



## SAMPLE INFORMATIONAL INTERVIEW QUESTIONS: LAW FIRMS

- What are the biggest differences you've found between working at a big firm and a smaller (boutique, non-main office, etc.) firm like yours?
- Was there anything that really surprised you about life at a smaller firm? What challenges should a lateral attorney expect when changing firms?
- (For associates and counsel) In your view, is there a big difference in partnership advancement between a firm like yours and a big firm?
- (For partners) What support have you received in developing your practice at your new firm? Did anything surprise you along the way? What advice would you offer someone moving his or her practice?
- Can you give me a sense of how billing rates and compensation differ between a typical big law firm and a firm like yours?
- What is the career arc of the people who make this type of lateral move? (For associates and counsel, this question is geared toward partnership. For partners, this question is geared toward firm leadership positions.)
- What benefits do you find at a firm like this versus a big firm in terms of \_\_\_\_\_ (business development, skills development, mentorship, networking possibilities, etc.)? Can you identify any challenges?
- If you were an attorney at my level again (or in my position), is there anything you would do differently?
- Can you recommend good recruiters who focus primarily on law firms? Can you describe your lateral integration process?