
THE LEGAL BRIEF

“Dear applicant,

Unfortunately, we regret to inform you that we are not able to progress your application. We appreciate this may be disappointing news, we would like to take this opportunity to thank you for your interest in XYZ and wish you every success in the future”.

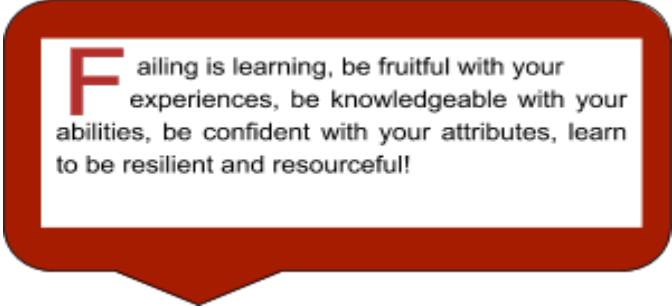
Application rejections can severely dent confidence and perspective more than individuals anticipate.

It can often be blown out of proportion and be viewed as a sign of long term failure. However, blaming your personality or interview technique can not only be damaging to your mental health but also how you may approach it in the future.

At the beginning of an era when you initiate your application process, applicants should come to a consensus; career disappointment from time to time is completely normal. Facing rejections can more often than not help you build confidence and explore different areas of where perhaps you should be focusing on.

It is easy to find yourself dreaming of the new job before you have even started; working beside well-credentialed colleagues, sophisticated challenging work, large and diverse client base, extensive firm resources, luxurious offices in prime locations, outstanding coffee machines, delicious sweets jars and penthouse views and the list goes on and on! The disheartening feeling when you have pictured yourself doing all of the above is truly disappointing and there is no other word to describe it.

Competition is fierce and the application stage is tough, you must ensure you stand out as much as you can! Learn a new unique skill; coding; a new language; speed reading; learn to organise your schedule effectively and get involved in online internships. Do not limit yourself from the vast amount of online resources currently available to you. In addition, sign up to newsletters, reading is such an essential tool for a future successful commercial lawyer and get as much practise as you can!



Failing is learning, be fruitful with your experiences, be knowledgeable with your abilities, be confident with your attributes, learn to be resilient and resourceful!

Q&A

Arun Wagle, Future Trainee Solicitor at Bryan Cave Leighton Paisner

What are some key points that applicants should bear in mind after their application has been rejected?

“It is important to remember when you receive a rejection that it does not mean you are not good enough. The process is very competitive, different firms look for different people and you may only need to tweak a few things to make that application successful”.

How do you think people should approach rejections after spending so much time and effort on their applications?

“First of all, you should let it sink in and give yourself time to feel that disappointment. I believe it’s important to let yourself feel this. How long this takes will be different from person to person, but whether it takes a minute, an hour or a day, take it. Once you’ve processed the rejection then look at how you could improve and set about making those improvements on your next application. Also, always ask for feedback!

More often than not, organisations will not give you feedback on your application and this is simply something that will not change. Nevertheless, this should not limit you from firstly, reviewing your application, secondly, recovering from the stress and disappointment you faced (be truthful to yourself and acknowledge you can improve), thirdly, refocus on your application techniques and approach, and I fourthly, never think you cannot reapply!

 **R**eviewing your application is a key tool to perhaps understand areas of improvement.

Practice makes perfect! Take a friend, your parents or a career advisor and get them to review your application before submission. This method is often underestimated because you think you can do it on your own, or perhaps you are shy. However, bonus points will definitely derive from this gesture - a fresh pair of eyes can make such a difference! Analysing from a different perspective, you are more likely to perhaps stop basic but imperative errors, such as; grammar and punctuation mistakes. This supportive feedback can invest in your success by guiding you on the next steps of improvement.



Recovering from rejection & trying to maintain positive can be the hardest thing to do.

But this is a critical point! Turn each rejection into a learning opportunity, stay focused on your ultimate goal and staying positive although challenging, will make you more resilient!. Despite the culmination of hours spent in interview preparation and the genuine excitement you had has been shredded into piece...for now. But do not treat this as an unused tool because you got an opportunity to build your network, got to practice in real-life surroundings and got yourself and your experience exposed! Therefore, do recycle this experience and from that point onwards you will be better equipped to grab the next one!

Of course, firstly, recover from the stress and disappointment you faced. Speak to someone about it and start a new application on the following day with a fresh mindset ready for success!



Refocusing on your abilities, believing in yourself, practising your attributes.

Shifting your focus on how you can succeed instead of wondering why you failed, is a good mindset to have! You will spend less time feeling disheartened and dispirited and more time searching for new methods on what you can do with the experience you have recently faced.

Analyse any areas of improvement and reflect upon it! Allow yourself to understand and accept that you have failed X amount of times but always understand that it is ok to fail..purely on the basis that you will shift your focus and plan to move forward without any self-doubt or frustration and instead use this as a learning curve.



Reconsider your choices.

Being realistic with your choices can be difficult when you have insufficient experience and unsatisfactory grades, but do not let this prevent you from achieving your long term goal! From experience, I managed to get involved with various internships purely on how I articulated who I am as a person; my past experience; my long term goals and how I would add value to XZY firm.

Despite that, you have two choices:

1. Be realistic! Having an understanding that you have a 2:2 your choices in being successful in a magical circle firm is minimum, but remember, sky's the limit and anything is possible! Therefore, perhaps doing your research wisely and applying to firms that will closely meet your grades and experiences is a great start and after a while in your current role, seek an opportunity to excel within your firm. From a loyalty perspective, it is advisable that candidates seek opportunities within the firm they are currently working for, this is because you will build a powerful affiliation and reputation.

2. Be creative! The perfect candidate does not exist so do not feel discouraged to apply for your so desired role. Do not under-value yourself and explain carefully your transferable skills; explain how they relate to the job requirements; demonstrate how you can add value; carefully explore how your internships or volunteer experience gave you the necessary skills and experience to do the job!



Reapplying is strongly affirming your passion to work for that particular firm.

Upon reflecting on all the above points, it is time to reapply! Applicants often wonder if it is advisable to reapply for a job that they have applied for in the past, however, there is a sense of encouragement for anyone to reapply (from experience!). If, of course, you are passionate about the company and have taken the necessary steps to improve. This is not an uncommon gesture, nevertheless, there are a few points you should reconsider:

- a) Reflect on the first interview: it is crucial to reflect on perhaps where you went wrong! Perhaps it was the first impression, you did not transmit a strong greeting or perhaps you rushed your reasonings for the role or you did not fully explain your past experiences as well as you should and most importantly, you did not answer the questions asked as well as they were hoping.
- b) Build your confidence back: reapplying for a position demonstrates commitment and drive in an applicant so do not let the previous rejection hinder your confidence, show your enthusiasm!

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Don't forget to tune on the Legally Speaking Podcast, powered by Kisson Carr, our host Rob Hanna, was joined by the amazing Gordon Chung!

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