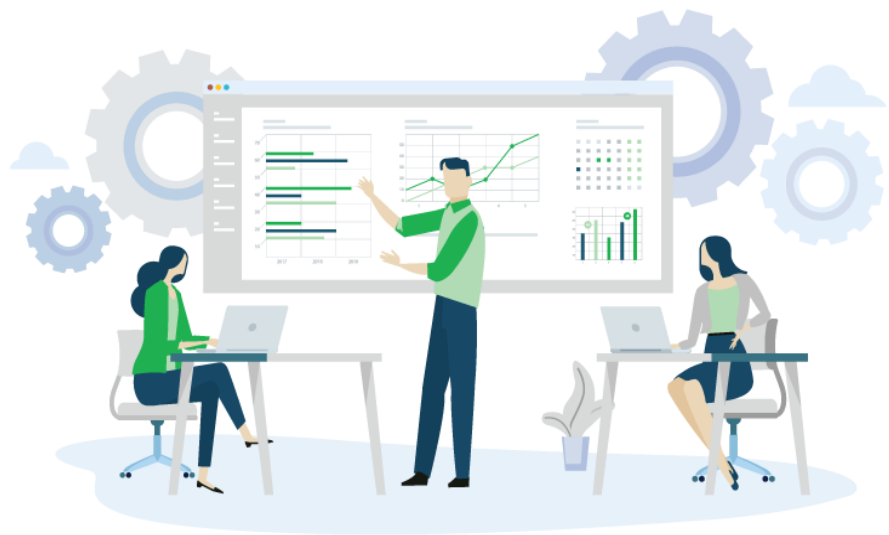


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# Simone Sample

Legal Roles

Legal Competency Report



## Report Information

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This report has been generated using results from the Test Partnership Legal Roles, which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

### Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

## Report Sections

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### **Full Personality Scales**

This section gives a detailed view of the candidate's full personality profile presented on 20 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

### **Summary Personality Profile**





Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

### **Summary Personality Profile Report**





These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.

## Full Personality Scales Report





### Attention to Detail

<p><b>Diligence</b> An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.</p>		Average
<p><b>Discipline</b> An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>		Below average
<p><b>Initiative</b> An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		Below average
<p><b>Methodical</b> An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>		Well below average





## Communication and Influence

<p><b>Influence</b> An individual's propensity towards taking on responsibility and providing positive influence for other people.</p>		<p>Well below average</p>
<p><b>Outgoing</b> An individual's affinity with others, warmth towards strangers and interest in interpersonal communication.</p>		<p>Average</p>
<p><b>Sociable</b> An individual's preference for group membership, participation in crowds and taking centre stage.</p>		<p>Well below average</p>
<p><b>Social Tact</b> An individual's propensity to be careful, deliberate, and savvy when engaging in meaningful social interaction.</p>		<p>Below average</p>





## Confidence and Presence

<p><b>Assertive</b> An individual's propensity to take control of social situations and feel comfortable speaking their mind.</p>		Average
<p><b>Self-Confidence</b> An individual's perceived competence and their sense of confidence in their own abilities.</p>		Well below average
<p><b>Social Confidence</b> An individual's propensity to feel confident and assertive during goal directed interpersonal communication.</p>		Well below average
<p><b>Socially Comfortable</b> An individual's propensity to feel comfortable and at ease in social settings, especially when around new people.</p>		Well below average

## Principles and Ethics

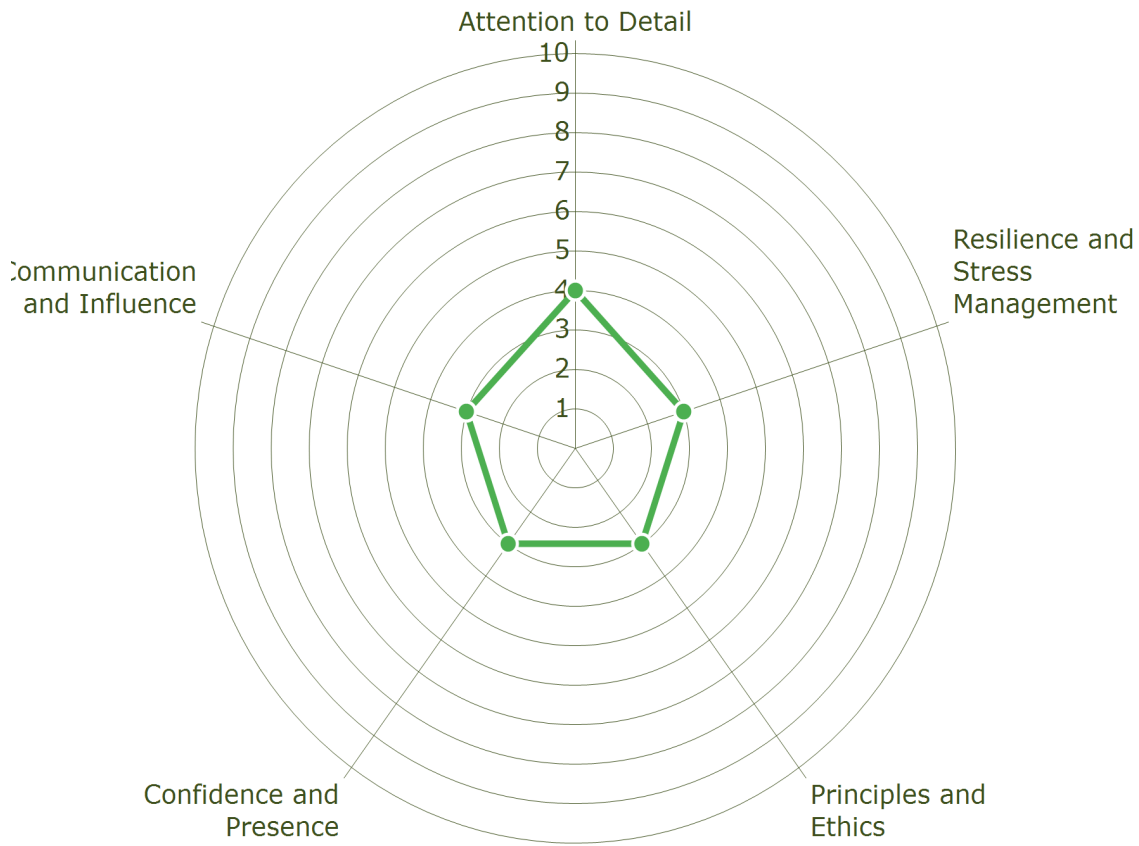
<p><b>Empathetic</b> An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.</p>		Well below average
<p><b>Fairness</b> An individual's propensity to play by the rules, even if breaking the rules increases the chance of success.</p>		Well below average
<p><b>Honesty</b> An individual's propensity to act sincerely, displaying honesty regardless of whether it is counterproductive.</p>		Below average
<p><b>Principled</b> An individual's commitment to moral ideals, even when this inhibits the likelihood of achieving a goal.</p>		Well below average

## Resilience and Stress Management

<p><b>Collected</b> An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.</p>		Well below average
<p><b>Confidence</b> An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>		Well below average
<p><b>Self-Directed</b> An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>		Average
<p><b>Self-Esteem</b> An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>		Well below average



# Summary Personality Profile



## Attention to Detail

Score: **4**

Attention to Details relates to a legal professional's propensity towards careful and deliberate working. It also suggests a degree of consistency and reliability, ensuring they follow through with their assigned tasks.

Attention to detail is important when working in the legal profession because it helps to ensure that legal work is accurate, comprehensive, and in compliance with relevant laws and regulations. Lawyers are responsible for interpreting and applying complex laws and regulations, and even small errors or omissions in their work can have significant consequences for clients and the legal system as a whole.

One of the key areas where attention to detail is important in the legal profession is in the preparation of legal documents. Lawyers must be able to review and draft legal documents, such as contracts, pleadings, and briefs, with a high level of accuracy and attention to detail. This includes ensuring that the documents are correctly formatted, that the language is clear and precise, and that all relevant laws and regulations are correctly cited and applied.

Attention to detail is also important when conducting legal research. Lawyers must be able to review and analyse complex legal documents and case law, and identify relevant information that can be used to support their clients' positions. This requires a high level of attention to detail, as well as the ability to think critically and identify key issues and arguments.

In addition, attention to detail is also important when representing clients in court. Lawyers must be able to present their clients' cases in a clear and compelling manner, and anticipate and respond to objections and counterarguments from the opposition. This requires a high level of attention to detail, as well as the ability to think on one's feet and respond to changing circumstances.

Furthermore, attention to detail also plays a key role in ensuring compliance with relevant laws and regulations. Lawyers must be aware of and adhere to ethical rules and guidelines, as well as official regulations regarding the practice of law, and attention to detail is important for ensuring compliance with these rules and laws.

In summary, attention to detail is critical when working in the legal profession because it helps to ensure that legal work is accurate, comprehensive, and in compliance with relevant laws and regulations. Lawyers must be able to review and draft legal documents, conduct legal research, present their clients' cases in court, and comply with legal and ethical rules and regulations, with a high level of accuracy and attention to detail. Even small errors or omissions in legal work can have significant consequences for clients and the legal system, and attention to detail helps to minimise these risks.

This score indicates an average level of the Attention to Detail competency, relative to the chosen norm group for this assessment.

## Communication and Influence

Score: **3**

Communication and Influence relates to a legal professional's propensity to speak their mind, express their opinions, and convince other people. It also implies a high degree of social tact, helping legal professionals to speak carefully and precisely.

Communication and influence are critical skills for anyone working in the legal profession, as they are key to building and maintaining relationships with clients, colleagues, and other stakeholders. Effective communication is essential in the legal profession, as it allows lawyers to clearly and concisely explain complex legal concepts to clients and other non-experts. This is important for building trust and ensuring clients understand the legal process and their options. Good communication skills also help lawyers negotiate settlements and resolve disputes, as they are able to articulate their clients' position and advocate for their interests.

In addition, good communication skills are essential for building and maintaining relationships with colleagues and other stakeholders. Lawyers often work in teams and need to be able to collaborate effectively with others. This includes communicating effectively with clients, other lawyers, judges, and court staff.

Influence is also an important skill for lawyers. They must be able to persuade others, including clients, colleagues, and judges, to accept their arguments and decisions. This requires a combination of clear, persuasive communication and the ability to build relationships based on trust and respect. Lawyers must also be able to navigate conflicting interests and find common ground. This is important for resolving disputes and reaching settlements that are in the best interest of all parties involved.

Moreover, communication and influence are important when working in the legal profession because it helps lawyers to create and maintain a positive image of themselves and their firm. A lawyer who is able to communicate effectively and influence others is more likely to be seen as a credible and respected professional. This can lead to more clients and better opportunities for advancement.

In conclusion, communication and influence are essential skills for anyone working in the legal profession. They are key to building and maintaining relationships with clients, colleagues, and other stakeholders, resolving disputes and reaching settlements, and creating and maintaining a positive image of themselves and their firm. Lawyers who possess these skills are more likely to be successful in their profession.

This score indicates a low level of the Communication and Influence competency, relative to the chosen norm group for this assessment.

## Confidence and Presence

Score: **3**

Confidence and Presence relates to a legal professional's level of interpersonal assertiveness. It also implies a greater level of social confidence, ensuring that legal professionals will remain poised and focused during interpersonal exchanges.

Confidence and presence are important when working in the legal profession because they are essential for building trust and credibility with clients, colleagues, and the courts. Lawyers must be able to present themselves as knowledgeable, competent, and assertive in order to effectively advocate for their clients and navigate the legal system.

A lawyer's confidence is critical when representing clients in court. Lawyers must be able to speak persuasively and effectively argue their clients' positions. A lawyer who appears unsure or hesitant will likely struggle to persuade a judge or jury, and may not effectively defend their clients' interests. Confidence also helps lawyers to remain composed under pressure and to think on their feet when unexpected developments occur.

Presence is also important for lawyers when appearing in court. Presence refers to the ability to command attention and respect through one's body language, tone of voice, and overall demeanour. Lawyers who exude presence are able to project an air of authority and professionalism that can be very persuasive in front of a judge or jury.

In addition to court appearances, confidence and presence are also important when interacting with clients. Clients look to their lawyers for guidance and reassurance, and lawyers must be able to instill confidence in their clients by communicating effectively and being responsive to their needs. A lawyer who appears uncertain or unresponsive may struggle to build trust and credibility with clients, which can negatively impact their ability to effectively represent their clients' interests.

Furthermore, Confidence and presence also play a key role in building and maintaining relationships with other legal professionals. Lawyers must be able to interact with judges, stakeholders, and other legal professionals in a professional and assertive manner in order to effectively navigate the legal system and build a reputation as a competent and respected legal professional.

In summary, confidence and presence are essential when working in the legal profession because they are critical for building trust and credibility with clients, colleagues, and the courts. Lawyers must be able to present themselves as knowledgeable, competent, and assertive in order to effectively advocate for their clients and navigate the legal system. Confidence and presence help lawyers to remain composed under pressure, to think on their feet, and to project an air of authority and professionalism that can be very persuasive in front of a judge or jury.

This score indicates a low level of the Confidence and Presence competency, relative to the chosen norm group for this assessment.

## Principles and Ethics

Score: **3**

Principles and Ethics relates to a legal professional's propensity to follow a moral code and to play by the rules. It also suggests a higher degree of personal integrity, showing an unwillingness to compromise on their principles.

Principles and ethics are important when working in the legal profession because they provide a framework for making decisions and conducting business that is fair, just, and in compliance with legal and regulatory requirements. They also play a critical role in building trust and credibility with clients, colleagues, and the courts.

One of the key principles of the legal profession is integrity, which requires lawyers to be honest, trustworthy, and to act in the best interests of their clients. Lawyers must be able to maintain confidentiality and avoid conflicts of interest, and they must be willing to decline a case if they believe it would be unethical to take it on. Another principle of the legal profession is impartiality, which requires lawyers to be fair and neutral when representing their clients. Lawyers must be able to advocate for their clients' positions, while also being aware of the other side's perspective and treating the opposing party with respect.

Ethics are also important when working in the legal profession. Lawyers must adhere to a code of conduct that promotes ethical behaviour, such as the SRA Code of Conduct for Solicitors. This includes maintaining confidentiality, avoiding conflicts of interest, and acting in the best interests of the client.

In addition, principles and ethics play a key role in ensuring compliance with legal and regulatory requirements. Lawyers must be aware of and adhere to the relevant regulations related to the practice of law, including those related to client confidentiality and conflicts of interest. Furthermore, principles and ethics also play a key role in building and maintaining relationships with clients, colleagues, and the courts. Lawyers who act with integrity and adhere to a strong code of ethics are more likely to be viewed as credible and trustworthy, which can help to build strong and positive relationships with clients, colleagues, and the courts.

In summary, principles and ethics are important when working in the legal professions because they ensure proper compliance with the relevant laws, regulations, and procedures associated with the practice of law, avoiding negative scrutiny. Moreover, displaying principles and ethics helps to display credibility in the eyes of others, reassuring clients and earning their trust. Lastly, principles and ethics help legal professionals to represent the profession, dispelling negative stereotypes about lawyers and improving the profession's perception in the public domain.

This score indicates a low level of the Principles and Ethics competency, relative to the chosen norm group for this assessment.

## Resilience and Stress Management

Score: **3**

Resilience and Stress Management related to a legal professional's propensity to manage stress and pressure. It also suggests a degree of self-confidence, helping them to get through particularly difficult times.

Resilience and stress management are important when working in the legal profession because the work can be demanding and challenging, and the ability to handle stress and bounce back from setbacks is crucial for success. Lawyers often work long hours and deal with high-pressure situations, such as tight deadlines, difficult clients, and high-stakes legal cases.

One of the key aspects of resilience is the ability to adapt to changing circumstances and handle stress in a healthy way. Lawyers often have to deal with unexpected developments and challenges, and the ability to adapt and respond effectively can make a significant difference in the outcome of a case. This includes being able to handle pressure, manage time effectively and make decisions under uncertainty.

Resilience also means having the ability to recover quickly from setbacks, such as losing a case or dealing with a difficult client. Lawyers must be able to maintain a positive attitude and perspective, even in the face of disappointment or failure, and to learn from their experiences and apply that knowledge to future cases.

Stress management is also important when working in the legal profession. Lawyers must be able to manage the stress of long hours, tight deadlines, and high-pressure situations, in order to maintain their focus and effectiveness. This includes having good time management skills, being able to prioritise tasks, and taking care of one's physical and mental health.

In addition, stress management also includes being able to maintain a balance between work and personal life. Lawyers often work long hours, and it is important to set boundaries and make time for hobbies, family and friends, and other activities that can provide a sense of balance and perspective.

In summary, Resilience and stress management are important when working in the legal profession because the work can be demanding and challenging, and the ability to handle stress and bounce back from setbacks is crucial for success. Lawyers must be able to adapt to changing circumstances, handle stress in a healthy way, recover quickly from setbacks, and maintain a balance between work and personal life in order to achieve success and maintain their well-being.

This score indicates a low level of the Resilience and Stress Management competency, relative to the chosen norm group for this assessment.