

CUSTOMIZED INTERVIEWER TRAINING

Hiring a select group of attorneys is challenging. By providing your attorneys with a customized interviewer training program, you will ensure that they have the skills and know-how to ask high-mileage questions to assess cultural fit and traits needed for success. This 60-minute training will help 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.



Goals and Benefits:

Investing in an interviewer training workshop will enable your Firm to:

- Develop a “Firm Profile” by identifying and understanding the key characteristics of target hires
- Market the Firm more effectively to target applicants by understanding what information they really want to know
- Increase involvement in the recruiting process because interviewers are better trained and able to provide better feedback

Effective Interviewer Skills:

Your attorneys will leave this training with:

- Sample questions that are interesting and solicit key information from the applicant
- Guidelines on how to prepare for the interview by analyzing the resume and identifying themes and questions
- Strategies for selling the Firm effectively based on survey results from your attorneys
- Specific insights for avoiding unconscious bias during the interview process
- Different strategies for conducting a screening interview versus a callback interview
- Tips for assessing candidates and providing valuable feedback to inform the best hiring decisions

Establishing Your Customized “Firm Profile” for Interviewing:

Develop a Firm Profile that defines the characteristics of applicants who have the highest probability of succeeding at your Firm. The Firm Profile is based on:

- Having Partners and Associates complete a questionnaire to determine the characteristics that are inherent to being successful at your Firm
- Interviewing recent Laterals or Summer Associates about their interview experience

To learn more, visit our website at www.wisnik.com or call **212.370.1010**



Since starting her business in 1996, **Eva Wisnik** has conducted interviewer training for 87 firms nationwide.