

# FACT SHEET - AUTOMATED ASSESSMENTS

## Professional – Law

This assessment is aimed at professionals working in the legal field, whether as lawyers, legal advisors, notaries or other related roles. It enables us to quickly determine a candidate's position in terms of key competencies such as rigor, critical thinking, analytical skills and consulting. The tool is particularly useful in selection or development to inform decisions in contexts where judgment and precision are essential.

### EVALUATED DIMENSIONS

- ▶ Cognitive Agility
- ▶ Relational Effectiveness
- ▶ Collaboration
- ▶ Self-Management
- ▶ Adaptability
- ▶ Professional rigor
- ▶ Decision-Making
- ▶ Advisory Role
- ▶ Negotiation and Conflict Resolution
- ▶ Critical Thinking
- ▶ Problem Solving

### EXAMPLE OF TARGETED POSITION

- ▶ Lawyer
- ▶ Legal advisor
- ▶ Judge
- ▶ Notary

#### FORMAT

4 online tests

#### DURATION

90 minutes  
(timed)

#### PRICE

\$250

#### LANGUAGES AVAILABLE

French  
English

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### ADMINISTERED TESTS/TOOLS

#### IPLC™

The IPLC is a psychometric test that provides a measure of the five major personality traits of the Big Five model, namely Openness, Conscientiousness, Extraversion, Agreeableness and Emotional Stability, each of which is broken down into two more specific facets (10 dimensions in total). This automated tool provides a quick overview of the main personality traits of the candidate.

\* IPLC™ - Le Corff Personality Inventory - trademark of IRPCANADA - all rights reserved.

#### CONFLICT MANAGEMENT - DUTCH

The DUTCH is an ipsative test that explores conflict management strategies in a professional context. It reveals the extent to which an individual relies on the five possible approaches: competition, accommodation, avoidance, collaboration, and compromise.

#### CFIT™

The CFIT is a psychometric aptitude test that measures cognitive abilities in the verbal, numerical, and spatial domains. A section on non-verbal logical reasoning has been included to ensure that results are not influenced by language proficiency or cultural background. This automated tool provides a quick overview of a candidate's learning ability.

\* CFIT™ - Crystallized and Fluid Intelligence Test - trademark of IRPCANADA - all rights reserved

#### WATSON-GLASER III™

The Watson-Glaser III is a psychometric aptitude test. It measures critical thinking based on the candidate's ability to analyze written information from different perspectives, using short texts, in order to draw relevant and logical conclusions. It should be noted that the test is intended for a population with a high level of reading proficiency.

\* Watson-Glaser™ III - Critical Thinking Test - trademark of PEARSON - all rights reserved