

During our 2014 Fall Recruitment Survey, we asked this year's 2L class about their experiences during the fall recruitment drive. Here's what they told us.

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1. What's something you didn't want your interviewers to know about you?

Commitment to corporate law

I pretty much have no idea whether I'll like Bay St.

That I knew very little about corporate law.

No interest in doing intellectual property law beyond this summer, and was applying only as a safety net.

How little I understood corporate law.

My total disinterest in an area of law that they thought I was interested in.

That I knew very little about what the firm's practice areas actually entailed. Despite having general ideas, I felt like I lacked the appropriate information to always sound informed.

Commitment to law in general

I had no idea what I wanted to do/if I even wanted to work there.

I'm not sure if I want to be in law forever.

That I didn't really know with any certainty what area I want to practice in.

How completely clueless I am about what type of law I want to practice.

Bay Street is the means, not the ends

That corporate law is not my end all and be all. That I'm not the type of person that wants to work insane hours and weekends. That I have a strong social justice orientation. All of these things are apparent on my resume, and came up in conversation, but they're the types of topics you know are not going to make the strongest Bay Street case for you (in retrospect).

That I've never been interested in business--until I wrote that cover letter.

That I wasn't super keen to work in Big Law, but just really wanted a job.

That I have no interest in being a corporate lawyer.

I don't plan on sticking around Bay Street once my loans are paid off.

Don't know whether I want to work in a firm for longer than 2-3 years.

I see the job as a temporary solution to pay off debt. I hope some day to move out of Bay Street - but I could not be that honest.

Interest in non-corporate practice

That I eventually want to open my own family law practice, once I have learned the basics. That I am focused on mediation and resolution and am not particularly interested in litigation.

That I was interested in criminal law / That I was interested in non-criminal law

That I want to work in the public interest. HIDE ANY DESIRE TO WORK IN THE PUBLIC INTEREST IF YOU WANT A JOB!!!

That all my non-Crown options were backups.

That I am interested in legal theory and academic research.

That I may want to clerk.

That I was interested in litigation.

My interest in an area of law that the firm didn't practice.

Hobbies and pass-times

That my hobbies consist of video games and binge watching Netflix...

I play a shit ton of video games as a non-academic interest.

Future family plans

How much I want kids.

Want to have children in the somewhat near future.

Personal

My socioeconomic background.

That I was dealing with a pretty serious concussion leading up to and during Interview Week.

That I spent 2.5 hours stalking each on Twitter.

I had a concussion during in-firms.

I procrastinate

... That I am rubbish at one-on-one conversations and can only seem charming in groups.

Honestly I was mostly just myself, which probably had something to do with the 0 in firms I got from my 7 corporate OCI's

That I did not get along very well with the firm that I worked at during my 1L summer.

Academic

I didn't want them to think too much about my marks, which were pretty weak.

Alternate career plans

I interviewed in Toronto and Calgary.

That I want to leave Canada after being called.

That I was considering other markets.

OCI strategies

Where else I was interviewing? Why I wanted to work at their firm.

Who they were competing with.

That I was leaning toward another firm.

That I had accepted a job in New York.

That I was interviewing with other firms.

That I didn't really care because I was sitting on a New York offer.

How few interviews I had.

That I interviewed with New York firms.

That I didn't pick them over others, was just happy they called me.

Where else I was interviewing.

That I only received 3 in-firm interviews.

That I had only one in firm interview (and it was with them). I hid that, and had to dodge questions about how busy I was during the in firm week.

I also had to hide my lack of interest in corporate law long term.

Nepotism

That I got my 1L summer job through nepotism.

That the job I had after my 1L summer was with my dad's firm.

Insecurities

How nervous I was and how inadequate I felt.

Often uncomfortable in interviews.

I didn't want my interviewers to know that I'm concerned about the long hours I'll have to work at a Bay street firm. I was too afraid to ask about work-life balance or billable hours for fear that they would assume I wasn't prepared to work hard.

And

I purposely worked the word "flagrant" into each and every one of my interviews just because I think it's a funny word.

That I hate all of their clients.

That I know how bad they are at math.

That I was essentially brain-dead talking to them at their cocktail reception.

That I hated every minute of this process.

How awkward it all felt.

2. What is one piece of advice you'd give to someone doing the process next year?

Preparation

Really focus on your first year grades, since they become the initial filter and barrier to OCIs.

I would focus on killing 1L and having an interesting summer - I think that high grades gave me some leverage in the process.

Your 1L grades are hugely important, and those grades do matter even at the in-firm stage to some extent. But at the in-firm stage, it's most important to signal to the employer just how interested you are in the firm, its work, and its people. And keep it casual.

Do well in school and show initiative and interest in the work you're doing.

If you want to work on Bay Street, make your interest very clear. I had great grades and good experience and expected lots of in-firms from the big firms, but didn't get many. If you are sure you want to work on Bay Street, take corporate courses in 2nd year, go on firm tours, and make it known that you are genuinely interested in the firm.

Networking

Networking during the summer before and a strong resume (with corporate experience for bay street firms) can easily make up for lack of stellar grades.

For students that do not have a lot of experience at networking cocktails, the summer open houses that the firms host may be great to attend for practice.

Get to the firms in the summer. Every firm that offered me an OCI with the exception of three firms met me in the summer. Make your judgments on firms then while you're in a low-stress environment because come interview week in November, your brain will be dead and you will not be able to think clearly.

Speak to as many lawyers and upper years as you can, and mention those conversations in your cover letter.

Make connections at firms prior to interviewing, either with their students or lawyers themselves.

Do your homework. It's not a necessity, but firms respond very well to a demonstrated interest, no matter if it's firm tours or calls to friends at the firm.

Meet widely with lawyers at firms you are interested in - excellent and enjoyable preparation for OCIs. I also felt much better positioned to determine what firms most appealed to me before the process actually began.

Your colleagues are a great resource

Apply broadly and talk to students who got jobs about the process.

Prepare well in advance and talk to as many students at firms in advance.

Talk to students that summered there - they offer more of the "behind the scenes" advice.

Talk to students you trust who've done it before - they're your most valuable resource.

Speak to upper years! They were so valuable in giving me tips and advice. They are the reason why I didn't fail through this process. Upper years are amazing and so friendly and willing to give advice. The reason why law school is 3 years is so the 3Ls are there to keep the 2Ls and 1Ls sane!

The process is tiring, but it's not as bad as you might hear. Try to prepare well ahead of time. It was very helpful to talk to upper year students who interviewed at the same firms. This both helped identify what to expect during the interviews helped me determine what I wanted going into the process. Also, take all outside advice with a grain of salt - trust your instincts and do what you think is best for yourself.

Talk to as many people as possible. Make sure you have a select group of people who have been through this that can help you with split second decisions during the day. Oh and lie lie lie.

Talk to upper years and plan ahead, but not everything can be prepared for. A lot of unexpected shit happens and everyone's experience will be unique. My best advice is to have someone on-call to bounce ideas off of - preferably someone who has gone through the process. Call them every night or even between interviews in order to strategize.

Prepping your application

Start early! Prep takes longer than you think it will!

Start preparing application materials well in advance.

For OCIs, don't overstress it, especially if you are not going for the hypercompetitive Bay St jobs. It is entirely possible to prepare for them all in a single day, if you do some foundational work before then.

Do your research early - over the summer. Put time and effort into your resumes and cover letters. Identify key experiences and think about takeaways that would serve you well in a law firm setting. Research firms, and interviewers prior to OCIs and In-Firms. Think about what you really want in a law firm, if that is where you want to work. Be honest with yourself about what you want and try not to stress about the process (as much as this is possible). Have fun with it - firms want to interview people who are excited to meet with them. They want qualified but energetic candidates who are excited to work there.

Don't completely neglect your studies unless you are confident you have enough time in the rest of the semester to complete your work. Preferably, allow time to spare for unforeseen circumstances that limit the amount of time you have before the end of term. And don't subject your brain to traumatic injury. That should be self-evident.

Interviewing skills

Do some introspection to recognize why you are interested in the area of law you are applying for, and then some mock interviews to give you a chance to verbalize those thoughts coherently and get feedback on your answers.

Practice interviewing. Even if you are someone who normally does well in interviews.

Practice the ability to answer questions that are awkward. Get someone to ask you random questions to test your ability to answer questions, coherently and professionally, on the fly.

The process really seems to favour the extroverted to if you're not a usually outgoing person, start working on that now.

Social skills and instincts matter a lot. They'll help you navigate through the process and make favourable impressions on employers. You should either gain them, or sharpen them, as best you can during the lead-up.

Don't. Quit law school and do something of value to society instead.

Scheduling

Do not overload your schedule. You only need one offer and there is no need to push for any more than that.

Recognize your limitations. If you feel like you are only comfortable with doing 3 interviews during Interview Week, don't schedule 6 just because other people are doing the same. And don't be afraid to cancel on the last-on-your-list firm if you are feeling overwhelmed -- use that opportunity to re-bait your line for bigger fish.

It's okay to have only one or two interviews. In fact, it can be a real advantage during in firms because you aren't exhausted and trying to organize a million things at once.

Think carefully about how many in-firms you take. I only did two and I felt so drained. Some people can handle way more, but not everyone can.

Shore up your emotional energy, and don't spread yourself too thinly. Put a lot of thought into who you apply to for OCIs and who you accept in-firms with.

If you are not a morning person and you scheduled early-morning interviews, take some time over the weekend before Interview Week to practice getting up and being social early in the morning.

Take a sleeping pill the night before. You won't regret it

Know what you want

Don't lie to yourself. Reflect and be honest about what you want. Be genuine.

Set aside a lot of time to research firms and offices, and apply to those you really want.

Do a lot of research on the firms you want to apply to. Not helpful to apply everywhere if you can't really see yourself working with any of the firms.

Apply to jobs you truly want - if you wouldn't consider accepting an offer from a "back-up" don't bother applying.

Make sure you know which firms you want to focus on before in-firm week starts.

Only apply to places that you are genuinely interested in working at, and concentrate all their energy on preparing for these interviews.

If applying to a boutique, make sure you have a damn good reason why you want to practice law in their area.

At some point, consider whether you are applying to a given firm because you are actually interested in them or their practice area, or merely because you want a summer job. Some people are comfortable with the latter. Some people are not. Decide which camp you are in before scheduling an interview with that firm during Interview Week.

There are so many factors besides "the people" in regards to why you should be interested in working at a place. Determine what is important to you in a work environment and use those to evaluate firms.

Do you even want Bay Street?

Think about what you actually want - you do not have to get sucked in and take part in the process if it's not what you're looking for.

Think seriously about other paths before engaging in the process. Almost better to not do it at all if you are going another path as it's draining and takes up a lot of your time. But if you just want interviewing experience and the chance to talk to lawyers from a bunch of different fields and firms to help you decide what practices and types of workplace you might be interested in, it's worth it.

Make sure this is something you want. It takes up so much time and is very draining. Talk with lawyers and students before the process and decide for yourself if you would be happy working at these firms.

The 2L fall recruit is definitely not the only way to get a 2L summer job, or an articling position, especially if you're not set on working on Bay Street. If you find you're not that interested in OCI employers, you're not super picky - you just may not be interested in working at a Bay Street firm. Government interviews are not as bad as they're made out to be. They may be more substantive than firm interviews, but they are not (all) "oral exams" either.

If Bay Street isn't for you, don't worry about the pressure to apply to Bay Street firms. There are so many amazing places to work outside the 7 sisters.

Once you're there

For Interview Week, continue to reflect on the same introspective concepts you thought about in preparation for OCIs -- people will continue to ask you basic questions about your interests and your resume.

Take care of yourself. Throughout the process remind yourself that you are more than what employers on Bay Street think of you.

Eat lots and hold your own.

Try to enjoy yourself and not take it too seriously.

Stay positive and have fun with the process. It is a just a step along one path, not the whole journey.

There is nothing you can do during the process to boost your chances, you can only sink yourself. Essentially, what's on your resume and your personality is what the firms look at and that's not anything you can change during interviews.

You can't control everything. Something will go wrong at some point: don't panic and stay positive, you will be fine.

Be yourself.

Be yourself.

Be yourself. This is the best way to land somewhere that is actually a good fit.

Just be yourself.

Be yourself!

Be yourself. It might seem like you shouldn't be, but if you are, you'll end up where you belong

Be yourself and relax. There isn't much to prepare.

Be yourself and engage the interviewers.

The most important thing in the process is to be confident and relaxed. Take every opportunity to meet as many people at a firm that you can.

Try to relax. Really think about who you are, and what you're ACTUALLY interested in, because your interviewers can usually tell if you're not being genuine. Don't try and tell someone you're interested in doing transactional work if you don't actually have an interest in it.

Play to your strengths.

Try to ignore your peers to the greatest extent possible, following their lives won't do you any good.

Calm down, don't get caught up in the hype and do what works for you.

Just relax and make the best decisions for YOU -- your classmates are a great source of information and support, but don't get too caught up in labels or who is interviewing where.

Step outside of the chatter and groupthink that happens at the school around fall recruitment, and approach the process with your own judgment and intuition.

Don't waste your time and energy comparing yourself to your peers or assuming you're not a competitive candidate. The places that offer you an interview already like you and take you seriously, and being insecure doesn't do you any favours at all.

Be confident, be unique.

I was not successful with firms so I have no advice in that regard, except maybe to try and appear very confident and "fake it 'till you make it".

Confidence. Go in with confidence. Know your selling points and know how to articulate them. Something completely separate from the practice of law can still really impress employers.

I have an app start-up I'm working on. Law firms loved to ask about it but I think they felt I was not serious about going into law.

Studying the firm beforehand only does so much, its more useful to ask questions that help you get to know the firm; don't be afraid to ask to meet people whose work you're interested in, and don't be afraid to ask to return.

Ask questions that you want to know the answer to, not just to impress employers.

For government interviews don't be thrown off by the fact that the interview has a very impersonal tone; know the substantive material, find out what questions to expect by speaking with upper-year students.

Playing the game...

Are we your first choice?

Recognize that even if you are never pressured to say "first choice", you are communicating your intentions implicitly by your scheduling on the Tuesday and Wednesday. Be prepared for the fact that you really can't keep five firms going the entire time. It will be necessary after the Monday to define your priorities and really be enthusiastic about every possible interaction with the firms you've identified as your tops. The other ones will sense that you are being drawn another direction, and that's okay.

Find ways to control the conversations you are in. Do everything you can to avoid the people around you asking you whether the firm is your first choice. Obviate the question by pushing the conversation with communication intended to signal that they are your first choice without using those precise words.

Maintain a high level of personal integrity throughout the process. Do not resort to telling more than one firm that they are your first choice - the information will come out and it will damage your reputation before you even begin your career.

Don't drop the 'first choice' bomb until you've met with every firm!

Try really hard to figure out your first choice and tell that firm they're your first choice. But speaking as someone who never used those two words, if you really can't decide, don't tell anyone they're your first choice because it'd just be dishonest if you did, and hope for the best. I know that's cold comfort at the end of the day if you don't get an offer, but at least you'll know you didn't lie to anyone.

For goodness' sake, tell a firm they're your #1 - they may still not give you an offer but reading between the lines after speaking with the student directors, I know of at least 2 firms who quite simply took me out of the running because I didn't tell them I loved them.

Look out for number one. Tell every firm they are your top choice. I didn't and it hurt me in the short term, but probably the right choice in the long term.

Strategy

Don't be quick to rule out a firm.

It's just a game and there's very little you can do. Don't be afraid to turn down second interviews if you know you're not that interested in the firm, they know you're not that interested and you'll regret it later. Signaling to firms is a real thing, even for the big ones. Don't put all your eggs in one basket and don't count your eggs before they hatch.

Don't take anything for granted.

I think they should be prepared for the games firms play and some of the unpleasant aspects of the week. I heard a lot from the CDO about how to prepare for the interviews themselves, but could have used a bit more information about mental preparation about the process - that firms would invite you back, then reject you hours later, firms would tell you don't bother coming back, etc.

This is one exercise where it's desirable to be a "split": be an A+ candidate in one employer's books and a C candidate in everyone else's, rather than a B+ all around, and you'll be laughing come 5pm Wednesday.

Be strategic. Don't give up opportunities with "second choice" firms. If you want to get hired, you've got to flirt with everyone. Make them think you're interested. Don't feel bad about being enthusiastic about firms where you're not entirely sure you want to work. Figure out who's the love of your life, but until the ring's on your finger feel free to flirt shamelessly with everyone else.

Don't feel bad about stringing more than one firm along. And certainly don't feel bad about continuing to work on getting an offer from your second or third choice late in the process—you never know what will happen, better to be safe than sorry. Also, firms do not talk to each other in the process at all. That is a myth and is 100% false.

Be upfront to firms instead of pretending that there's no game being played, like asking firms more often where I stood, telling my #1 about other firms' interests in me but then reaffirming my interest in them, etc. I think it's easy to get burned by trying to dance around the issues instead of being explicit - firms will read that "I can really see myself working here" = at most 2nd choice. To me it seemed really nuanced, but to them it's a

second language since they've heard it all before. That being said, I'd be wary of telling more than 1 or 2 firms that they're my number 1. I've received congrats emails from recruiters/lawyers at different firms about getting an offer from the firm that I'll be working at. So apparently they talk.

If I were going through the process again, I would think more strategically about which firms likely viewed me as a competitive candidate and express interest on that basis (especially at the in-firm stage). Many of the very large firms will consume a large chunk of your time (regardless of how competitive you are), so it can be easy to get caught up in that while ignoring great firms who are more sensitive to which candidates express the most interest (all firms care about interest, but some are more confident than others).

Landing at the right firm

Take initiative! I didn't get a response regarding an in-firm with one firm that I really wanted, so I emailed the student director expressing an interest and I ultimately ended up with an offer from that firm. A friend also received an offer after emailing a firm who he/she hadn't heard from on offer day.

The whole "gut feeling" is not as easy to figure out as it sounds.

Stay calm. The right place will work out. And it really is like dating.

Dealing with the Results

Although the process may be physically tiring, the most difficult part is the waiting and uncertainty. It leaves you feeling inadequate, and without explanation. Have people to talk to, to vent to. Keep a support network around - parents, friends, etc.

Hold on to your hat-- this whole thing is a crap shoot.

It's a lottery - just play along and hope for the best.

Don't hold it against yourself if things don't go how you expect and you don't get offers. I had a lot going for me and got 17 OCIs. After thinking I nailed them I went down to 4 in-firms. That turned into 0 offers.

Honestly, I'm not sure what the reason for my difficulty appealing to employers was, so I wouldn't want to give advice in that area, and I'm not far enough out of the process to know what to suggest going forward. So I don't have any yet.

Don't take rejections personally - it says nothing about who you are as a person.

Accept that even if you do everything you can, you still might come up short. It will be hard to realize at the time, but this says nothing about you as a person. This is not the end of the world. Chances are, we'll all be fine.

Regardless of the outcome, stay positive and don't take it personally. The process is highly artificial and you're at an information disadvantage relative to the firms you've applied to. There may be factors beyond your control and of which you aren't aware that are affecting firm's hiring decisions.

You will inevitably get sucked into the process, but it's not the end of the world if you don't get a job out of it.

I hope you survive. No matter how it turns out, you will feel ruined at the end. But know that there are alternatives, and do not get wrapped up in what happens at school. This process was not the sole reason you came to school.

3. What would you change, if anything, about the process?

Signaling, offers before 5 p.m.

It's really hard having to signal interest in particular firms after just one or two interviews. I wish there was either more time, or that offers were sent out in some other way - so that firms would not be so concerned about whether they are your first choice.

Would have been nice to be able to get offers on a less rigid basis. There were firms I knew I didn't want to work at that I kept as back up because my top choice could only hint and not tell me for sure. I would have preferred to have not had to string anyone along.

The evils the law society rules were intended to correct have simply morphed into something more insidious. The process is dominated by nudges and code words. The impossibility of clear expression and the tight time-frame of in-firms make for a very harrowing and opaque process.

I would change the inability for employers to communicate offers with you before 5 PM.

Firms should be allowed to make offers at any point so long as the offer remains open until the end of the week.

The first choice hype. It's ridiculous.

Just let firms make offers whenever they feel like it.

Employers should be able to make offers before Wednesday at 5.

Eliminate the rule that offers cannot be given before 5PM on Wednesday. This would get rid of a lot of the plotting and duplicity that's involved.

Allow employers to communicate (and be bound to) intentions to offer a position before 5:00 pm Wednesday. It would alleviate a lot of stress and also ensure that both students and employers are not playing 'games' with each other.

Timing

Make it longer. Even if just by a day.

It's too compressed... not sure how to fix it though.

More condensed process.

Shrinking the time between OCIs and in-firm interviews.

Strip down the whole 3 day structure and have it be conducted over a month or two.

Make it last all week.

Not having it over the span of two and a half days. This is just absolutely ridiculous. Also, so much of the pressure is on the student - especially when employers are breaking the rules trying to pressure you to cancel other interviews or reveal your first choice.

The offer time is too late in the day. The wait is too painful.

More time to get to know firms.

I would make it longer than 2.5 days, but since firms must still do business, I can understand why it's such a short period.

Have a mandatory 24 hour period between when interviews conclude and offers go out - give the poor student's a night of rest to think through what they want instead of bullying them into making a decision within a matter of hours.

I would try to reduce the pressure cooker aspect of the process because right now everything seems to happen at once.

Longer OCIs - maybe 27 minutes rather than 17.

Perhaps add one more day, to avoid the conflicting engagements. Firms need to clearly tell students to NOT send thank you notes - they were annoying and cut into my sleep.

The time between applying, OCIs and in firms.

Make it a day longer and take some pressure off the scheduling time restrictions.

For it not to be so stressful and time consuming!

Make the in firm week longer to allow students to see more than 5-6 firms. Block off certain days for only first round interviews to ensure students aren't cancelling interviews due to scheduling conflicts.

I would want the entire process to be spread over less time, i.e. less than August to November.

Condense the timeline by a month or so. Also - call day and offer day are weird and hectic.

I wish there was more time between the OCIs and the in-firms. Upper years were sooo swamped during that time, it was a lot for them to take on, and it would have benefited the 2Ls to have more time in searching out upper years to talk to.

In an ideal world: longer OCI interviews, longer but fewer in-firms (i.e. firms should invite back only the top rung of candidates they are seriously considering), spaced out over a slightly longer period. Maybe government in-firms scheduled for a different day than firm in-firms - it can be a bit tough doing several substantive and chatty firm interviews back to back in a day. Overall the process is too taxing for both students and employers - employers are seeing too many candidates crammed into too short a period, and this impedes on their ability to give every student a fair shot and fresh eyes.

Very little. There are lots of terrible things about it, but people rarely consider what the alternatives would look like. The world without this process would actually be more exploitative and unpleasant for students. This is shitty, but it is inherent in the inequality of bargaining power between candidates and firms. If you think about it, this system is about as close as you can come to fair.

While it is certainly stressful and at times completely ambiguous (with respect to employers' intentions), I unfortunately think it is the best process available to both students and employers.

Call Day

Require all employers to contact students with an intent to call on call day.

All firms should be required to send intent-to-call emails prior to call day for in-firms.

It's not a perfect process, but I think it is pretty good. Intent to call emails should be mandatory as they make call day a lot easier.

Meals

Remove the dinner component and the thank you emails (which were probably the worst part of the process). I sincerely believe that the firms would understand why students would rather not be sending Thank You emails at 2 am - the later we stay up, the less energetic and lively we are the next morning.

The dinners and receptions can be fun, but they take up a large amount of your time and - more significantly - your energy. I'm not convinced they give you much information about the firm culture.

Extract dinners from the in-firm process.

Prevent firms from scheduling receptions or breakfasts on Tuesday or Wednesday. If you have a bad interview on Monday and the firm knows they don't want you back, but you already RSVP'd for a breakfast Wednesday that's just wasting your time. Tuesday and Wednesday events should be reserved for call-back type events.

I would like the employers to be a little more upfront. I was not invited to the lunch that was being hosted by the firm I was interviewing at, but rather than telling me that, the representatives told me they weren't hosting one. Then I found out from a friend that they had done so. It was an unpleasant surprise.

Everything/Make it like New York

Everything. Do it like New York. And do it over the summer.

Make it in the summer (I am so behind on school work, I don't know how/if I will catch up).

Everything.

The entire thing. It should be run more like any other job applications.

Everything? Get rid of rules if you're not going to follow them - prefer either candid dialogue about intentions, or none at all (seems unlikely). Appears that nobody complies with spirit of regulations. Three day recruitment hurricane not ideal either. Students should have more time to consider their options once offers are made. Met some wonderful lawyers, but despite great company, social functions as part of recruitment process are mostly unpleasant, tedious and artificial (for everyone on both sides, I expect).

Make employers adhere more closely to the LSUC guidelines.

Oh god. Everything? I would make every single interview a substantive government-like interview. Cancel all receptions/dinners and make those horrible waiting rooms where you have to sit around with a bunch of articling students and fellow applicants absolutely prohibited.

All the rules! The New York process makes an infinite amount more sense.

Make it more like the New York process. Have OCIs, but don't have a uniform in-firm week. Let offers remain open for longer than 24 hours. It may not be great from the firms point of view, and may not be as feasible as in NY, where firms take on so many more students, but it would be beneficial for students here.

The New York process is much better. It is shorter, doesn't require repeat interviews, and doesn't involve playing games. I think there should be OCIs, followed by one in-firm interview and possibly an event and that is it. The scheduling should be automated like OCIs so there's less anxiety about Call Day. The Law Society should do away with the rule about offers only on Wednesday at 5. The process would actually have been much less stressful if you knew for certain the firm wanted to hire you. The only downside to doing so would be if they could withdraw their offer, but that could be dealt with by a rule that gives students 72+ hours to respond.

I would advocate moving to the New York model, with a more relaxed and flexible interview schedule, a 28-day offer window, and none of this messing around with regard to trying to determine whether you'd accept an offer before one is actually made. That said, I understand why Ontario firms do things this way: every offer a firm makes is a commitment to employing somebody for summer and articling, so they have to be careful. They are not big New York firms that can get predicting yield down to a kind of science, and for whom one student is numerically insignificant (in the grand scheme of things). So a move towards the NY model seems unlikely to happen.

Just about everything. The Vancouver process seems to be so much more civil by comparison. They seem to follow the rules and do not play the same mind games that Toronto firms do. But maybe that is just that Vancouverites are nicer.

The process overall is terrible and shame on the Law Society for failing law students! Give students 60 days to decide and learn more about the firms after offer day like the New York process. Even though students are given 24 hours to make a decision once an offer is given, I felt like I had to give a response within half an hour of receiving an offer, especially after I had told a firm that they were my first choice. This was a terrible way to make a decision because of was running on lack of sleep and food. The week was so busy that I would have liked more of a chance to reflect on what I had learned and my experience at each firm. The firm's are essentially in control the entire week and I would have appreciated the opportunity to feel empowered enough to make an informed decision about my career. I also think there needs to be more enforcement of the Law Society rules and a requirement that students don't have to send thank you letters at 1 am!

Interview scheduling - Do it electronically or randomly

Replace the current system of making and accepting offers by phone with a database. Firms can input their preferences and their hiring need into the database, and students can input their preferences into the same database. The database can then generate matches.

Have electronic, preferably random, interview matching. Having to sequentially accept and schedule interviews on call day is just stupid and adds unnecessary pressure and complication.

I would change call-day into an automated online system.

The whole signaling aspect is silly and stressful. It's a byproduct of rules that were meant to do the opposite. I'm sure it has been considered, but I would prefer an anonymous matching system like in other professions.

Call Day before Interview Week is broken. At the very least, there should be a strict yes/no/maybe system of announcing intentions to call (where "maybe" is "you're low on our list, but you'll get a call if people turn us down"). All firms, including those who abide by the August deadline but don't do OCIs, should be required to announce their intentions. Forcing students to make weighty career decisions without adequate information is eminently unfair. Ideally, more power should be placed in the hands of the applicants. Some kind of lottery-style system, or online system similar to viDesktop, should be instituted to set up timetables. If the New York recruit can figure this out, so should LSUC. And firms should be allowed to, and encouraged to, inform Interview Week interviewees that they are definitely out of the running, before Wednesday at 5pm. This would allow interviewees to refocus their attention to firms with which they still have a shot. Again, fuller information.

Miscellaneous

The perception that the fall recruitment is the be all end all.

It would be nice to receive rejections as employers have crossed you off their list, rather than just silence.

More variety among employers. The majority of employers were in the field of corporate and business law. Some students, including myself, are drawn to other areas of law. There should be more opportunities for students to engage with non-corporate law employers.

Not allow firms to call you between the hours of 12am-7am. It's hard enough to sleep during interview week without having a firm call in the middle of the night to schedule an interview.

I would have given myself more time to prepare.

Too fresh in my mind to reflect on at this moment in time.

Good gods--it's a nightmare, but I don't know how to fix it.

Kill all the lawyers. - Bill Shakespeare.

4. Do you have any comments on your CDO's services?

Positive

They were fantastic.

I believe they did as much as they possibly could have to prepare us.

They were great.

Really great - always available with very helpful advice.

Emily Orchard is a god. Worship her.

Emily Orchard is the reason I have a job. She better be where most of my \$30K in tuition is going this year.

Excellent service, always there for students.

Excellent

The CDO was so helpful and patient!

Very good overall and there if you need them

Great job, very welcoming and ran informative sessions!

The CDO provided great support. I used them as a resource from the beginning until the end of the process. I even called them at 3:30 on Wednesday to ask for final advice.

They did an amazing job.

Emily and Jordana are so generous with their time and support.

Overall, the CDO were wonderful in answering all my questions, doing mock interviews, and connecting me with upper year students. They were also so committed to making me feel like I could call or email at any time for emotional or professional support. I still found it more valuable to talk to upper years, but I the CDO did an amazing job in helping me feel prepared for OCIs.

I thought they were really great.

Excellent

The CDO was excellent throughout the process - always available for support and so well-informed. I always knew that I could turn to them if I had any questions.

Very grateful for all the resources. I didn't make use of a lot of them, but it was reassuring to know they were available.

Lifesavers!

Perfect job. So well prepared and knowledgeable.

They were very helpful!

Emily was wonderful. I worked with her one-on-one. She walked me through alternatives to the fall recruitment after I received only one in-firm interview from 15 OCIs. She also reached out to me directly after the fact to see how I was doing and if I had gotten an offer. Emily is lovely. I would be lost without her.

Emily and Jordana are just amazing. They are incredibly supportive and offer level headed advice when you aren't feeling the most level headed.

I did not seek out any support from the CDO during the recruitment period, but I felt like they were there and available should I have needed it. I very much appreciated their informative emails throughout the process, and their resources on the careers website.

I was skeptical but I thought they were genuinely great. Emily is particularly lovely and really cares about the students she meets with. She regularly followed up with me about small things which made me feel really supported.

Attentive, readily available, resourceful - very grateful for Emily's help and guidance.

Some sessions were much more relevant and helpful than others; the one-on-one session was best.

The CDO does a great job. Unfortunately it is impossible for them to know what employers are looking for and candidates who look great on paper, to them, may not look the same for employers.

Not all of it was helpful, and some of their advice increased my anxiety, rather than lowering it, but they were excellent overall.

Neutral to good

Did the best they could do in this hectic and un-relentless process that is already skewed against students.

I think they provided the best support they possibly could. Emily, Jordana and Ann were very accessible.

When the CDO hosts discussions that include upper year students providing insights, it would be nice to hear from students who interviewed with different types of firms (ie. full service, different types of boutiques, etc).

It's a difficult process to prepare for. A lot of unexpected stuff happens and everyone's experience is different. I do not envy the CDO's job.

Being as honest as possible about possible problems and what matters during the interview process would help. It would be helpful if CDO could publish advice from students who went through the process before so that it could be read at a student's pleasure.

Some good, some bad

Lousy for resume/cover letter review. Only good at connecting you with upper-years, which I could do on my own.

I thought they were good - generally helpful. My one complaint would be that so much of the prep related to firm interviews is geared to the big firms. I think it would have been helpful to have a mid-size/boutique panel or even just to put students in contact with those who focused on the boutiques as I found the experience very different than I was expecting based on the CDO's advice and programs.

Negative

Need more attention to boutiques and non-Bay St firms, especially early in the process.

One of the firms was openly critical of the u of t name tags.

CDO was helpful generally, but on Tuesday morning I emailed in with what I thought was a pretty urgent question (needed some serious advice). We had been told several times leading up to this week that we could contact the CDO with any questions we had, but no one responded to my email. I tried calling later in the afternoon, but no answer. I was

a little annoyed that I was left hanging like that. I'm not sure what level of urgency I would have had to convey to get a response.

Granted, they're swamped - but their responsiveness became very delayed and/or non-existent as October wore on.

The CDO seems to be geared towards helping students to apply to large firms. As someone primarily interested in government, there did not seem to be the same level of knowledge about how government recruitment works.

Going into the recruitment process I already had a NY job lined up and was looking to do a split-summer. There needs to be better coordination between the CDO and firms about how to address this situation and when students should actually bring it up and in what way, in order for them to feel confident that they will still remain in consideration without the employers getting last-minute surprises.

Receiving emails with important information about interviewing and Call Day would be welcome more than a day in advance.

Could get more feedback from students about particular firms' processes to then help future students in applying to those firms. Generally giving better advice on strategy, signaling.

The CDO could be much more helpful in providing historical recruitment data.

Need more focus on people pursuing opportunities outside of the firm recruit.

5. If you witnessed any LSUC violations, please describe

Offers before Weds at 5:00pm

Communicating offers as early as Monday, and pretty much on all three days.

One Firm extended an offer on Tuesday and leaned very heavily on me to accept prior.

One smaller boutique firm told me at the end of the interview that I would likely receive an offer, then called me on Tuesday and basically said I would receive an offer. They didn't pressure me to accept before the offer period, but did pressure me to respond quickly either way so they could find someone else, which I thought was fair enough.

I was brought to lunch with 10 lawyers from a firm where they gave me a long sales pitch on their firm and told me they were making me an offer.

Calling before 5pm on offer day.

Two firms telling me they would be offering me a job on the Monday and Tuesday.

Offer being made before the prescribed date.

A firm telling me that I was getting an offer.

Contacted by firm before offer day essentially telling me I'd get an offer.

Indirect rule-breaking

I was indirectly told I would receive an offer.

Border line violations – indications that an offer would be given, but no offers given explicitly.

Pretty much making an offer before the official 5:00 pm call time; implicitly asking about first choice.

Not clear violations, but all three firms that offered me jobs implied that they would be making offers and all three pressured me to imply something back.

Firms aggressively communicated that they would offer me a position without saying those words.

Indirectly asking about intentions; soliciting commitment; scheduling pressure.

I got asked "so are you going to work here"; It was suggested by a few of the lawyers that I was going to receive an offer; I was wished luck in the process by the support staff and the staff member was told by a student that "I do not need luck, he is good."

They told me that they looked forward to talking to me at 5pm on Wednesday.

Asking about where firm stands

Subtly asking where the firm stands in your hierarchy.

Employer wanted to know where they ranked.

A number of firms asked me how busy I was throughout the week. Towards the middle/end of the process, firms wanted assurance that I was not interviewing elsewhere. One firm outright asked me where they were ranked on my list.

Firm explicitly asking me if I was their first choice.

Asking how many other firms I was interviewing with, how many other interviews I had.

One firm asked me where they stood in my ranking.

One firm pressured me to indicate before 5pm where they stood on my ranking and whether they were my "first choice".

Pressure to commit

Pressure to commit prior to offer day.

Told that students who did not say "first choice" would not be considered for offers.

I was told that I would not be offered unless I told the firm ahead of time that I would accept.

Indirect pressure to get a sense of my intentions (ex: consistently asking me at a reception 'is there anything else you need to know to make your decision'). As a result I felt a lot of pressure to explicitly say they were my first choice, especially after hearing horror stories about students not getting a job without saying those magic words.

Pressure to identify as first choice to be eligible to receive an offer.

Miscellaneous

One firm aggressively pressured me to tell them where else I was interviewing. On the other hand, some of the all-but-violations near the end were helpful in figuring out where to focus efforts.

N/A vis LSUC, but all firms I had in-firm interviews with in Vancouver "recommended" that I tell a firm when I decided they were the firm for me.

Balloon fights.

No

No.

6. Besides LSUC violations, did you observe any other inappropriate behaviour?

No

No

No

No

No

No

No

No

None in the least! Last year's "Bloodbath" article prepared me for wild violations, none of which I encountered.

No, everyone was very respectful.

No - everyone was really kind.

N/A

N/A

N/A

N/A

Not applicable

Almost violations

They skirted really close to the edge of violating LSUC guidelines. They didn't break the bright letter law, but I'd say they violated the spirit of those laws.

Inappropriate

I lost my voice throughout the process and one interviewer told me he found my huskiness "attractive."

One employer asked me if I had smoked marijuana while I was in Amsterdam.

We often receive calls from associates at [other national firm] looking for jobs from us.

During a Vancouver OCI, one of the interviewers swore (not in a fun, jovial kind of way).

One lawyer mentioned how another student (identified by "silver medalist" at _____ University) he had interviewed earlier in the day was "brutally awkward." Some misogynistic comments made by male partners about how the "girls in the department could hold their ground."

Asking me if I had a car, asking me about whether having a mailing address in a different city would impede my ability to work downtown.

Pressure

The firm I accepted at essentially wanted me to tell them "first choice" because they were afraid I would accept elsewhere.

I did have several firms pressure me about the interest I was showing. I had a very difficult time choosing a firm up to Wednesday morning. I didn't tell any firm they were my first choice or even used language like "I'm really interested and I can really see myself working here." I was invited back to all my firms on Wednesday morning, which was a tight squeeze and that's when firms started to pressure me, saying that I hadn't shown enough interest. To be honest, I thought I had from how many times I visited each of them, but I guess they could tell I was very busy (many forced me to comment how many other interviews I was doing) and they were asking me what I thought of them. At the time, although it was Wednesday morning, I had not yet made up my mind and I could not use the words "first choice" with any of them, which many did not like. I repeatedly received, "If there's anything else I can tell you that will help you make your decision, then please ask." I also got a lot of hints about offers, such as "take the 24 hours to decide."

Pressure tactics, including keeping me until 4:30pm on Wednesday.

Indirect offers

An interviewer told me that they'd "talk to me later this afternoon." It was Wednesday. They offered me a job. At another Seven Sisters firm, the managing partner told me they were "100% sold on me" and that he "looked forward to seeing me this summer". That firm also offered me a job.

Asking about other firms/interviews

Asking how many interviews I had.

No, though I did get asked multiple times who else I was interviewing with (and this information was noted down on their interview notes).

LSUC process

I was frequently asked to be critical of my school and of the LSUC process.

Jerked around

After my first interview with them, two partners at a firm set up a second interview for 9am the following day (Tues). At 10 in the evening, I received an email from the firm saying that they did not intend to schedule another interview. I wasted a prime slot in my schedule on a firm that cancelled it at the last minute.

Invitations to second interviews, followed a few hours later by a rejection.

One firm told me that if they were my first choice I SHOULD communicate that to them. Another firm sent me a rejection for an in-firm and called me on the Thursday afternoon before call day to let me know that they would be calling me to schedule an in-firm.

Rando

Someone got pied.

One lawyer mentioned how another student (identified by "silver medalist" at _____ University) he had interviewed earlier in the day was "brutally awkward." Some misogynistic comments made by male partners about how the "girls in the department could hold their ground."

They skirted really close to the edge of violating LSUC guidelines. They didn't break the bright letter law, but I'd say they violated the spirit of those laws.

Pressure tactics, including keeping me until 4:30pm on Wednesday.

Asking me if I had a car, asking me about whether having a mailing address in a different city would impede my ability to work downtown.

N/A

Someone got pied.

No, though I did get asked multiple times who else I was interviewing with (and this information was noted down on their interview notes).

No.

One firm told me that if they were my first choice I SHOULD communicate that to them. Another firm sent me a rejection for an in-firm and called me on the Thursday afternoon before call day to let me know that they would be calling me to schedule an in-firm.

O.

N/A

No - everyone was really kind.

7. What were the most inappropriate, awkward, or unexpected questions you received?

None/N/A

No

None

None

None

There were none.

None particularly.

Nothing out of the ordinary.

I didn't have any inappropriate or awkward questions.

Nothing incredibly inappropriate or unexpected.

Nothing

N/A

N/A

N/A

N/A

N/A

N/A

N/A

Asking about other firms/schedules

I was asked what other firms I was interviewing at, if I was starting to limit my choices.

How many in firm interviews I had that day?

Nothing really. After I communicated to one firm that they were my first choice, I was asked where I was still going for dinner. Didn't really face any inappropriate questions.

Which other firms I had interviews with.

Personal

Do you have a lot of friends?

One employer asked me if I had smoked marijuana while I was in Amsterdam.

How long have you and your boyfriend been together?

Explain how & why you are a feminist

How old are you?

Are you Hindu or Muslim?

Once asked about family members, but I assumed it was more trying to make conversation.

During OCIs I was asked by 4 different firms what my opinion on the HK protests is and what I thought would be the outcome. I have worked in HK for a year before law school which is probably why they asked. I felt this question was a little too political for my liking.

I was asked if I had any questions - and I could tell it was to ask about the diversity policy. I mean it was nice to talk about, and was important to me, but it did put me on the spot to come out as gay.

Asked me why I was dressed as I was for Halloween, whether I had a car, about commuting.

It looks like you work out a lot, you must be more fit than me.

Firm-related

Do you have any more questions? What more can I tell you to help you make a decision?

Making me ask questions about the firm for 20 straight minutes.

The student committee is really interested in you. What can I tell them?

Students implying heavily that in order to get an offer I would have to indicate explicit interest to the student committee before offer day.

Judgmental

I was told that I come across as timid and there was doubt as to whether I could hold me own when interacting with assertive lawyers. This surprised me as it isn't an accurate judgment of me at all; I believe it was based primarily on my gender, looks, and tone of voice (i.e. superficial cues).

I was asked where I was 'from' based on my last name. I replied: 'Canada'. This did not seem to be a good enough answer and the person pressed further. I said that my great great grandparents were immigrants to Canada from the country that the interviewer 'suspected' I was from.

Unexpected

If you were in an elevator with Donald Trump, what would you say to him about yourself.

If you were working here at this firm, what is something that the lawyers would do that would piss you off?

Unexpected: "how did you get started songwriting?"

What do you most dislike in a person?

Have you read Eichmann in Jerusalem by Hannah Arendt?

"What are three things about you I will only learn after working with you for a year?" I was not prepared for that one.

One person asked me my opinion on gender equality, like how society was doing generally.

Probably...

I had some but it was a blur and I'm drunk now so I can't remember.

8. Having gone through the process, how do you feel now?

Positive

Unbelievably relieved.

I honestly found the process much less cutthroat than I was led to believe. Nobody pressured or misled me at all.

Relieved. Altogether relieved.

Exhausted and a bit mystified by the politics of the process. My experience overall, however, was quite positive and was quite unlike some of the horror stories I had heard in the past.

Exhausted but energized. It went exactly as planned and I'm pumped to start my summer.

I feel like a weight has been taken off my shoulders. But at the same time I feel that there must be a better way to do this. If it wasn't my last minute gut decision, I could be jobless. It was a decision I made that was questionable in the sense of the rules. But it came through in the end.

Exhausted and dazed, but could not be happier.

Excited to get started.

I did not get an offer and I feel completely okay with that. It was a draining process and it would have been nice to get something, but that's okay.

To be honest, I'm very happy that I received a job. I'm only unhappy about how much the "first choice" thing played a role. I heard from many upper years that it wasn't necessary to use that language and because I was honestly undecided up to Wednesday morning, I didn't tell any firm they were my first choice. I could tell many firms were waiting for me to say it and were disappointed when I left without using that language. None of those firms called me, which I found frustrating and disappointing because although I didn't say they were my "first choice", I invested a lot of time and effort into them. I saw many of these firms more than the firm that eventually extended me an offer and honestly, I just feel that my time could have been better spent elsewhere if they cared so much about two words.

Relieved that it's over and couldn't be more excited to have a job with the firm I'm going to summer at. I got what I wanted. That said, it can be a pretty arbitrary and confusing process, and has left people far more capable than I am without offers.

Massively relieved. Like a weight has been lifted off my chest. I had no plan for what to do if I didn't get a job through this process.

Very satisfied. It was exhausting but honestly quite fun, and fairly close to what I had expected and been mentally prepared for. The majority of my friends ended up at firms that suit their personalities.

Thank God it's over. I'm employed=worthyyy.

Good. I did well, which I attribute to equal parts preparation and luck.

Extremely happy.

Relieved that it's over.

Happy

Relieved. Lucky. Happy. Tired.

Happy that I have a job and excited for the summer!

Happy, but above all else, relieved.

Relieved. I wish I would have made more of an effort to present myself as older than I come across based on comments that were made to me by one employer.

Tired, but glad I participated (though I did not end up with a position).

I guess I am like most U of T students and think I'm the best thing since sliced bread so I feel like I could have done better but whatever. I realistically did well. The firm was gunning for me. I guess I feel bitter I was not picked up by a more "prestigious" firm but hey, I am actually not that awesome.

Happy, but also very cognisant of how it could have turned out instead. Although the process was physically tiring, that was nothing compared to how emotionally tiring and draining it was.

... I'm happy about the job I'll be in next summer and, generally, the interview process was pretty pleasant. It was nice to get to meet the folks at the offices I interviewed with.

Process itself is definitely challenging. Even though I'm happy with where I ended up and accepted an offer from my first choice firm, it was still a grueling few days and I don't feel completely elated.

Relieved and excited.

Relieved and really happy with how things worked out. Got something great, but not necessarily what I thought I wanted going in. Your mind can change a lot during the process as you actually meet people and experience the firms!

I honestly don't feel anything but a mild sense of relief.

I ended up with my first choice, but I learned a lot. I have a lot of advice for first years who have to go through the process next year. I feel satisfied, but also slightly put off by the entire process.

Exhausted, but content.

Satisfied - I didn't get my first choice but I'm pleased with the outcome.

Tired and relieved

Relieved and excited

It was definitely very stressful. But overall I think a useful experience, and good practice for interviewing.

Relieved

Happy and relieved

Great!

So happy to be done and come out of it with an offer.

I feel great because I got three offers and am working at my top choice firm, but I recognize that I was lucky. I also recognize that the process favours outgoing and extroverted people.

Happy but very tired

Relieved and very happy with the outcome, but still somewhat traumatized by the whole experience. I thought I was in control, but when Wednesday 5PM hit the firms with whom I thought were sure to call never did. It's an unsettling feeling of betrayal when a firm tells you that everyone 'loves' you (in their words) and makes you feel so accepted, and then gives you the shaft.

I feel relieved.

Relieved

I am extremely happy.

Relieved and much more relaxed.

Negative

Exhausted

Like I'm going to end up at a personal injury defence firm for articling.

Awful. If I had to do it again, I wouldn't do anything differently. All interviewers went very well, I got great feedback and connected with the lawyers. They were enthusiastic about meeting me too. But no offers in the end.

Confused on why the outcome turned out the way it did.

Exhausted. Emotionally drained. Ready to pass out.

I hope to never have to do it again.

Drained and slightly bitter.

Exhausted and disappointed. Nothing about the way the process transpired made a lot of sense to me. I have top notch grades, a stacked resume and good interpersonal skills. I see myself as the type of candidate a rational firm would jump at the opportunity to hire. I'm confounded thinking about why offers did not come through, especially after being strung along for so long by a couple firms.

I put a lot of time and effort into preparing and I'm not sure where it went all went wrong.

I could've done a little better in OCIs, but I'm more or less happy with that stage. For interview week, extenuating circumstances dealt me a bad hand, but I performed quite poorly, even after accounting for my lowered expectations. It's not the end of the world, but it is rather dispiriting.

Horrible process, the only good thing for students is that they know by November where they stand for the summer. Otherwise, everything about the process gives employers all the advantage and power. The process is rushed and the outcomes depend more on luck and arbitrary factors than on student's suitability for a position.

It is archaic. Very stressful. Requires a substantial amount of strategy and observational skills.

I feel like it is very weird that I just went through a two-month-long recruitment process for a summer job. I know, of course, that for lots of people 2L jobs lead to articling positions, lead to "real jobs" ...but it still feels like a little much. The recruitment process could have been condensed by a month or so...

Pissed off.

Disappointed. My career goals going into law school destroyed. I accepted an offer from a boutique which practices a type of law I am not interested in.

Didn't get a job. I feel terrible.

This process is stupid.

Sad.

Meh.

Relieved, but the emotional highs and lows of the last three days have left me exhausted. I'm also a little bewildered: does the process really have to be this way?

I feel exhausted. I am also very stressed about the amount of school work that I need to catch up on. Participating in the process felt like it added two extra courses to my schedule and I am now very behind in all my school work. The lack of time this semester to actually sit down and learn, which is supposedly what I am here to do, has caused me a huge amount of misery.

The process is crazy.

The initial OCI interviews are a pretty silly way to determine in-firms.

It was a cluster fuck of a process. While participating in it, it felt somewhat psychopathic and cruel. The most stressful part of the process is to have conflicting engagements and to run from firm to firm, while giving off the impression at each firm that they were the only one.

Like a deflated balloon.

I definitely over-prepared for everything and lacked confidence due to all of the statistics and information out there.

Dirty

Wondering if I could have achieved the same result by paying less tuition elsewhere.

Disappointed that I didn't receive any in-firm interviews, but it was a good chance to prepare answers to interview questions in preparation for future interviews. Still not really sure what employers are looking for though.

Disappointed that I didn't get a job but optimistic about future opportunities.

Unhappy.

Glad it is over and looking forward to never having to go through it again.

Physically ill. I made it through the process just fine but I am really worn out and sick now. It's like my body knew that now that it's over I can crash and burn because I have a job.

It was a learning experience but ultimately unsuccessful and seeing other students who are my friends get jobs is discouraging despite recognizing that my path now is another way.

Disappointed with TO approach compared to NY. Toronto process felt very artificial, rushed, manipulative - like terrible speed-dating. New York just felt like... job interviews. Although I met some wonderful lawyers during the Toronto recruit, it was somewhat off-putting.

Like a U of T student: terrible at math.

Tired.

Very tired.

I enjoyed the process, but it took a big investment of time and emotion, and did not lead to success. So it was a bit disheartening.

Exhausted

Relieved

Ambivalent

Physically and emotionally exhausted.

Excited and exhausted.

I almost feel more overwhelmed looking back on it than I did going through it.

Exhausted.

I feel a lot of mixed emotions. I am relieved, but physically and emotionally exhausted. While I received a job, there was a lot of uncertainty during in-firms, and I essentially went 3 days with little sleep and food. I am also shocked and saddened because of all the amazing friends I have who didn't get a summer position.

I could have done more and applied to more employers. However, I thought my interview went really well but I didn't receive an in-firm offer. Overall, the process was stressful and disappointing.

Tired

Good

Tired. Relieved.

I am not happy with the amount of time I invested, given that I didn't get any offers. However, I knew going in that that was a possibility, and I accepted it at the time.

The process brought up a lot of questioning and anxieties about my choice to pursue a legal career as a whole (not just about getting a job this summer). This recruitment process was certainly tough and stressful, but for me the most sobering thought through all of it was that this likely isn't the last time we'll be put through the wringer in our professional careers. The process reminded me how incredibly qualified and hard working all my classmates are, and yet how easy it can be in this field to be unable to find meaningful work - and how this might hold true at any point in our careers. I am relieved I got a job, but I'm more pessimistic about the profession than I was before the process started.

9. What else would you like to tell us?

What matters: Grades

Strong grades and extracurricular activities do matter during in firms, despite what people say. If you're a strong candidate, firms put less coercive pressure on you because they don't want you to bolt and go with some other firm. You have more flex room. That's not fair and it sucks, but there's nothing to be done about it. If you aren't lucky enough to be a target for the firms, then you need to double down on a few and really show love, early and often.

Signaling your first choice

If someone tells you a firm really cares about hearing "first choice", believe them. I heard this about one of my top choices, but they seemed so nice that I thought it wasn't necessary if I expressed enough interest. Totally not true. A friend was interviewing at the same firm and she used a lot more language very similar to first choice and they called her mid-afternoon Wednesday to confirm that they were her first choice. She eventually caved and told them they were her first choice, but I have no doubt that if she had not, there would have been no offer. At the end of the day, they completely lead you on and don't feel bad about it at all if you don't tell them they're your first choice.

The process is bad

I'm happy I did it. I'm happy with the outcome. I'm happy it's over. But I have never had so many people mindfuck me before in my life.

Process sucks. CHANGE IT!

I came out with a dream job through the process, but you couldn't pay me enough to go through that ever again. Might have been enjoyable in parts, but as a whole, just a complete nightmare to go through, especially if you're meeting with a lot of firms.

There has to be a better way...

A lot would need to happen to make this process more inclusive and accessible, from both employers and the law school. A big task, yes – but the conversation needs to happen.

Book at least two hours for an interview - even if they say it'll be "an hour or so". (Oops.) Don't be late for an interview, but also don't be afraid to leave from an interview if you're running over time - they'll understand.

Book 2 hrs per interview/advice.

Being led on

After attending all of the CDO sessions and listening to upper year advice, you think you have a good grasp on how this process is going to work. In the past I dismissed other peoples' complaints about not finding jobs during the process and assumed things would just work differently for me. Unfortunately that was not the case. Even if you apply the best advice you have been given and attempt to get a leg up on the process, there is still going to be a lot of unpredictability and awkwardness. I did not encounter much explicit breaking of the rules. One firm, however, did very clearly express their interest in me. They invited me back on Tuesday, and after I told them they were my favourite, invited me back again on Wednesday afternoon as well. At this point, it felt like the deal was basically sealed. I told the student recruiter I would accept an offer if one was given. We shook hands and looked each other in the eyes. That evening (call day) at 4:30 p.m. I received an email saying that I was not getting an offer. I was strung along for three days, and lost the opportunity to express primary interest in my other options, only to hit a dead end.

A firm can very obviously and explicitly lead you on to believe that you should expect an offer, and yet not make the offer.

Emotional well-being

It was an overwhelming process. I never did cry, but at 1:30pm when I was done with interviews (I cancelled my last one) I had this weird feeling where I was completely overwhelmed and suddenly felt the need to curl up into the fetal position and cry.

It is an emotionally draining process that is very stressful - and i do not consider myself someone who gets stressed easily or frequently.

No, really - the Law Societies seriously need to, at minimum, implement a 24 hour respite. For all the talk about supporting law students' mental health, I can't think of anything (other than maybe 1L April exams) that could so single-handedly undermine students' well-being.

I think I have the right personality type for this sort of process. But I can COMPLETELY understand how it is emotionally and mentally draining to be the best version of yourself for three days straight.

I'm tired. And rather frustrated. But mostly tired. I don't know whether to look forward to or dread the mountain of schoolwork I have to do in the next 6 weeks. On the plus side, it is schoolwork, and I know how to do schoolwork, unlike interviews. On the other hand, it is very mountainous.

I think I have an ulcer.

You are #1 / Play the game

The process is full of surprises – firms that you thought would never be interested in you could turn out to love you and firms that give you lots of signs that they will make an offer may not call on call day. In the end, put your interests above all else and do whatever you think is necessary to make sure that you have an offer (any offer) when Wednesday 5pm arrives.

When you've told a firm they're your #1, tell them again and again including on Wednesday. Don't swear during an interview. That apparently screwed my chances with

one firm. Never feel as if you've sealed the deal until it's all over. It's easy to become complacent and disinterested with other firms when you have a feeling that you'll get an offer. It's very possible that that offer will never materialize. Watch House of Cards and Game of Thrones. It may help with the plotting.

I think it is important to identify your top two firms and focus on those, even if it means making it fairly clear to other firms that you are doing so. You'll be better for the two you really want and can focus your energy.

Yay UV!

Nothing really, but law students owe UV a debt of gratitude for doing this survey – looking at previous years' surveys was hugely helpful.

Please disregard any answers in this survey. I have already completed it, but forgot to make one comment I wanted to add. I know that UV consistently doesn't reports the numbers for McCague Borlack, a firm which does OCI at all of the other Ontario schools except for UofT, and does do the fall recruit (and also hires a fair number of students). It might be worthwhile to include those numbers too Thanks. You guys are awesome for doing this survey every year!

Debt

It's hard to appear to convey genuine interest to firms that you're only interested in working for because you want to earn enough to pay off debt, build up some skills, then leave to go somewhere you actually want to be.

Be thoughtful

I remember reading the Ultra Vires special edition on OCIs last year and feeling confused, out-of-the-loop, and a bit dismissive about the whole thing. Who are these seven sisters? What's OCI stand for—wait, did you say on- or off-campus? And why are the 2Ls so stressed about a summer job? Surely there's tons of time left in their program to get a career-path. It's not do-or-die, ferchrissakes. Well, young me, now you get it. It's an atmosphere of anxiety and pressure, and you bought into it in the end despite your pooh-poohs. The competition is tough, and having a 2L summer job (if it's BigLaw you want) is certainly a leg-up. But know this, dear readers: it's not the only way of securing a position. And the position you actually want may not even be available through OCIs. So put a lot of thought into what you want to get out of this process, and be sure not to treat it as a big safety net because you haven't been introspective enough. Figure yourself out. Go from there.

Strategy

If you don't get in-firms, there's no harm in emailing the firm and asking if you could possibly interview with them if they have cancellations. I got two in-firms that way.

For the school to do

Providing a list of non-OCI jobs sometime during the process, before offers and interviews start, would help ease stress, it takes pressure off the whole thing. Shows you there are other things possible for the summer.

I think that the pressure for us to get a job through this process is ridiculous. I know I would have been devastated if I was not successful.

U of T puts way too much emphasis on this fall reading week. There should be more acceptance of the idea that people can get fulfilling jobs outside of this process. Students often feel like it's the "be-all end-all" of getting a job in law school, and I don't think this is fair or right.

Don't tell me about other opportunities.

The most common thing that students who did not secure jobs in the past say to people in my position is that "there are lots of other great opportunities". This drives me crazy. I'm sure I'm not the only one who has aspired to work on Bay Street for many years, and I am not interested in other opportunities. I would like to see more data on how many students who do not summer in a big firm end up articling at one, or how many students summer and article elsewhere but are successful in an associate recruitment.

Positive?

The most stressful part of the process was not knowing what was going to happen at the end. Otherwise, it was a great experience to be able to speak with so many accomplished lawyers at many wonderful firms across the city.

Miscellaneous

I love cheesecake.

#yolo

I like bunnies.

How to dress

My advice? Invest in a great suit. Better to wear one killer suit with cheaper shirts for three days than three crappy suits if that's all you can afford. Also invest in a steamer and don't burn yourself the night before your interviews while you're learning to use it.