

Structured Interview Questions

U.S. Navy JAG Corps

January 2025

Ice Breaker Questions to Ask Before Graded Questions

These are suggested questions to ask the applicant to help put them at ease. You do not need to ask all of them, and some may flow naturally from the conversation.

1. Where did you grow up?
2. Where do you work/go to law school/are you currently stationed? *(depending on interviewee's potential commissioning source)*
3. What made you want to be a lawyer?
4. What do you like to do outside of work/study?

When ready to **START** the interview, read the following script to the interviewee:

“The Structured Interview is about to begin, followed by an opportunity for you to ask questions about the JAG Corps once the interview is complete. The intent of the Structured Interview is to standardize the interview process and to provide objectivity when assessing applicants. The interview will consist of six graded questions and a few ungraded questions asked over the course of approximately one hour. All applicants are asked the same questions. Some will be scenario-based, and others will ask you to draw on personal experiences. Answers will be assessed using established criteria.

Feel free to take notes, but all notes must be collected or destroyed following the interview. You may ask us to repeat the question, but we cannot change or add facts, elaborate, or provide additional background—take questions at face value.

High-scoring answers will address each part of the question, show analysis of the facts, and explain the reasoning behind a particular argument or course of action—do not assume we understand or have inferred your line of reasoning. We will be taking notes throughout the interview, but we will not give you specific feedback on your answers. This is expected and not an indication of your performance. The results of the interview will be submitted to the selection board and will be considered along with the rest of your application package.”

Question 1: [REDACTED] (Do not tell applicants title or theme of the questions)
Inform the applicant that this is a two-part question.

Part 1: [REDACTED]

Pause to allow the applicant to answer Part 1.

Part 2: [REDACTED]

Grading Rubric:

1 = Weak Answer

- [REDACTED]

3 = Average Answer

- [REDACTED]

5 = Best Answer

In addition to identifying and intelligently discussing the items for an AVERAGE answer,

- [REDACTED]

Question 2: [REDACTED] (Do not tell applicants title or theme of the questions)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Grading Rubric:

1 = Weak Answer

[REDACTED]

3 = Average Answer

[REDACTED]

5 = Best Answer

[REDACTED]

Question 3: [REDACTED] (Do not tell applicants title or theme of the questions)

[REDACTED]

Grading Rubric:

1 = Weak Answer

- [REDACTED]

3 = Average Answer

- [REDACTED]

5 = Best Answer

- [REDACTED]

Question 4: [REDACTED] (Do not tell applicants title or theme of the questions)

[REDACTED]

Grading Rubric:

1 = Weak Answer

- [REDACTED]

3 = Average Answer

- [REDACTED]

5 = Best Answer

In addition to identifying and intelligently discussing the items for an AVERAGE answer,

[REDACTED]

Question 5: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Grading Rubric:

1 = Weak Answer

• [REDACTED]

3 = Average Answer

• [REDACTED]

5 = Best Answer

[REDACTED]

Question 6: [REDACTED] (Do not tell applicants title or theme of the questions)

Inform the applicant that this is a two-part question.

Part 1: [REDACTED]

Pause to allow the applicant to answer Part 1.

Part 2: [REDACTED]

Grading Rubric:

1 = Weak Answer:

- [REDACTED]

[REDACTED]

3 = Average Answer:

- [REDACTED]

[REDACTED]

5 = Best Answer:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Required Non-Graded Questions to be asked after the Graded Structured Interview Questions

Let the application know that the graded portion of the structured interview is over, and you will ask a few additional questions to get to know them better.

1. [REDACTED]
2. [REDACTED]

At this point, briefly talk through your background with the JAG Corps, if you did not do so at the outset of the interview, in order to help inform any questions the candidate may want to ask.

[REDACTED]

Read the following at the end of the interview:

"You are not allowed to discuss the format or questions of this interview with anyone. Sharing the questions with other applicants may provide them an unfair advantage on the structured interview, which may in turn increase their chances before the selection board. Thank you for your time today."

[REDACTED]

Completing the Assessment Form

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]