talking about documents. I think there are specific and unique cases where you have, let's say, one grade that is very different from your other grades and something very specific happened, and I think you can have a few sentences about it. As a recruiter, I saw these constantly about everything. They were very detailed.

Alison Monahan: Right, "I had a cold, my dog got sick."



Sadie Jones: Yes. I don't need to hear what happened in this whole semester, like you bombed the whole semester. There's nothing we can do about that now. And your reason might be totally legitimate – it's not going to change whether they can hire you or not. So really think about that, because honestly, it draws more attention to it.

Alison Monahan: Yeah. I think it has to be something like, "I broke my arm the day before this exam."

Sadie Jones: Final.

Alison Monahan: Yeah, exactly. "And I was doped up on morphine and couldn't type." Something like that.

Sadie Jones: And it has to be for that exam.

Alison Monahan: Right, exactly.

Sadie Jones: Because if you bombed the whole semester, that's still... There's nothing.

Alison Monahan: No, it has to be something very specific and very serious. And even then, honestly, you might just want to try to explain it in an interview.

Sadie Jones: Yeah. That's what I always say to people. It's something that can come up in the interview, which may come up in the interview. But I think to me, this falls under the category of things you can't control, and staying in your lane in terms of the things that you can work on and can keep going with and kind of your plan. And the grades are not a part of that.

Alison Monahan: Right. At this point it's like, how many jobs have you applied to this week? That is quantifiable; you can do something about that. How many networking events have you attended? How many informational interviews have you set up? If the answer to those questions is "zero to low", then you probably need to be doing more of that. And we kind of touched on this earlier, but I think thinking about what you really want, not what the school or other people tell you you should want, is super key here. So sometimes people I think are a little unmotivated on the applications. They feel stressed about it, but they're not actually doing much. And sometimes I think that comes down to you're trying to get a job you don't really want. So maybe you're really interested in doing public interest work, but the school has convinced you you should try to get a BigLaw firm job because it's like, "Oh, it's just for the summer, blah, blah, blah." But you're not that into it. So, I feel like some of this is kind of self-knowledge too.



- Sadie Jones: I agree, and I think that's a good question to ask yourself. If you feel like you cannot do this, you're just not following through on things, I think that's a really good thing to explore. Why is this list so small? Why can't I apply to these places? Why am I not doing networking? And there might be a reason, and I totally agree, because I think you'll do better at the things you actually want to pursue, even if they're not the things you thought you "should have pursued". I do notice that some people have a mental block.
- Alison Monahan: Right, exactly, which kind of makes sense. They haven't acknowledged that maybe this is not what they actually want, so they're going through the motions. But in a process where you're looking for a job, it's a hard thing for a lot of people and you have to stick with it. And if you're just like, "Wow, this is really not something I'm interested in devoting any amount of time to", I think you've got to look at why that is.
- Sadie Jones: I also think that some people develop a mental block because they're listening to the gossip and they're convinced they're not going to get anything. And so then when I ask them how many places they've applied or what they're actually doing, it's very little. And I'll point out that they're kind of self-defeating here with it in making this happen, the things that they're worried about. So, I think don't let the fear that it's not going to work out make it not work out. I think that happens.
- Alison Monahan: Yeah, the self-fulfilling prophecy of like, "Oh well, everybody says it's so hard to find a job and I'm sure I'll never find one. So now I'll just not actually take the steps that I need to take to potentially position myself to find something."
- Sadie Jones: Exactly. The one thing with the grades is, sometimes people become so obsessed with their GPA or being right below some hiring cutoff that they'll just tell me, "Oh, I didn't apply to any of these places." And it's like, if you're a 3.4 and their cutoff's a 3.5, you should be applying, and that kind of thing. Or if they don't even have one, you shouldn't decide for them that you don't meet their grade criteria.
- Alison Monahan: Right, like take yourself out of the riding.
- Sadie Jones: Yeah, especially if you're in the mix, close enough. So, I think that people do all sorts of things because they just hear things or believe things. The other thing is, you have no idea if what people are saying is true, or very rarely. I guess there are situations where you know for a fact something's true, but so many of the times I find that it's just, "Well, somebody said."
- Alison Monahan: "I heard."





- Sadie Jones: Yeah. And they haven't actually taken the job, we don't know. Or they'll tell me they were talking to somebody at a firm who's not involved in hiring.
- Alison Monahan: Like a parent's friend said, who's a lawyer. It's like, okay, great, that's great. What bearing does this have on anything?
- Sadie Jones: Exactly. People just kind of make stuff up, or they want to sound like they know stuff or they're doing better than they are.
- Alison Monahan: Also, frankly, a lot of people will lie to you. I remember I was at a party and I had an offer for a firm, and my friend's brother or something was at this party and worked there, and I didn't tell him I had an offer. I just sort of vaguely mentioned like, "Oh yeah, I see you work at this place. How do you like it?" And he just totally lied to me, because their friend told me like, "Oh my God, he hates this place. He hates going in every day." And he was just like, "Oh yeah, you're applying there? Yeah, it's really great. We get such great work, everybody's so friendly." And I was like, I literally know that this guy's completely lying to my face.
- Sadie Jones: And it probably would've been better to just hear nothing and just decide. Yeah, I agree.
- Alison Monahan: So, which of those is true? I have no idea. I don't know the full story. I don't know if he's just venting to the brother who's then telling me stuff that may or may not be accurate, or if he's just like...
- Sadie Jones: Because people are just disgruntled sometimes too. I find someone will tell me they heard terrible things about this place and it turns out that this is someone who's getting fired.
- Alison Monahan: Right, exactly.
- Sadie Jones: Maybe it's for a legit reason, and so they're upset. So, taking one person's opinion is also a big mistake.
- Alison Monahan: Yeah, and I think the "stay in your lane" part – you also don't know what someone else is struggling with or what the full story is there. So you might be looking at this person thinking, "Oh my God, I want to be them. They have all these offers. Everything in their life is so amazing." And they're sitting there thinking something totally different. You have no idea.
- Sadie Jones: It's just like people sometimes get no-offered at the end of the summer that no one expected to get no-offered, and there were all these things going on that you just didn't know anything about.



Alison Monahan: Yeah.

Sadie Jones: And so, I think surprising things happen all the time and very few people know the details about what's going on. And sometimes the person themselves doesn't know behind the scenes what's being talked about. So, I just think that very little can come out of listening to what other people are saying, but it's just so common, everybody falls into this at some point.

Alison Monahan: Yeah. I feel like honestly a lot of this is just the life lesson really of minding your own business. Honestly, a lot of what people are talking about is really not your business. And sometimes people get really worked up about like, "Oh, so and so is getting this special deal, or they're getting accommodations if it's law school, and that's why their grades are better." And it is like, "Who? This is not your business. Just leave it alone."

Sadie Jones: Yeah. Someone else getting something is also not taking anything away from you, and I think that's something people feel, that, "They got this and I didn't get this and it wasn't fair."

Alison Monahan: Right. "I should've gotten it. It was mine and they took it from me." It's like, you know what? Maybe you're a jerk and people don't want to hire you. I'm sorry.

Sadie Jones: What does "fair" mean? You just don't know. So, I just feel like you're always going to feel better just focusing on the things you can control, the things you can do. And then you'll look at the outcome later and see if you need to change plans or whatever it is for yourself. But ultimately, somebody else getting a job has nothing to do with you not getting the job. They got the job separate; you're going to get a different job.

Alison Monahan: Yeah, exactly. And I really feel like gossiping about who got what and how they got this and did they get it fairly or whatever, that just... I understand people want to feel like they're in the group and have information, but it just honestly doesn't make you look good, and people will remember.

Sadie Jones: Stay out of it, yeah.

Alison Monahan: I remember certain people saying stuff that I'm pretty sure wasn't even true when I was in law school, and I still remember that. And in some cases, I might have blackballed that person later by being like, "I don't think you want to hire this person."

Sadie Jones: It's totally true. And on the recruiting, HR side of law firms, we hear all sorts of things that we can't talk about. And it can be really frustrating to hear people gossip about things you know are untrue, because you know the real story. But I had to learn to stay in my own lane.



Alison Monahan: Right, totally. I definitely had situations where there was crazy stuff going on in a firm and people were coming to me, being like, "Do you know anything about this?" And I'm like, "I know exactly everything about this, but I'm going to tell you 'No.' I don't know who. I mean, I don't really know anything about that." It's like, I know exactly what's happening; I just can't tell you.

Sadie Jones: I also think that it kind of feels better to just be like, "I know you don't need to know. You can think whatever you want. It's going to get you worked up. I'm not going to get worked up about it."

Alison Monahan: No, true.

Sadie Jones: That's always a better look.

Alison Monahan: Well, and also it's less distracting if you're just like, "Yeah, I don't know. Hm, who knows? I've got to go prep for this interview now. Good luck!"

Sadie Jones: Absolutely.

Alison Monahan: If people aren't getting anything from you, they're probably going to stop bringing you stuff too.

Sadie Jones: And the law firm/law school world is smaller than you think it is.

Alison Monahan: Very small.

Sadie Jones: Even the BigLaw firms are small, especially compared to big companies if you're looking at the number of people.

Alison Monahan: But they're tiny. We're talking about hundreds of people.

Sadie Jones: Yeah. So everyone really does remember – they remember people's names, they remember some story connected to them. So, don't be somebody that they remember was gossiping.

Alison Monahan: Don't be memorable, basically.

Sadie Jones: Sometimes you say something offhand at a cocktail party and you don't know who was standing next to you.

Alison Monahan: Yeah. I think everybody just needs to mind their own business.

Sadie Jones: Stay in their lane.



- Alison Monahan: Stay in their lane and not cause problems, and it's actually going to work out better for you.
- Sadie Jones: I just agree. I just feel like there's nothing to gain...
- Alison Monahan: No, there's really not.
- Sadie Jones: From the opposite. You're not going to get some kind of "in". I think that is the other thing – people think, "Oh, if I listen to it, I'm going to know something that other people don't know, and it will somehow get me a job." And I just think that never happens.
- Alison Monahan: No, it's just going to stress you out, because even if you go in the interview, you're going to be thinking about all this other stuff when really, you should be thinking about the interview.
- Sadie Jones: Yeah, exactly.
- Alison Monahan: That's it – just think about the interview.
- Sadie Jones: People miss deadlines. They make other mistakes because they were so stuck on whatever thing they heard at some party.
- Alison Monahan: Yeah, exactly. It's just a waste of time and energy. Alright, well, before we wrap up, in the end – you kind of alluded to this earlier – we think there is a job out there for every law student. So, if somebody has been applying and they haven't gotten a lot of results so far, what can they do?
- Sadie Jones: First of all, I really do believe that, it's not just something I say. And I've seen it in practice that it's true. So, I think it depends where you are in the process and we sort of talked about this. I think there're different steps. If you're not getting any even screen interviews, then probably you have to look at your documents or where you're applying – so, some of the reasons that they're not even bringing you in at all. If you're getting brought in for a lot of interviews, not getting any offers, I think you need to look at your interviewing skills style, get feedback. It could be kind of a combination. It could be that you need to cast a wider net, you need to change where you're applying, you need to look at... Or you just really focused on a very small market or a very niche area. There're so many reasons. And there are people where it's late in the process and they don't have a job. It doesn't mean you're not going to get a job; it means it's going to be more challenging. But there's always a way to regroup, come up with a new plan. I think the key is to be open to feedback, not be defensive. And I think we've talked about that might mean seeing a therapist, because there's some kind of thing going on that you feel really stuck on. But you have to be able to



take feedback; otherwise you're going to keep making the same mistake over and over again.

Alison Monahan: Yeah. I think you have to get serious about what's not working and really regroup. And like you said, that's probably going to take some outside advice. Also, I think people need to keep trying. Some of this may be a numbers game. People think they've applied to so many jobs, and then they talk to us and we're like, "That's not very many jobs."

Sadie Jones: I don't think I've ever talked to a student who didn't have a job who had applied to the number that I think they should have applied to at that point. That's pretty much the first thing that we talk about, is that it's a numbers game and you haven't applied to enough places. And sometimes people are shocked. They're like, "I applied to five jobs last week."

Alison Monahan: Yeah. We're talking hundreds, not tens.

Sadie Jones: Yeah, which is what I always say. And I try not to make it seem overwhelming. We can talk about per week or per month, because this is over a period of time, but it takes hundreds of applications to get a job sometimes. And yeah, for somebody else, maybe they applied to two and they somehow got one of them. But that's probably not most people, and it doesn't matter for you. For most people, it's going to take a lot. So, I really think that that's probably my number one thing, is that people don't apply to enough jobs.

Alison Monahan: No, I remember I was a 1L, I had excellent grades after my first semester at a top law school, and I applied to hundreds of jobs and I think I got callback or first-round interviews at like two of them.

Sadie Jones: Wow.

Alison Monahan: And that's like with perfect credentials, basically.

Sadie Jones: Yeah. So you're not in that situation and can comment on what it would take.

Alison Monahan: Yeah. It doesn't get much better than that.

Sadie Jones: And a reminder that we are in a challenging economy and it could go either way. I don't think it's the most challenging economy. Most of us have seen multiple bubbles burst, and other financial crises. But right now, it is a bit of a challenge and the hiring is going to be more conservative, so really, that means you need to apply to more jobs to get one.

Alison Monahan: Yeah. And I think try to stay positive, like you said. I mean, almost certainly you're going to find something in the end. It may not be your absolute perfect



fit, but it might turn out to be something that you really enjoy. I definitely had friends who got jobs they weren't super thrilled about and in the end, they're like, "Wow, that was really great. This actually was something I really think I might want to do." So, you just never know.

Sadie Jones: And focus on the experience you can get. Also, this is a first job. There're many more to be had.

Alison Monahan: And you never know. It's so interesting looking back at where people have ended up, where these people you thought were going to be definitely law firm partners who got these fancy jobs – they're not doing that. And the other people who you were just like, "Oh, I don't think this person's going to go anywhere", and it turns out they have a complete amazing career now. So, you just really don't know. And this is only one very small piece of it.

Sadie Jones: I totally agree. I also think that people get very stuck on the clock ticking, which I totally get. It's condensed. It just gets more condensed, gets earlier. You're also working and submitting applications, because you probably have your summer job now. And so, while you need to keep going and I would never say you shouldn't put time and effort into it, or shouldn't ramp it up if it's September or October and you don't have a job – I also think that focusing on this ticking clock and, "Everyone else has a job and I don't" kind of thing...

Alison Monahan: Not helpful, not helpful.

Sadie Jones: No. There's nothing that's going to come out of it. And just so you know, not everybody has a job.

Alison Monahan: Right.

Sadie Jones: There are other people like you.

Alison Monahan: Yeah. And this is where you should be talking to career services, regrouping, getting some help, these kinds of things. But just sitting there being like, "Oh, I'm the only person without a job. I'm such a loser" is really not helpful.

Sadie Jones: Or that you've decided it's the first week after OCI and you haven't gotten an offer yet or whatever, even though there're weeks and weeks to go, also isn't going to help and is going to be counterproductive.

Alison Monahan: Definitely. Well, before we wrap up, any final thoughts?

Sadie Jones: Stay in your lane – that's my final thought.

Alison Monahan: Great advice, definitely.



Sadie Jones: And that this really is something that I think I've heard from every student I've ever worked with, interviewed, recruited, so you're not alone. This is such a common thing. This is why I think we wanted to talk about it. I hope that we can help, have some people really take this to heart and hopefully it'll be easier.

Alison Monahan: Totally. Well, thank you so much for joining us with that.

Sadie Jones: Thanks for having me.

Alison Monahan: Yeah, my pleasure. 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 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](mailto:lee@lawschooltoolbox.com) or [alison@lawschooltoolbox.com](mailto: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](#)

[Podcast Episode 393: The Legal Hiring Landscape in the Current Economy \(w/Sadie Jones\)](#)

[Podcast Episode 399: Bringing Your A-Game to OCI \(w/Sadie Jones\)](#)