

## **The Highlands Company Announces Abilities Report for Lawyers**

**FOR IMMEDIATE RELEASE**

LARCHMONT, New York (July 12, 2011) - The Highlands Company, publisher of the Highlands Ability Battery, has announced the release of a new Career Assessment Report designed to record and report data measuring the natural abilities of lawyers and law students. The Lawyers Report joins the Company's other Reports – the Student Report, the Adult Report, and the Leadership Report – each directed to a different audience of test-takers. The Lawyers Report was organized by Lazar Emanuel, himself a lawyer and the Company's CEO, with the guidance and assistance of Certified Affiliate Kathleen Brady, whose concentration is counseling lawyers.

The Company has concluded that lawyers are sufficiently different from other professionals, and from the general public, to justify the publication of a Report directed exclusively to them. Its experience with law school students and with lawyers at various law firms, including entry-level lawyers at one of the nation's leading firms, has confirmed its decision to help the individual lawyer to understand and apply the data recorded by the Company's Ability Battery – data common to most lawyers but which also set individual lawyers apart.

The Highlands Ability Battery consists of a series of work samples, each measuring and defining an individual's natural abilities. The Battery is administered by a network of 250 certified affiliates distributed throughout the English-speaking world. A roster of affiliates is available on The Highlands Company website ([www.highlandsco.com/affiliates\\_find.php](http://www.highlandsco.com/affiliates_find.php)). The ease with which a lawyer completes a given work sample defines how "naturally" the aptitude being measured is performed by him. Each work sample is timed to assess how quickly the individual is able to do a series of tasks or solve a series of problems.

The key to the Highlands system of career counseling is the coordination and interpretation of a lawyer's results on the Ability Battery by an Affiliate trained for that very purpose. The Affiliate analyzes the results and then conducts a two-hour conference with the lawyer. During the conference, the Affiliate suggests how the lawyer can utilize his newly-acquired knowledge of his inherent talents in his practice.

The Company recommends the Lawyers Report for use among law students, who need affirmation that the path to a JD is the right path; entry-level lawyers, who need to feel comfortable in their first assignments; lawyers in transition from one firm to another, who may need to redefine the scope of their practice; and Associates and Junior Partners. Most law firms take 6-8 years to determine whether a lawyer has the temperament and the abilities to justify appointment to Partner. The process by which this decision is made should include an assessment of natural abilities and work-style.

The Company intends to distribute the new Lawyers Report among law firms, law school students, and lawyers serving as counsel and advisors to corporations and government agencies. The Report contains forty pages describing the individual lawyer's abilities and how to use them most effectively. To find out more, please visit [www.highlandsco.com](http://www.highlandsco.com).

Contact:

Kim Mumola, Media Relations

[Kim@highlandsco.com](mailto:Kim@highlandsco.com)

(800) 373 -0083 Ext. 307

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