

Pinsent Masons Competencies

Practical & Technical Skills	<ul style="list-style-type: none">- Ability to identify the salient points in a matter- Accepts feedback and takes responsibility for improving their own performance- Effective and credible research skills- Meets targets and can manage their own workload- Proactively seeks opportunities to deliver higher levels of performance- Strong attention to detail and commitment to high standards
Client Focus	<ul style="list-style-type: none">- Builds effective working relationship with customers- Demonstrates commitment to delivering high levels of service- Effective problem-solving skills- Effective project management skills- Flexible approach to meeting objectives- Understands the 'bigger picture' and wider commercial context
People Focus	<ul style="list-style-type: none">- Ability to work effectively as part of a team- Accepts feedback and takes responsibility for improving their own performance- Adapts communication style to the needs of the audience- Awareness of own strengths and weaknesses- Builds effective working relationship with colleagues
Commercial Awareness	<ul style="list-style-type: none">- Ability to multi-task and deliver work against agreed time constraints/quality benchmarks- Demonstrates personal commitment to working in commercial law- Makes rational judgements when evaluating alternative courses of action- Understands the commercial context in which clients operate- Understands commercial/financial targets; ability to make decisions in-line with these- Up-to-date with latest news stories and the implications they may have for clients