

## An example of a Person Specification for a Lay/Medical Judicial Office

		<b>SKILLS &amp; ATTRIBUTES</b> <i>What judicial office holders should do well and their typical characteristic features.</i>			<b>BEHAVIOURS &amp; EFFECTIVENESS</b> <i>How judicial office holders should act and how successful they are at achieving desired outcomes.</i>	
Criteria	Knowledge and Expertise	Intellectual Capacity	Exercising Judgement	('Leading and') Collaborating Effectively	Communicating Effectively	Managing Effectively
<b>Judicial Office</b>	<i>Not Applicable</i>	<p>Quickly absorbs and analyses information and extracts the relevant facts.</p> <p>Inspires respect and confidence through the application of their knowledge.</p> <p>Takes the necessary steps to maintain and enhance their knowledge so as to execute their duties with a high degree of competence.</p>	<p>Demonstrates integrity, objectivity and independence of mind.</p> <p>Reaches clear, reasoned decisions, based on fact.</p>	<p>Adapts to and deals effectively with a wide range of people, including those without expertise.</p> <p>Recognises and respects the diversity of communities and understands different needs.</p> <p>Works effectively with others to resolve problems and achieve results</p>	<p>Expresses and succinctly explains complex matters.</p> <p>Listens with patience and courtesy to a wide range of people, including those without subject expertise.</p> <p>Asks concise, relevant and readily understood questions.</p>	<i>Not Applicable</i>