



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 bad ideas for job hunting. 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 bad ideas for job hunting. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: Oh, my pleasure. Well, the origin of this episode is some things that we see not infrequently with law students who are job hunting, but they're not typically great ideas. But for some reason, lots of people seem to think they are. And of course there might be exceptions to what we're going to talk about in some rare cases – very rare – but generally all of these things we're going to talk about are not going to help you secure a job. So, first up, one of the things we see a lot is wanting to have a [resume](#) that is longer than one page. What are your thoughts around this?

Sadie Jones: I'm really anti this, generally. Now sometimes students just kind of misjudge and it goes over by a page or something. And you always want to make sure that you've checked your margins, put it in a PDF.

Alison Monahan: Maybe like one line or something.

Sadie Jones: Yeah, maybe even print it out. Sometimes there's just some weird formatting stuff. But what I'm really talking about is students that go 2-3 pages, or even a page and a half – anything over a page. Like you said, I think there can be rare exceptions, and those would be, you had a full, long career before you went to law school – maybe you published a lot, maybe you want to be a patent prosecutor and you were an engineer, and you have something that actually is really relevant. So, there are times where I would say, yeah, you need to have all of that on your resume, and they'll appreciate it. But I actually find that the people who want to go over a page are generally the people with the least amount of experience. They went straight through and they want to put every



internship and side job activity on there, for some reason. So I just feel like, generally, it should be one page because it's not about what's important to you and what means something to you, because I think that is where it comes from most of the time, like, "Well, this is all so important." But the most important thing is that they read it and they read the whole thing. What I found is people just glaze over after the first page. Sometimes they won't even look at resumes that are over a page; they'll just say, "Skip, this person couldn't edit." So, you just want to make it clear and concise; it does not need to have everything. And this is why I think it's great to have somebody else help you cut it down, because sometimes you're just too invested in it. But the rule of thumb is one page, make it work.

Alison Monahan: Right, and I think sometimes this shows your ability to edit, which if you are trying to submit a document to a court and it has a page limit or a word limit, they're not going to let you go over that. So, yeah, if you're coming straight out of undergrad or you've got a few years of work experience, you've had one other job, that kind of thing – your resume should be one page, full stop.

Sadie Jones: Which is most people.

Alison Monahan: Right, which is most people. There has to be a very, very good reason for it to be longer. And like you said, there are those reasons – you've had a 20-year career before going to law school, you need more space. But for the average person, you should have a one-page resume.

Sadie Jones: And a career that was relevant, is the other thing. Because sometimes you don't want to dwell on something that's sort of irrelevant to what you're talking about. You want to make it clear that you want to be a lawyer.

Alison Monahan: True. Yeah, in that case, even if you say you worked at some job that you just were doing, it's not super relevant and you're switching now – that could be basically one bullet point, or not one bullet point, but one job listing. Even if it was multiple places or whatever, you could summarize it – you were a nurse practitioner for 20 years. It doesn't have to list out every single place you worked.

Sadie Jones: Exactly. And I think people just get caught in the weeds on stuff like this.

Alison Monahan: Yeah, for sure. I think it's hard to see, particularly somebody who maybe is coming back to school and they've had this resume to get other jobs to see that maybe this is not the most relevant stuff. You need to figure out what's actually relevant and give that to people, and not just kind of drone on and on, because



at some point it just makes it look like you don't know it's important, and also nobody's going to read it.

Sadie Jones: Yeah, exactly, which is the most important part of a resume – that someone reads it.

Alison Monahan: Right. Obviously if you're applying to be an academic, there are different standards. There you want to list a bunch of stuff that you've ever published. Obviously there are exceptions, but we are talking about the general rule here.

Sadie Jones: Yeah, and sometimes I think it does give the impression that you're sort of narcissistic and you feel like everything you've ever done is so important.

Alison Monahan: Right, this thing that you were an intern after your first year of college and you're listing out five bullet points while applying for second-year law jobs. You need to cut that back or take it off.

Sadie Jones: Yeah. And I'm not saying that that's the intention, but I just think you have to think about what people are taking out of what you're giving them.

Alison Monahan: Right. And I think if you are applying, say for academic roles, and also non-academic roles, you need to have two separate resumes because they're expecting different things. So, some of this is about expectations and understanding the expectations of the role that you're applying for as well.

Sadie Jones: Definitely. Even if you're applying for a clerkship, versus a BigLaw job, versus a public interest job, you may need multiple resumes.

Alison Monahan: Right. And none of them should be more than one page.

Sadie Jones: Yeah, yeah. I'm not saying that would make that exception, but the things you highlight might be different.

Alison Monahan: Right, of course. The exception of your academic CV, that's it.

Sadie Jones: One page.

Alison Monahan: Alright, well, similarly, we see a lot of people insisting on having a super long [writing sample](#), even after their first year when, frankly, you're using a legal writing memo, typically. And I just don't think anyone wants to read all 20-30 pages of this. So, why do you think people are so resistant to cutting these down, and why should they do it anyway?



- Sadie Jones: So, my impression is that people have trouble with the actual editing of, "How do I take a piece out of this?" Because they'll say it doesn't make sense, like, "If I do this section" or, "This is the best section." Or they can't figure out the best section or they're like, "What's the point if it's just the five pages?" I don't think there's anything wrong with doing the first five pages. You can write something explaining that it's the first five pages, so it clarifies that there is more to it, or you can provide the whole thing if they want it. But I think people just really do get confused about, "Oh, I just pull out five pages of 30?" And the reason you do it is because no one will ever read 30. And someone may never read your writing sample anyway, but at least you want to make it digestible and easy to read. And whether or not they wrote how many pages it should be, as long as there was no indication that it should be a complete document or can be up to 30 pages or something, I would assume five – that's my rule of thumb. I just think they're more likely to read it and it looks more like you were sort of self-aware about what you were submitting.
- Alison Monahan: Yeah. And I think, realistically, the more you give them, the more chance you have to make mistakes.
- Sadie Jones: Definitely. Absolutely.
- Alison Monahan: It's a lot easier to get five pages absolutely perfect – every citation has been checked by you, maybe checked by somebody else, everything is absolutely clean, concise, to the point, no errors in your citations, no punctuation or grammar errors. That is much harder to do in a 30-page document.
- Sadie Jones: That is such a good point. Also, if I get a 30-page attachment, to be honest, I'm just annoyed. It just seems annoying.
- Alison Monahan: I just feel like it's lazy. You're like, "Seriously, I'm supposed to read this? Come on. No way."
- Sadie Jones: Yeah, exactly. And I think it's similar to the resume - it just makes it seem like, "Ugh, this person..."
- Alison Monahan: Yeah. It's like you don't want to do the work, so you're making other people do the work, basically.
- Sadie Jones: Exactly. So, just to be clear, there's nothing wrong with pulling out five pages of a document that's longer. That's okay.



- Alison Monahan: Yeah. And of course, if the employer specifies they want the full document, then unfortunately you have to try to make the full document perfect, or send them something shorter that is a complete document.
- Sadie Jones: Well, that's the other thing. You could try to have something that is complete in five pages.
- Alison Monahan: Right, or 10 max. But yeah, I just think the shorter the better, honestly, on these. And it does make you look like you, like you said, are self-aware, you understand the problem. If you send them something that says, "Hey, here's a very brief introduction to this document. This explained what it is, it was my second semester Legal Writing open memo. This was the basic question, and the section that I've pulled is an analysis of X, Y, and Z."
- Sadie Jones: And it'd be great if it was a section, so that it was sort of a complete thought, at least, would be great.
- Alison Monahan: Right, exactly.
- Sadie Jones: But as long as you explain it, it's fine.
- Alison Monahan: Yeah, it should be one part of it. It shouldn't just be random five pages you pick that start at the top of a page in the middle of a sentence.
- Sadie Jones: Good point.
- Alison Monahan: It should be a section, but usually that's going to be an argument section. I probably wouldn't send necessarily something like the statement of facts, because I think that's not showing any analysis. But something that shows some analysis, shows that you can do citations, all of these things. But make it short.
- Sadie Jones: And perfect, like you said.
- Alison Monahan: Yeah, it needs to be literally perfect. You should not have mistakes in your writing sample.
- Sadie Jones: And I always like to – I think we've talked about this before – but remind people that it doesn't have to be groundbreaking research or anything. It just needs to not have mistakes, is the most important part of it.
- Alison Monahan: No, absolutely. They're looking for basic competency here. Could somebody give you an assignment, ask you a question, have you do some research, have you come back to them, and write it up in a format they could submit?



- Sadie Jones: Because I think that's another thing people get in their head about, about finding a writing sample, because they think it does need to be some kind of amazing discovery.
- Alison Monahan: Right, this is not like a Law Review note, where you're trying to break new legal ground. This is, are you basically competent and can I trust you to do my citations?
- Sadie Jones: Exactly. Totally agree.
- Alison Monahan: Alright. Well, let's move on to another favorite one that people just love to do. What about addendums to their application to explain a bad grade or multiple bad grades? Pro or con?
- Sadie Jones: So, this is something I feel like is very, very common. A lot of law students either want to do them or do do them. And it's one of those things, like the one-page resume, where there may be a very specific situation where it makes sense, but in the vast majority, like 99% of the time, it does not make sense. And the reason is that everyone who has a bad grade or a bad semester or a bad year has a reason that they will tell you. And the reason can be legitimate or not. It can be something horrible that happened to you or not. It can be something that completely makes sense and explains why you didn't do well or not. But ultimately, your grade is your grade and it doesn't actually change what the grade is. Imagine if they had to say to everybody where something bad happened, "Uh, okay, well, something bad happened, so we'll just forget that you got grades." We can't do that.
- Alison Monahan: We did that with COVID, but that was a special exception.
- Sadie Jones: Right. And then people complained about the pass/fail. So, I would say my one exception where I think I could imagine doing it would be that you had one outlier grade in one class, and something let's say happened on the day of that final or something like that, where it really does stand out so much from your other grades that it can be explained by something. I think this is very rare. And it can't be a whole semester, it can't be a group of grades. It has to be one thing that is explainable by one incident. In that situation, I feel like it might make sense.
- Alison Monahan: It has to be like, "I broke my wrist the night before and I had to dictate my exam, and I was on heavy pain meds."
- Sadie Jones: Exactly. "I got into a car accident on the way to the exam and had a head injury while taking it."



- Alison Monahan: Yes, something dramatic.
- Sadie Jones: Yeah, something like that. But generally, no. Also, honestly, it draws attention to it.
- Alison Monahan: Yeah, I agree.
- Sadie Jones: And I find that people want to do addendums over grades that aren't even that bad.
- Alison Monahan: Yeah, it's like, "I got a B-." It's like, "Seriously? Come on."
- Sadie Jones: But that happens all the time. I also think the reality is, if you had a whole year of bad grades because you had a medical incident, then you probably should have taken the year off. Ultimately, you decided to stay and you were willing to keep going with law school. And so, if your grade suffered, that's a decision you made. That's how I feel about it. I feel like there's very little situations for that.
- Alison Monahan: Yeah, and I agree on the drawing attention. Sometimes people don't even necessarily look at the transcripts. It's like, they may not be paying attention. Your GPA may not be on your resume. Some schools, like the school I went to, didn't even allow us to put a GPA on a resume, or even calculate a GPA. So, if people start sending addendums, like, "Oh, I'm so sad about this B- I got in contracts, let me tell you all about what happened." It's like, no one was even looking at that.
- Sadie Jones: Exactly. And if they want to ask you about it and you talk about it in an interview, then maybe you have a short explanation that you're going to explain.
- Alison Monahan: Sure. And you should.
- Sadie Jones: Yeah. But if your GPA is way far from their GPA cutoff, no explanation of "A family member died" or, "I had to have surgery" is going to make them say, "Oh, okay, we're just going to forget about our GPA cutoff."
- Alison Monahan: Right. It's going to be like, "Oh, that's sad for you. You still don't have the grades we're looking for. Next."
- Sadie Jones: I feel like it sounds cold if I say that to someone, but I just want to be honest.



- Alison Monahan: Yeah. I think, like we've talked about before, there's a certain amount of leeway. If their grade cutoff is a 3.5 and you have a 3.4 – sure, that's maybe possible. If you have a 2.5, they're not hiring you. Sorry.
- Sadie Jones: Yeah, and it doesn't really matter what the reason is. That's my feeling about it. And for some reason everyone wants to write these things.
- Alison Monahan: Yeah, I think people just want to explain themselves, but ultimately it is what it is.
- Sadie Jones: Yeah. And to follow up, if they do ask you about it – which they may or may not, but let's say you get through the initial and then it comes up in an interview – please make your explanation short. Please don't get into details about the situation. Keep it very general. If it was a health issue, do not explain specifically what the health issue was. It's very unnecessary. It makes people uncomfortable in most situations.
- Alison Monahan: Yeah, and make sure that you are not emotional about it at the time. You need to practice this, so that you can say whatever it is without getting sniffly or getting upset. It just needs to be like, "Yeah, that grade is definitely an outlier." It could even be something as simple as, "Yeah, the class was really challenging for me, and I didn't do as well as I'd hoped."
- Sadie Jones: And I love when someone says they made some kind of effort to improve, like, "I had trouble with this area, and so I worked on it", or something like that.
- Alison Monahan: Exactly. It could be like, "Well, this class was really challenging for me, but I want to make sure that I understand the material, so I'm taking an advanced level class next semester."
- Sadie Jones: Exactly. I think anything positive that you can say and go in that direction is good.
- Alison Monahan: Yeah. Or if there's a legitimate, "I had the flu before the exam and I probably should have postponed it, but I just wanted to get everyone in the room sick."
- Sadie Jones: But I've had people go into kind of crazy detail about a surgery, or someone was talking about a medical device. It was just like, "I don't need to know this."
- Alison Monahan: Yeah, or in my case where I cut my finger and had to dictate everything for two months. That would have probably been a legitimate thing, but "Oh, I stabbed myself with a butter knife" – they don't need that level of detail.



- Sadie Jones: Exactly. But that actually does make sense, just to explain what happened.
- Alison Monahan: Yeah, exactly, but luckily I did that after law school. Alright, well, let's move on. One thing actually that really bugs me is when people leave dates off of their application documents. And I assume that they're afraid of age discrimination, which I get, but it always strikes me as trying to hide something that's going to come out anyway, and it just gives me a weird... It triggers my spidey sense of, "What else is this person hiding?" What are your thoughts here?
- Sadie Jones: I completely agree. And ultimately, someone is going to find out when you went, because you're going to have to show a transcript at some point. I don't think that anyone is necessarily going to care, and if they did, they are going to know, one way or the other. So, it does just strike me as, like you said, sort of secretive. No reason for it. And it says that you're uncomfortable with it to me.
- Alison Monahan: Right. I think you could actually use that experience as a selling point: "Oh, I have all of this experience, whether it's related or unrelated. I have life wisdom, I probably know how to manage my life." There are advantages. And I think it makes people look really insecure and like they don't believe in what they're selling you, like, "Oh, I'm too old for this job, so I'm just going to make it so that you can't see my age." I don't know, I feel like you should just own it, because again, it is what it is.
- Sadie Jones: It's definitely a turn off, and I've never thought looking at a resume that that mattered, how long ago. I have seen people that had 20-year careers, and usually it's a positive that they have that experience. But I always think it's strange when there aren't dates.
- Alison Monahan: It just makes it look weird, I think. You just have to put them on there, because people expect to see it.
- Sadie Jones: Exactly. I agree.
- Alison Monahan: Yeah, we see some other odd stuff on resumes too. For me – again, I don't know that everybody agrees with this – but for me, having a Greek affiliation of some sort from college typically falls into this category. What are your thoughts around that?
- Sadie Jones: I feel very strongly about this. This is something I feel just extremely strongly about – I don't think anyone should ever do it. And the reason is because for some people it's a really big turn off and they will immediately not be interested in you. There is the chance that someone is really into it, and you're in the sorority or fraternity they were in, and somehow it will be a positive. But I think



the chances of that are so small, and the chances of annoying someone with it, or them making judgments about you, or wondering why you put it on their resume, is just fairly great. And whether it's fair or not, I know lawyers who will immediately write someone off for having put it on there, and just will make judgments about it. I also just feel like there's absolutely no reason to do it when you get to law school, even if you were in some kind of position of authority in the sorority or fraternity.

Alison Monahan: It's like, "Whatever."

Sadie Jones: I think that is why people do it, where they're really proud of it. Just don't do it. There's no need to ever do it. I feel this across the board 100%.

Alison Monahan: Yeah. See, I have a little bit more of a nuanced view because I went to school in the South and there was a very big Greek scene and people were always told, "Oh, this is going to be so great for you later networking." And there may be some truth to that, in that you can reach out to somebody through an alumni network or whatever. But I really would not put it on a resume because other people... Even if it's a warm connection through a fraternity or sorority that got you an interview, other people are going to see this resume. And frankly, most lawyers, many of them went to school in big cities. The whole Southern thing is just kind of like, they've moved beyond it in a way. This is not relevant.

Sadie Jones: I agree. I just think it's a risk. And I agree that you can network that way. So I'm not saying you shouldn't use those connections; I just wouldn't have it in writing on your resume.

Alison Monahan: Yeah, I agree. Alright, you kind of alluded to this a little bit earlier, but let's talk about people who think they're somehow required to include every single job they've ever had, even if these jobs are old, they're not relevant. What are your thoughts around this? Bad idea?

Sadie Jones: In most cases, yes. Now, let's say that you can't fill up a page. That still doesn't mean I would put some random job you had in high school, during the summer on it, but then you might include anything you can just to fill up the page, because there are people like that. But generally, you're not lying if you don't include everything you've ever done.

Alison Monahan: Right, like, I was a lifeguard. Do I need to put that on a BigLaw resume? No. No one cares that I was a lifeguard. It was a position of responsibility, but still. I was a lifeguard, and I was 16. It's fine.



- Sadie Jones: I think some people do think it's somehow dishonest. It's not. You don't need to put everything. Putting something on that you didn't do is dishonest and not okay. But not putting everything on is completely fine, and we all have to make edits for space. In the same way, you don't need to describe everything you ever did at every job. You have to shorten it, you have to cut it. I'm going to put the most stuff, or leave the most on, that's the most current and usually related to the law. And then some of the older jobs, you're going to start having to cut things smaller. So yeah, that's not dishonest, there's nothing wrong with it. You want to make it the most relevant also for the job you're applying to.
- Alison Monahan: Yeah, I would say current legal jobs get basically three bullet points, and then you start removing bullet points as you go back in time.
- Sadie Jones: I also think some of the older jobs, I'll just say, don't even do a bullet, just do a sentence.
- Alison Monahan: Right, exactly. Eventually, there are no bullets. Eventually, it's just the title.
- Sadie Jones: Someone had asked me about that. To me, bullets are like three to four, or maybe five. But once you're going below three, I would just...
- Alison Monahan: Five is too many, in my opinion.
- Sadie Jones: Yeah, probably. There are people who have short resumes that need to fill up the page.
- Alison Monahan: Of course, if you need to fill the space, then put five.
- Sadie Jones: But yeah, I agree. That's a lot.
- Alison Monahan: And also, if you really need to fill space, you need to get involved in a pro bono project or something, so that you actually have something you can talk about.
- Sadie Jones: Make it relevant. Oh, another thing is that I think in order to keep it to a page, people go crazy with the small font and the no margins. If it's not readable, then it doesn't matter.
- Alison Monahan: Yeah, you shouldn't have a nine-point font on your resume.
- Sadie Jones: Yeah, I'll just say I cannot read this, so you're just going to have to make cuts. Because if they physically can't read it, there's no point in having a resume.



- Alison Monahan: Yeah, and you have to think some people reading it may be older than you, they may have poor eyesight. When people get older, it's harder for them to read very small font and they complain about it.
- Sadie Jones: So, I would probably say to a few people, "Is this readable?" I would ask a few people what they think.
- Alison Monahan: Yeah, I think you've got to use a reasonable font. If you're stretching it down, super tiny... I mean, there are some things you can do with spacing and things. Maybe instead of 1 line spacing, it's 0.9 or something. Stuff like that can look okay and not really be noticeable. But at a certain point, you really should just take some stuff off.
- Sadie Jones: I agree. And sometimes you have to take something off that you thought you wanted on there and you cared about, but you still have to take it off because it's not the most important. You just have to kind of prioritize.
- Alison Monahan: Yeah, absolutely. Well, before we wrap up, let's switch gears a little bit and talk about [interviews](#). So, sometimes people don't want to do these in-person if they have to get on a flight or something – somebody offers to fly them across the country and they don't feel like doing it, or they just don't have any urgency around getting something scheduled. This seems like it would be really frustrating for the employer, no?
- Sadie Jones: It really is. I would say if they offer you an in-person, you need to go in-person. They're not just offering that to be nice and give you a free trip. It's always going to be better to meet them in-person. You're going to get a better idea of the office, they're going to get a better idea of you. Now, there are situations where you can't go for whatever reason. Or maybe they're doing it all virtually. But if there's an option to go in-person, you shouldn't say "No" because you think it's a pain.
- Alison Monahan: I think you should try your very, very hardest to be there.
- Sadie Jones: And generally, people schedule it where they're doing a few interviews in the same city together, so the firms share the costs and it's easier for you. Obviously, you should figure that part out. But to me, that is the better option now when we're all able to see each other in-person. I also think you want to get the absolute first available time. So you should plan to have the time free when you're going to be doing callbacks. The fact is that spots fill up and that even if they liked you, if their class is full, they're not going to be able to give you an offer. So, it is always best to take the first available slot.



Alison Monahan: Right. I think particularly when it is a virtual sort of thing, you should not wait weeks to schedule that. Of course, if there's travel involved, that can be a little more complicated. But if they're like, "Oh yeah, we'd like to do a screening interview virtually. Here's our calendar" – you should get on that calendar as soon as you can.

Sadie Jones: I know that people get nervous, and I think that is where that comes from – putting it off – because they're worried. You've got to get it over with. There's no point in waiting.

Alison Monahan: Well, you want to look eager. You don't want to look like somebody who can't be bothered.

Sadie Jones: Exactly. It should feel like it's a priority to you. And you should make it as easy as possible on them. So, what they offer you, try to make it work as best you can. Don't be difficult.

Alison Monahan: Yeah, say you're on the West Coast and you're interviewing with an East Coast firm, and they offer you a slot that maybe is 7:00 or 8:00 AM your time, and you're like, "Oh, I don't like getting up early." Get up early. Just do it.

Sadie Jones: I will never forget somebody who, I think it was 12 years ago, rebooked their flight twice and then canceled. And we had to eat the cost of all that, and I will never, ever forget them.

Alison Monahan: Well, there you go. Don't piss people off, they'll remember.

Sadie Jones: Yeah.

Alison Monahan: Alright, well, after your interview, what about thank-you notes? Are these a good or a bad idea? Because I know some people are sure that they're required and they get really worked up about how to do it. Should it be paper or should it be email? When should I send them? What should they say? What are your thoughts around this?

Sadie Jones: So... And I am totally fine with someone having a different opinion, because I do think this is an area where people just feel strongly one way or the other, and I don't think there is a right or a wrong. I'm generally anti, for the same reason you were talking about with the writing samples, the long writing samples.

Alison Monahan: It's just an opportunity to screw up.



- Sadie Jones: Yeah, it's an opportunity that you brought on yourself, because they are not required, just to be clear. And I've seen someone almost lose an offer over a poorly written thank-you note, or referring to the wrong person.
- Alison Monahan: Yeah, I've seen that. I've had people write them to me when I was interviewing and they referenced something we didn't talk about. And I was like, "Ooh, lack of attention to detail. Wouldn't have thought you were bad, but now I do."
- Sadie Jones: Yeah.
- Alison Monahan: I made a little update to my assessment of them: Well, I did like them, but actually now they send me a thank-you note with the wrong information, so we might want to think twice about that.
- Sadie Jones: And that has happened a handful of times I can think about. So the reasons I think you would send one are that you really did make a connection with that person, so there's no question that you're writing what you talked about.
- Alison Monahan: The right person.
- Sadie Jones: Yeah. Let's say that you did 20 screening interviews, and you really liked this one person you really remember. So, I could imagine that.
- Alison Monahan: But see, there, I don't know because I'm thinking people talk, and it's like, if you and I both interview someone, and I say, "Wasn't that person great? I got such a nice thank-you note from them." And you're like, "I didn't get anything."
- Sadie Jones: The worst is when they write the exact same thank-you to everybody, and then they all forward it to the recruiter, and then the recruiter can see that they just wrote the exact same thing to everyone, but made it sound personal. I always think that's a bad look. So, you're right, that's a possibility. Another reason is, you needed to follow up. Something came up where you said you were going to look into it – you should look into it and you should follow up, and you should include a thank-you note.
- Alison Monahan: Yeah. And I think, say you interview with five people and one of them gives you a card at the end – I think it's fine to email that person and just be like, "Thanks so much for meeting with me. I really enjoyed talking with you and I'd love to work there" or whatever. Probably not quite that forward. But then not the other ones, because you're not necessarily going to have these people's email addresses.



- Sadie Jones: That's true. And I agree that it should be something you're either going to do or not going to do. I do think it's very classy to write a thank-you to the recruiter or whoever scheduled your interview. That's the one person that I think will really appreciate it. Again, it should be well written: "I really enjoyed the schedule. I know how much time you put into it. Thank you so much." That goes a long way, I'll tell you personally.
- Alison Monahan: Right, and you have that person's email contact, because you've been going back and forth. Yeah, I agree. I think that's a nice closure sort of thing and probably could make a good impression. But I do not think people need to drive themselves crazy, handwriting notes and dropping them in the mail. They're not going to get there in time to do anything. It's just too much.
- Sadie Jones: Some of it seems a little kiss-butt, kind of.
- Alison Monahan: It's just too much. Honestly, it's too much.
- Sadie Jones: Yeah, but I totally understand that for some reason people have it in their head. Maybe they grew up where their parents said you had to write thank-yous to everyone. This is not, someone didn't give you a present.
- Alison Monahan: Exactly. No, I agree with writing the recruiter. I think if you feel like you want to do it, that's a very good option. Just say something nice, like thank them for their time and say you really enjoyed meeting everybody and the schedule was really great. And, "Thanks so much." That is not going to hurt you.
- Sadie Jones: It does stand out now that I can think of the people who did it. Most people aren't going to do it. And it kind of acknowledges they're a human being. You saw them, you know that they're the ones who put this together for you.
- Alison Monahan: Yeah, like they're working hard and you appreciate it. I think that can't really go wrong.
- Sadie Jones: But please proofread it, maybe have somebody else look at it. Make sure there're no typos.
- Alison Monahan: Right. Well, finally, if somebody's not getting a ton of hits from more traditional channels, what do you think about reaching out to potential employers via cold email or cold calls? Waste of time or good idea?
- Sadie Jones: I think it's a great idea. I think more people should do it, I'm a big fan of it. I know it's hard, especially for people that are more introverted. I think it's good practice. Generally, I think it should make sense, like, they are an alum of your



undergrad or law school, they're in a practice area you're interested in, you have some kind of hook that you can start it with. But I've been surprised at what a high hit rate people get based off of this, the connections they make, that person then says to the hiring partner or someone, "I really like this person. They reached out, we had a nice conversation." To me, it's worth your time.

Alison Monahan: Okay, sounds good. May as well try it. Why not? And yeah, I agree. This would be a good opportunity to use those Greek affiliations and things like that to reach out and be like, "Hey, we partied at the same frat house 20 years apart. Shouldn't you hire me?"

Sadie Jones: As long as you have time. Obviously, if you don't have time to do it, you don't have time to do it. But I think it's a nice extra that could be positive and could yield results.

Alison Monahan: Yeah. And I think the [informational interview](#) can be a good option too here. So I think it's worth thinking about. Alright, well, if somebody's listening to this and they're in their head thinking of all the reasons that they're the exception and they should continue sending a three-page resume, and it should have their Greek affiliation, and it should have all this other stuff on it from high school, what would you say to them?

Sadie Jones: I would say, ultimately, the decision is yours. It's your resume, it's your job search, it's your documents. My professional opinion is that pretty much these are rules I would say apply to almost everybody. You are probably not the exception, and you should take advice from someone who might know more than you do about the process, because anyone in law school going through this is going through it for the first time. And I think you should just listen to the people who have seen these things over and over again, and at least try it. You can always go back to your three-page resume if you feel strongly about it.

Alison Monahan: That's what I was going to say. You may as well iterate and be like, "Well, I think I should have three pages, but maybe I'll try cutting it down to one and see if I get better results." And if you get better results, great. If you don't get better results, maybe there's a different problem.

Sadie Jones: Yeah, save both the versions. Ultimately it is your decision, but I do think that these are things that I've seen over the years.

Alison Monahan: Alright, well, any final thoughts on this?

Sadie Jones: My final thought is, generally when people think they're the exception, they're not.



Alison Monahan: I think that is very fair. Yeah, exceptions are rare for a reason, and most likely you are probably pretty much like everybody else. Alright, thanks 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 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 Allison at lee@lawschooltoolbox.com or alison@lawschooltoolbox.com. Or you can always contact us via our website [contact form](https://www.lawschooltoolbox.com/contact) at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

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[Podcast Episode 127: Avoid These Resume No-Gos](#)

[Podcast Episode 255: The Dos and Don'ts of Writing Samples \(w/Sadie Jones\)](#)

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