

Customized Interviewer Training For Lawyers

Screening, Selecting & Selling Based on Your Unique Firm Profile



Eva Wisnik, President

Eva Wisnik is the former Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. After 10 years as a recruitment professional, Eva founded a training and placement firm for the legal community. Since starting her business in 1996, she has conducted more than 600 training programs for law firms nationwide, including 74 of the AmLaw100 firms.

Hiring a select group of Summer Associates is challenging because your competitors are often targeting the same candidates that you are. By providing your attorneys with a customized interview training program, you will ensure that they have the skills and know-how to make the best hiring decisions. This program helps your attorneys focus on what they should look for in target candidates, ask the right behaviorally-based interview questions and provide a clear selling message so top candidates can easily distinguish your Firm from others they are considering.

This Interviewer Training workshop will provide your attorneys with:

- ✓ A customized “Firm Profile,” based on feedback from your Partners, that defines the professional traits and work values of attorneys who have the highest probability of succeeding at your Firm;
- ✓ Examples of behaviorally-based questions to determine if the candidate has the necessary factors for success;
- ✓ Tips for preparing for the interview and using the time strategically;
- ✓ Strategies for surfacing key issues during the interview process to ensure good decision making;
- ✓ Techniques for providing meaningful feedback on evaluation forms so that the best hiring decisions are made;
- ✓ Assessment tools for uncovering whether the applicant has the motivation and professional commitment to practice in your Firm and work with your clients;
- ✓ Key selling messages to communicate to top candidates who have numerous employment options, as well as the preparation to answer any difficult questions;
- ✓ Firm-specific information that will help attorneys to present your Firm’s greatest strengths and actively engage in the recruiting process.

