

## Harrison Barnes Shares Proven Interview Playbook for Attorneys



How Lawyers Can Excel in Interviews: Harrison Barnes' Guidance for Attorneys

JDJournal is pleased to highlight new guidance from legal recruiter **Harrison Barnes** on how attorneys can stand out in law firm interviews. Drawing on decades of placement experience, Barnes outlines the mindset, preparation, and in-room tactics that consistently lead to offers—whether you're a junior associate, lateral candidate, or partner-track attorney.

### What This Guidance Covers

- **Positioning your narrative:** Present a clear, *specialized* story about who you are, what you do best, and the business problems you solve.
- **Demonstrating fit:** Show commitment to the law-firm model—work ethic, responsiveness, low-ego collaboration, and long-term stability.
- **Explaining moves the right way:** Keep transitions positive and future-focused; avoid criticism of former employers, compensation complaints, or “culture-only” answers.
- **Handling core questions with impact:** Why this firm, this office, this practice? Tie each answer to the firm's clients, matters, and platform—not generic talking points.
- **Owning your calendar & workload:** Communicate reliability, stamina, and judgment in how you handle deadlines and competing priorities.
- **Showcasing business value:** Even as a junior, articulate how you help partners serve clients; as a senior, discuss client development, referrals, and teaming.
- **Navigating red flags:** Address gaps, bar admissions, or short stints succinctly and honestly, then pivot to concrete strengths and results.
- **Closing strong:** Ask targeted questions about training, staffing, evaluations, and success metrics; send a same-day, substance-rich thank-you.

### Quick-Start Checklist for Your Next Interview

#### Before the interview

- Research the firm's recent matters, client industries, and your interviewers' practice footprints.
- Prepare 3–5 success stories (STAR format) showing technical skill, teamwork, and judgment.
- Align your résumé bullets to the job posting and the office's core work.

#### During the interview

- Lead with enthusiasm and clarity: “Here's what I do, here's the value I add, here's why your platform fits.”
- Keep answers concise; avoid negativity and confidential client details.
- Ask about performance expectations, staffing model, training cadence, and partnership criteria.

#### After the interview

- Send tailored thank-yous that reference specific matters discussed and how you can contribute.
- Provide writing samples, deal/brief lists, or references promptly when requested.
- Follow up professionally on timeline—signal interest without pressure.

### Who Should Read This

- **Law students and junior associates** preparing for OCI, clerkship transitions, or first laterals.
- **Midlevel and senior associates** repositioning for stronger platforms or niches.
- **Partners and counsel** articulating portable value and collaborative originations.

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#### Bottom Line

Barnes's guidance emphasizes a simple formula: **specialization + professionalism + firm-specific alignment**.

Candidates who communicate those three elements clearly—and avoid common pitfalls—win more offers, faster.

Ready to put this playbook to work? **Search attorney openings tailored to your practice area on [LawCrossing](#)** and line up interviews with firms where you'll thrive.

**See this guide to learn more:** [How Lawyers Can Excel in Interviews: Harrison Barnes' Guidance for Attorneys](#)

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