



What makes an ideal legal recruiter? Why do unexpected recruiters succeed, while others seeming perfect for this role do not? These questions were posed to search firm owners during a breakout session at the 2024 Annual Conference in San Diego.

As recruiters, our function is to assist our employer clients in identifying and hiring the best lawyers for their teams. But, have we thought as long and hard about the qualities of the people we want to add to our own recruiting teams?

Working collaboratively, these personality or character traits (in no particular order) are how the search firm owners who attended that breakout session describe their ideal legal search consultant:

- Fearless
- Hunger/drive
- Doesn't overthink
- Optimistic yet realistic
- Independent
- Team player
- Tech friendly
- Competitive
- Self-possessed
- Resilient
- Analytical/does research
- People person
- Asks questions
- Intelligent
- Good memory
- Risk-taker
- Likable/Charismatic
- Coachable

And they suggested the following tests for identifying those attributes in recruiter candidates:

- Omnia
- Caliper
- Hogan
- Harver

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The Ideal Recruiter

by Carol Crossdale, Esq. and Victoria Gamble, Esq.



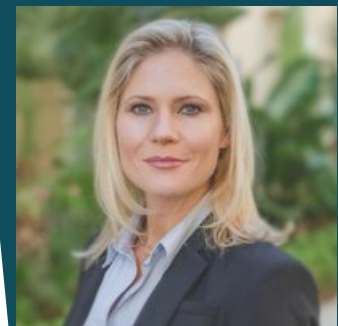
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Does that list of characteristics describe you or your star recruiters? Do you have anything else to add? Send your thoughts to info@nalsc.org. We'd like to hear from you for a possible follow-up article in a future issue of this newsletter.