



Do <sup>What</sup>  
You Do  
Best

## Customized Career Exploration Report

Client Name: Highlands Sample 6  
Date of Test: -25 20:56:38  
Phone No.:  
Home Phone:  
E-mail:  
Report Type: Adult Career

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**Publisher of the Highlands Ability Battery™**  
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[www.HighlandsLifeandCareerCenter.com](http://www.HighlandsLifeandCareerCenter.com)



# Highlands Career Exploration Supplement

Prepared for  
**Highlands Sample 6**

## Take Charge of Your Career

Congratulations! You've taken the Highlands Ability Battery (HAB), an important step in discovering your natural talents. Now you're ready to make informed decisions as you begin to manage your own career.

Your Highlands Career Exploration Supplement (HCES) is a powerful tool that will take your career search to the next level. Turn what you know about your abilities into action and take charge of your career.

- **Know what you do best.** Your HCES will confirm your natural gifts and will guide you to position yourself where you can use them.
- **Find the right fit.** Careers to explore are based on your combinations of abilities and personal style, rather than just one ability at a time, which can give you a clearer picture of how you may be suited to different career paths.
- **Assess realistic options.** Let's be real, you may be suited to some careers better than others. Follow the activities in your HCES and links to the O\*NET, the US Dept. of Labor's Occupational Information Network, to assess the amount of time and effort you may need to reach your goals.
- **Work together with a Career Advisor.** Your Highlands Affiliate will help you navigate your journey to create your personal vision to success and satisfaction.

## HCES Report Overview

This report is your launch pad for career exploration, here is what you will find:

**I. Your Ability Profile**

**II. Your Personal Style**

**III. Your Reasoning Abilities**

**IV. Your Specialized Abilities**

**V. How You Learn**

**VI. Vocabulary**

**VII. Exploring Occupations & Careers**

**VIII. Next Steps**

**ONLINE EXPLORATION FOR MORE** - access the Highlands Career Exploration report ONLINE for more in-depth descriptions of each ability and how they impact work roles. View an expanded list of ability patterns and careers to explore with hotlinks to the O\*NET for information on careers.

# I. Your Ability Profile

Your HAB results were determined by using timed worksamples and are reported as percentile ranking scores. Worksamples are performance-based rather than self-report assessments. Percentile ranking scores are your score relative to tens of thousands of others in the Highlands database of test takers.

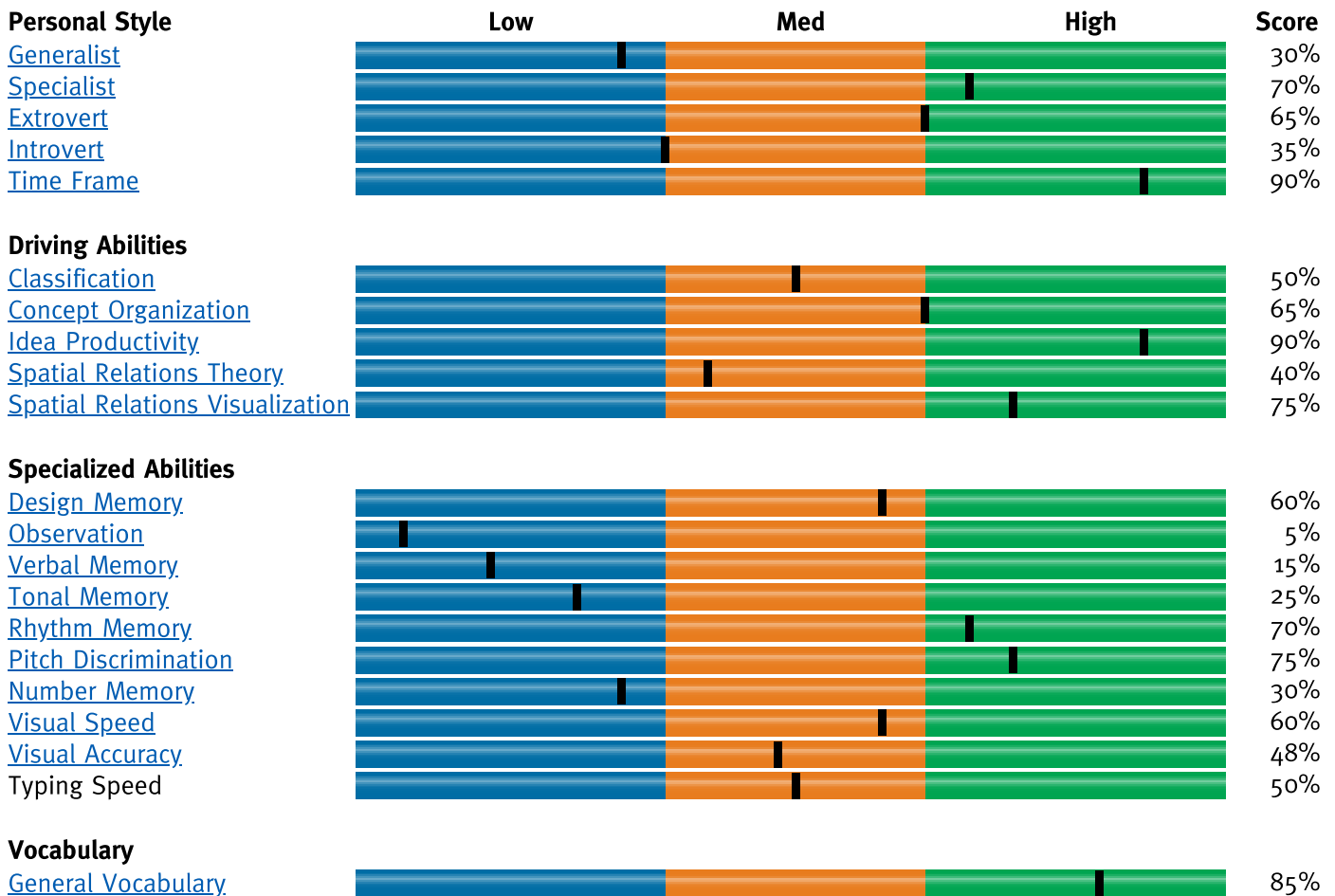
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific job or occupation.

This report emphasizes how combinations of abilities work together. The combinations are unlimited. Once you learn the basic combinations or building blocks you can combine them yourself to create additional careers not mentioned in this report! You'll be able to integrate these combinations with your interests, values, and goals any time you want to expand or redesign your career path.



## Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations

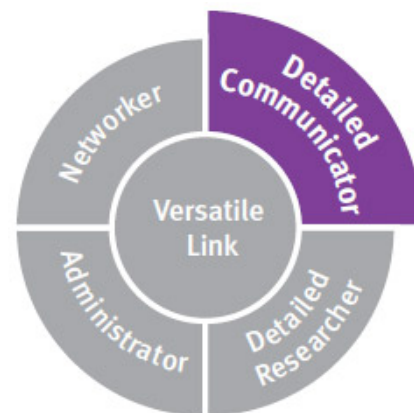


## II. Your Personal Style

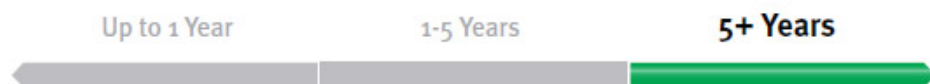
### Detailed Communicator

As a Specialist with Extroversion, your personal style elements may feel slightly inconsistent or even incompatible. As a Specialist, you likely prefer to delve into areas that interest you on your own - you find that you may need or want to know a topic in more detail than others do. Your Extroversion pulls you toward sharing your special knowledge as soon as you have enough information to feel comfortable talking about it - you become energized by the process of sharing what you know with others. You prefer to be in the forefront in order to communicate and explain processes or policies to others.

*You will likely find a good fit in tasks that showcase your individuality and specialized knowledge. Your unique perspective will help you succeed in positions where oral communication is necessary. You will be most satisfied with work in an area of extreme interest where you can interact with other specialists in your field or make presentations. Leadership in specialized organizations or projects that schedule group presentations will be appealing to you. You may enjoy teaching or training others in your area of specialization, making presentations to clients or colleagues, performing in musical or theatrical performances, or trial work in the field of law.*



### Time Frame Orientation



**Long-range:** Combined with a long completion date (5+ years), education or work that is connected to the future such as long-range plans, goals, or visions may feel more motivating and meaningful.

*You are drawn to activities that take time to achieve. You may feel that immediate, short-term tasks hold little meaning or may feel less motivating to you unless you can see the connection to something you care about in the distant future. You are able to consider possibilities and plan for activities even when they are more than 5 years into the future. This time orientation lends itself to thinking about long-term social/societal, environmental, scientific, or structural issues. Your long time horizon pushes you to take time to consider as many possibilities as time will allow and, therefore, may result in procrastination. You may frequently need to use short-term deadlines to finish tasks. Especially rewarding will be education or work connecting you to long-term results such as planning communities, research identifying long-term trends, and anticipating the long-term impact of specific interventions, medicines, and artistic creations.*

## III. Your Reasoning Abilities

### Problem Solving (Convergent Reasoning)

#### Between Analytical and Consultative

Your mid-range Classification and strong Concept Organization indicate you are able to arrive at your solutions through a series of well-organized steps or a logic track and your solutions are well-conceived and thorough. In new situations, you are less likely to provide solutions on the spot. You ask for and need the answers to a lot of questions before you are comfortable taking action or announcing a decision. After the solution to a problem is identified and adopted, you excel at the process by which the solution is kept on track and implemented.

*You will perform best and feel most comfortable in areas where thoughtful, measured attention can be given to solving problems in a moderately-paced environment. Your interest in having some problems to solve creates the possibility for restlessness in more static or quiet environments. You may enjoy which require understanding the situation and being able to work out a step by step process to accomplish a goal.*



#### Idea Productivity (Divergent Reasoning)

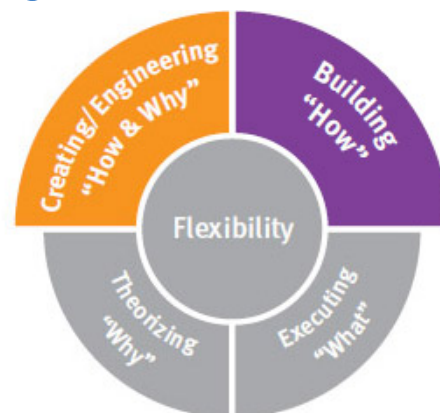
Your strong Idea Productivity, or divergent thinking, results in a continuous stream of sometimes related and frequently unrelated ideas. This type of thinking can contribute to both your ability to solve problems and to communicate. Your continuous, rapid flow of ideas can help you generate multiple ways to solve a particular problem. It can also help you adjust your communication so that if one explanation doesn't work, you can quickly think of another way to explain.

*This means you need a career that values generating ideas of your own, helping others to produce ideas, and facilitating discussion about the selection of creative and useful ideas. You may feel effective and satisfied in any field in which your role includes persuasion or influencing others.*

## Spatial Reasoning

### Between Spatial Creating/Engineering and Spatial Building

Your mid-range SRT and strong SRV indicate you relate best to the physical or structural world and have a preference for concreteness in your work. You know how to make and build tangible projects and objects and you are also capable of understanding why things need to be designed or produced in a particular way. In simple terms, you understand naturally the “how” of things and you are able to implement the “why”. As a result, you are able to follow instructions and set to work because you understand the concepts or theories that resulted in the product they’re working on.



*You will be drawn to work that allows you to physically handle materials. You may be interested in the reason behind the task, but completion of the project in the real world will be your goal. You may enjoy work roles in “hands on” fields such as construction, landscaping, farming, mechanical repair, surgery, dentistry, computer hardware development and construction, architecture, product development, and many others.*






## IV. Your Specialized Abilities

**Some Musical Influences.** Music abilities include Tonal Memory, Rhythm Memory and Pitch Discrimination. Your combination of scores indicates you have some natural musical ability. You will want to have some connection to these abilities such as learning to play an instrument on your own, taking part in some musical expression like a choir, playing music in the background while you study or work, or incorporating music into events or presentations. Depending on which one or two of these abilities is strongest, you may be more sensitive to particular elements of sound and may find alternative outlets.

**Moderately Strong Visual Proficiency.** Visual proficiency (or dexterity) includes both Visual Speed and Visual Accuracy. Your combination of scores indicates **moderately strong** visual ability related to paper work tasks such as proofing, working with numbers, coding, and tracking inventory. You can accomplish paper works tasks especially when given moderate quantities and/or sufficient time to complete the project.

**Moderately Strong Creative Orientation.** The HAB does not have a direct measure of creativity or artistic ability. The combination of Idea Productivity (thinking of many ways of doing something), Design Memory (remembering the overall pattern of something), and Pitch Discrimination (a sensitivity to small nuances of change and the effects of such a change) indicate a creative or artistic orientation. In addition to visual art, these abilities allow you to be creative with any kind of task you do. Your combination of scores indicates you have a **moderately strong** natural artistic/ creative orientation and you will want to choose work roles and other activities that allow you to express your creative side – especially your ideas.

## V. How You Learn

<p><b>Kinesthetic Learning</b> <b>Rhythm Memory</b> Low Med High</p>  <p>70%</p>	<ul style="list-style-type: none"> <li>Using physical movement is a primary learning tool for you</li> <li>Learn the meaning behind facial expressions and body movements</li> <li>Respond to the natural demand for physical activity</li> <li>Instruct others by physically demonstrating an activity</li> <li>Remember that your colleagues may have different learning styles</li> </ul>
<p><b>Image Learning</b> <b>Design Memory</b> Low Med High</p>  <p>60%</p>	<ul style="list-style-type: none"> <li>Learning through graphics and charts is relatively easy for you</li> <li>Explore which occupations use plans, maps, designs, diagrams, or flowcharts often</li> <li>Helpful in many scientific, technical and artistic tasks</li> <li>Communicating with others who also use visual design is relatively easy for you</li> <li>Following directions using maps and visual plans is probably comfortable for you</li> </ul>
<p><b>Learning Numbers</b> <b>Number Memory</b> Low Med High</p>  <p>30%</p>	<ul style="list-style-type: none"> <li>Retaining numerical data in your mind may be difficult for you</li> <li>List and memorize the facts and figures you need every day</li> <li>Record important data in an easily accessible source</li> <li>Utilize proven techniques to enhance number memory</li> <li>Seek work roles with low dependence on number memory for success</li> </ul>
<p><b>Learning By Listening</b> <b>Tonal Memory</b> Low Med High</p>  <p>25%</p>	<ul style="list-style-type: none"> <li>Remembering what you hear may be difficult for you</li> <li>Take careful notes when you attend classes or meetings</li> <li>Communicate with others in writing</li> <li>Ask others to communicate with you in writing</li> <li>Learning any language through spoken communication alone may be difficult for you</li> </ul>
<p><b>Learning By Reading</b> <b>Verbal Memory</b> Low Med High</p>  <p>15%</p>	<ul style="list-style-type: none"> <li>Reading may be a relatively slow way for you to learn</li> <li>Give yourself plenty of time when working with written material</li> <li>Read important documents aloud or manipulate the data to use a stronger learning channel</li> <li>Supplement your reading with audio books and podcasts</li> <li>Take good notes and keep them organized</li> </ul>

## VI. Vocabulary

Your general vocabulary provides you with the foundation for the breadth and depth with which you learn and communicate. Vocabulary is a personal tool developed by each individual over time, rather than a natural ability, but the range of your vocabulary will affect how effectively you can use some of your abilities. The Highlands Ability Battery tests vocabulary in isolation, which means there are no context clues in a paragraph to help you know what a word means, only a group of synonyms from which to choose. Many universities/colleges require an adequate general vocabulary for entry, and yours will be measured further by entrance exams and potentially later for entry to graduate school.

For adults, a strong general vocabulary can be a gateway to working with a wider variety of fields, working with more sophisticated clients or in professional fields that require the usage of a wider range of communication. A strong vocabulary can even influence gaining access to opportunities at higher levels of career development (management, supervision, teaching at graduate levels, law).

Regardless of your current vocabulary level, knowing how to develop your vocabulary can help you. Many careers require a specific or technical vocabulary, so discovering how you best learn new words and ideas will support you in any career you choose. Also, over time, focusing on the development of a specialized or technical vocabulary may divert developing and/or practicing your general vocabulary which may decline with disuse. If you ever decide to increase your vocabulary, use your most efficient learning channels (Design Memory, Verbal Memory, Tonal Memory, Rhythm Memory, and Number Memory) to assist you with building this skill.

*Your General Vocabulary score is in the high range. This indicates a broad general knowledge that affects your outlook in any work situation. You can think of Vocabulary as measuring both the number and precision of categories that you have for taking in, processing, and communicating your experiences. As a result, all of us are usually most at home with others who are at about the same Vocabulary level that we are. Although you can certainly communicate with a wide range of other people, you may find that it would be stressful for you to spend most of your day with others who are markedly lower in Vocabulary than you are. Your score is typical of high.level executives, people in literary and academic fields, diplomats, negotiators, and those at the top of many professions. You can think of your vocabulary as providing the driving force behind your career. This means that you should be able to rise to very high levels in any organization.*



## VII. Use Your Abilities to Explore or Change Your Career

You now have a wealth of customized information at your fingertips. Depending on your objectives, we offer three avenues to help you direct your efforts:

### For Career Explorers

If you are exploring careers, either as a student for the first time or as an adult returning to work after a hiatus, our interactive HAB-O\*NET Career Exploration Tool is a great next step. Highlands' research-based career fit algorithms align your HAB-measured abilities with the Department of Labor's extensive database of occupations to identify careers individualized to your unique profile of abilities.

Smart Start

### For Experienced Career Changers

If you have years of employment experience and you are considering how to modify or enhance your current job or change roles within your career field, exploring our Ability Patterns will be an effective next step for you. Highlands' career professionals with decades of experience in career development have identified patterns of abilities that reveal how you naturally approach your roles and responsibilities. Understanding your Ability Patterns can help you select aspects of your work to emphasize and de-emphasize as you grow in your career.

Ready for Change

### For Personal Vision Coaching

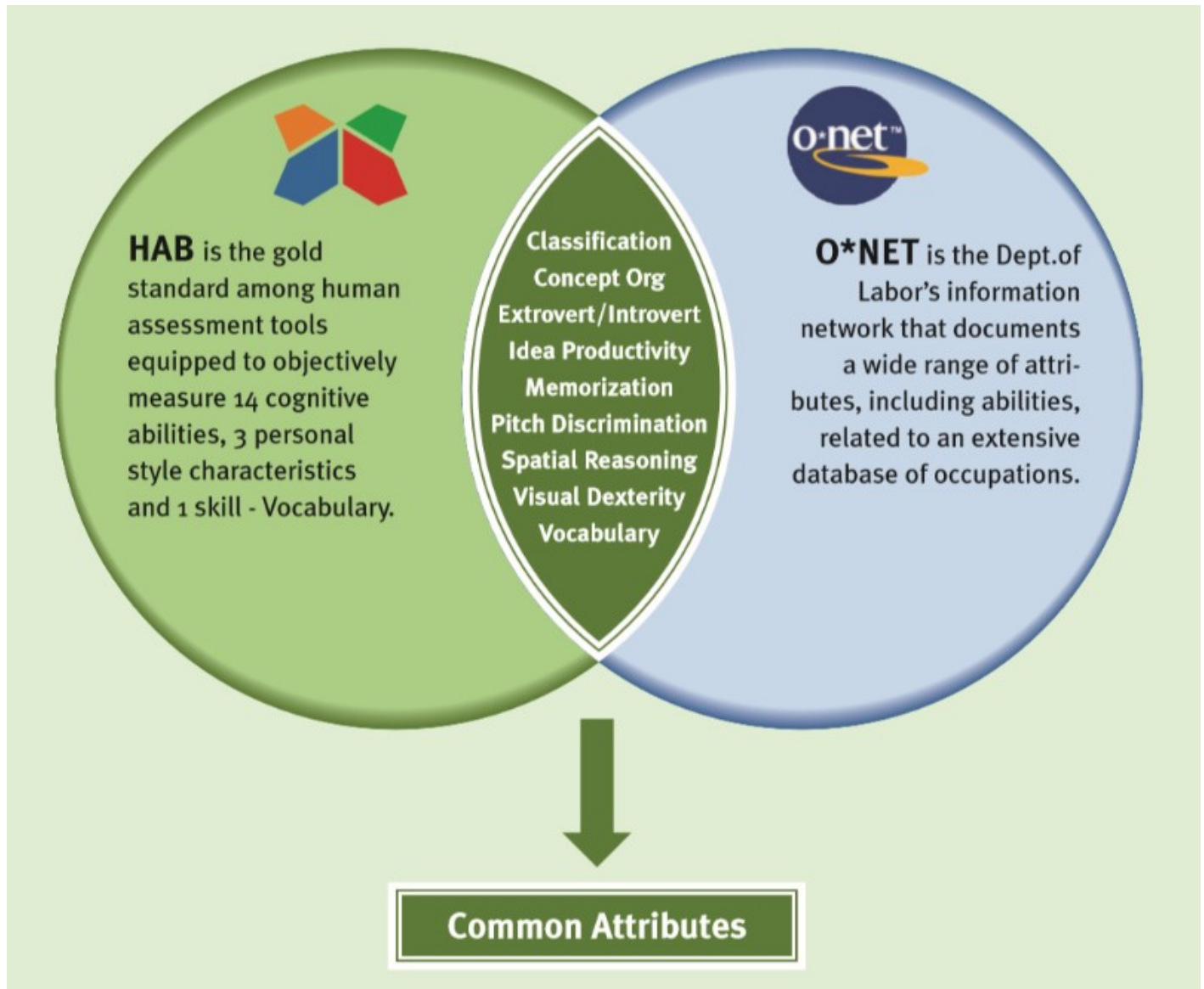
If you're ready to take a deep dive into our Whole Person approach to career and life decision-making, consider working with one of our highly trained Highlands Certified Consultants to explore the other seven essential factors that make up the whole person. Factors such as skills, interests, personal style, family, values, goals and career development all contribute to making you the individual person you are today.

Your Whole Self



## Interactive HAB –O\*NET Career Exploration Tool

The Highlands Company has partnered with a team of O\*NET consultants from HumRRO, an independent, non-profit research and consulting firm with expertise in vocational assessment and career exploration, to develop the Highlands Ability Battery (HAB) Person-to-Occupation Fit matching tool.



The Ability Battery Person-to-Occupation Fit programming uses the set of Common Attributes to generate a list of 50 O\*NET occupations that most closely align with your unique HAB profile.

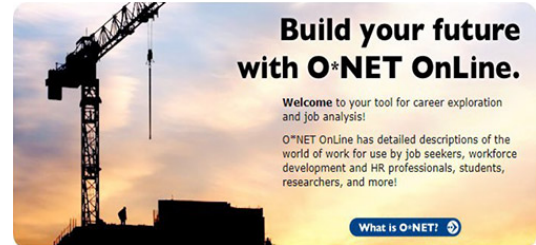
The Interactive HAB –O\*NET Career Exploration Tool will sort your list of 50 occupations by **Job Family**, **Career Cluster**, **Interest** and **Rank Order** to enhance your career exploration.

Job Family

Job Family



O\*NET OnLine



The HAB-O\*NET Career Exploration Tool shows your top 50 occupation matches organized by Job Family or groups of occupations based upon work performed, skills, education, training and credentials, for ease of finding or eliminating your options.

*Click on the name of each occupation for data including a brief description, anticipated future growth, how your abilities relate to O\*NET attributes and to link to Occupational Information.*

**Architecture and Engineering**

[Aerospace Engineers](#)  
[Electrical Engineers](#)  
[Agricultural Engineers](#)  
[Energy Engineers](#)  
[Nuclear Engineers](#)  
[Biochemical Engineers](#)  
[Fuel Cell Engineers](#)  
[Nanotechnology Engineering Technologists](#)  
[Ergonomists](#)

**Arts, Design, Entertainment, Sports, and Media**

[Editors](#)  
[Directors-Motion Pictures, Television](#)

**Business and Financial Operations**

[Regulatory Affairs Specialists](#)  
[Market Research Analysts](#)  
[Business Continuity Planners](#)

**Computer and Mathematical**

[Nurse Clinical Informatics Specialists](#)  
[Computer Systems Analysts](#)

[Geospatial Information Scientists](#)  
[Applications Software Developers](#)  
[Cybersecurity, Cloud Product Director](#)  
[Information Technology Engineers](#)

**Education, Training, and Library**

[Curators](#)  
[Instructional Coordinators](#)

**Healthcare Practitioners and Technical**

[Podiatrists](#)

**Legal**

[Lawyers](#)  
[Administrative Law Judges](#)

**Life, Physical, and Social Science**

[Remote Sensing Scientists](#)  
[Environmental Scientists](#)  
[Industrial-Organizational Psychologists](#)  
[Geneticists](#)  
[Zoologists, Wildlife Biologists](#)  
[Meteorologist, Space Scientists](#)  
[Hydrologists](#)

**Geoscientists**

[Geographers](#)  
[Transportation Planners](#)  
[Food Scientists, Technologists](#)  
[Environmental Restoration Planners](#)  
[Soil, Water Conservationists](#)  
[Soil and Plant Scientists](#)  
[Urban and Regional Planners](#)

**Management**

[Natural Sciences Managers](#)  
[Redevelopment Specialists](#)  
[Industrial Production Managers](#)  
[Corporate Sustainability Officers](#)  
[Biofuels Technology Managers](#)  
[Education Administrators, Postsecondary](#)  
[Advertising, Promotions Managers](#)

**Protective Service**

[Police Detectives](#)

**Sales and Related**

[Securities, Commodities Sales](#)  
[Sales Engineers](#)

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Sort your matches by: Interest • Rank Order • Career Cluster

## Ability Patterns: Manage The Fit Between You And Your Work



Ability Patterns describe how your abilities interact. They reveal your natural approach to completing roles and responsibilities and are not tied to a single occupation.



Rather than considering one ability at a time, think of your Patterns as a way to customize or manage the fit between you and your work. By discovering your Patterns, you can modify or enhance your current job, change roles within your career field, and identify similar roles in new fields.



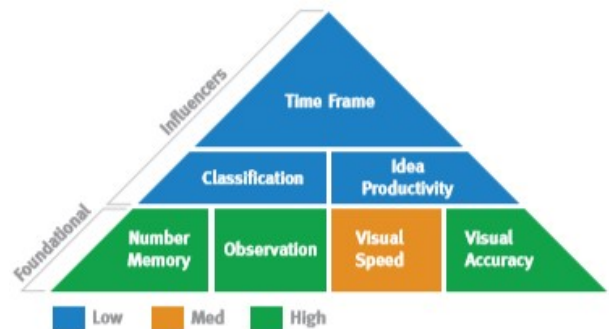
Over time, many satisfied (and dissatisfied) workers look for ways to emphasize and deemphasize particular aspects of their employment. Understanding your Patterns equips you with solid evidence for the changes you might want to make -putting you in the driver's seat of your career.

Your profile has been compared to over 60 Patterns. The matches with your profile are listed in descending rank order in the table below.

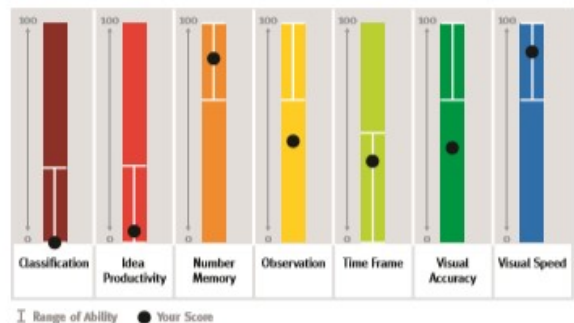
Ability Patterns - Connections to Abilities
<b>Very Clear Connection to Abilities</b>
Specializing - Hands-on
Planning - Hands-on
Communicating - Specialized
Creating - Culinary Arts
Problem Solving - Hands-on Consultative
Problem Solving - Hands-on Diagnostic
Initiating - Pursuing
Troubleshooting - Hands-on
Specializing - Structural Consultative Problem Solving
<b>Somewhat Clear Connection to Abilities</b>
Problem Solving - Analytical, Idea-rich, Hands-on
Click Each Pattern Online for Full Description

[MORE ABILITY PATTERNS ONLINE](#)  
[CLICK HERE](#)

Click on each Pattern to see a:



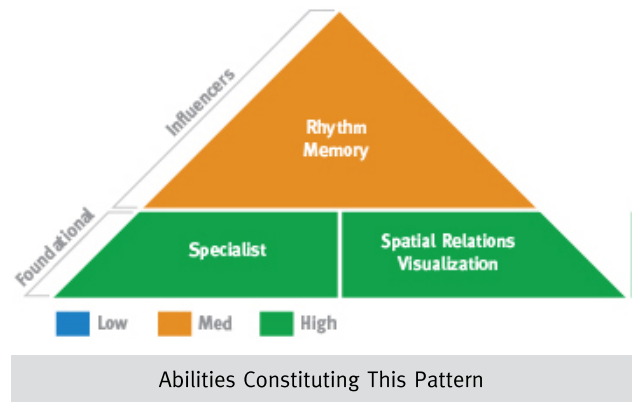
Visual Formula of this Pattern.



Score Graph of your ability scores relative to the Pattern.

## Specializing - Hands-on

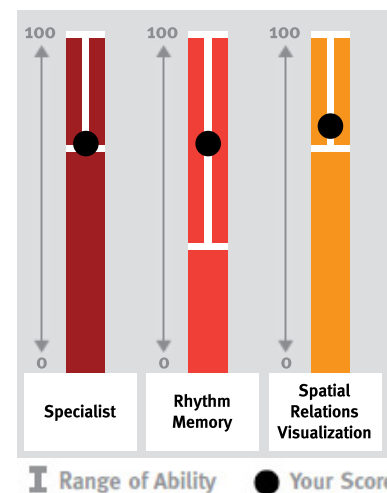
The combination of physical activity (Rhythm Memory), working with tangible items or concrete facts (Spatial Relations Visualization) and the personal style of a Specialist points to the basic pattern of Specializing-Hands-on. People with this pattern find outlets on and off the job and can include leisure activities such as cooking, baking, or working on cars. When Spatial Relations Visualization is very strong, it almost always points to a career or work role that involves some hands-on activities as part of your daily work tasks.



People with strong Spatial Relations Visualization also tend to be more concrete thinkers, meaning they like things that have a tangible or finished product outcome. Typically, people with this pattern are more comfortable in fields that are supported by facts and figures or black or white outcomes versus theories and ideas that have no verifiable outcome or basis. Because of this, many are drawn to technical, mechanical, scientific, medical, or sometimes artistic fields.

The Specialist orientation often points to choosing a narrower or specialized field where a natural drive will lead to a depth of knowledge. This specialization will most likely make you more proficient and possibly an expert. Your interest and education will be very important in deciding which industry you work in but the key is to look for activities that involve hands on and tangible outcomes.

If you have a Pragmatic Problem Solving style (lower Classification and Concept Organization) and lower classic learning channels (Verbal Memory and Tonal Memory) you can leverage your Specializing- Hands-on pattern by pursuing careers that rely heavily on internships or apprenticeship programs. If you have stronger Classification or Concept Organization and stronger learning channels, a career that includes a college degree may be more to your liking. Whichever route you choose, staying in a career path that includes working with your hands will bring the most satisfaction.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

## Careers to Explore for Specializing - Hands-on

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Automotive Engineering Technicians](#)  
[Manufacturing Engineering Tech](#)  
[Solar Energy Systems Engineers](#)  
[Surveyors](#)

### Arts, Design, Entertainment, Sports, Media

[Broadcast Technicians](#)  
[Floral Designers](#)  
[Sound Engineering Technicians](#)  
[Umpires, Referees, Sports Officials](#)

### Construction and Extraction

[Construction Carpenter](#)  
[Plumber](#)  
[Weatherization Installers & Techs](#)

### Education, Training, and Library

[Curators](#)  
[Vocational Education Teachers](#)

### Farming, Fishing, and Forestry

[Agricultural Equipment Operators](#)  
[Animal Breeders](#)  
[Nursery Workers](#)

### Food Preparation and Serving Related

[Chef](#)

### Healthcare Practitioners and Technical

[Acupuncturists](#)  
[Athletic Trainers](#)  
[Dental Hygienist](#)  
[EMTs and Paramedics](#)  
[MRI Technologists](#)  
[Neurodiagnostic Technologists](#)  
[Nuclear Medicine Technologists](#)  
[Veterinary Technologists & Techs](#)

### Healthcare Support

[Massage Therapists](#)

### Installation, Maintenance, and Repair

[Automotive Body & Related Repairers](#)  
[Computer & Office Machine Repairers](#)  
[Heating and Air Conditioning Mechanic](#)  
[Industrial Machinery Mechanics](#)  
[Medical Equipment Repairers](#)  
[Motorcycle Mechanic](#)

[Telecommunications Equip. Installers](#)

### Life, Physical, and Social Science

[Biological Technicians](#)  
[Forest & Conservation Technicians](#)

### Management

[Emergency Management Directors](#)

### Personal Care and Service

[Hairdresser & Cosmetologist](#)  
[Make up Artist](#)

### Production

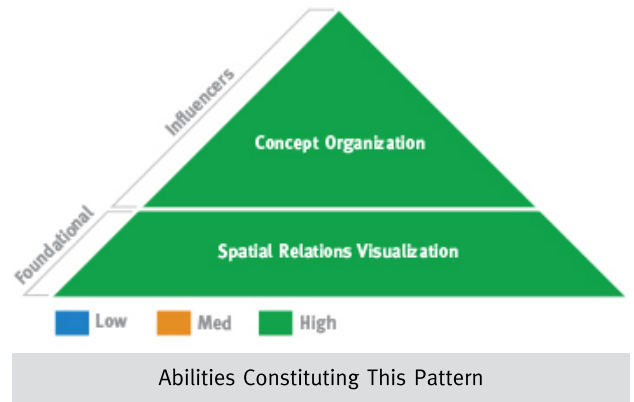
[Biomass Plant Technicians](#)  
[Cabinet Maker](#)  
[Dental Laboratory Technician](#)  
[Electrical Equip. Assemblers](#)  
[Gem & Diamond Workers](#)  
[Machinist](#)

### Transportation and Material Moving

[Automotive Service Attendants](#)

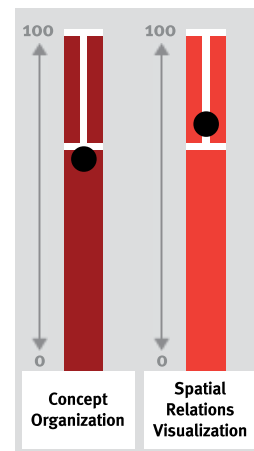
## Planning - Hands-on

This pattern utilizes Analytical Problem Solving (Concept Organization) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional world. You will experience more satisfaction in any activity, whether as an avocation or as part of your work, that has a 'hands on' feel to it, and brings you in contact with the real world.



With strong Concept Organization, people with this pattern are able to solve problems most easily by projecting logical consequences into the future. This ability also enables them to communicate ideas to other people in a way that they can easily understand. People with this particular combination of abilities often enjoy functioning in a planning role. They are able to deal with problems in a rigorous, logical and linear manner that lends itself easily to projections and forecasting the future.

With your combination of strong abilities, you will in all likelihood be most satisfied and happy when you are using them regularly. This combination of driving abilities is seen quite often in work roles requiring the anticipation of consequences in the 3-D world. Responsibilities can include planning, communicating/explaining, analyzing, and creating processes. Use your knowledge of your personal style such as your Generalist/Specialist and Extrovert/Introvert nature to guide you to your specific work roles.



**I Range of Ability ● Your Score**  
Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

## Careers to Explore for Planning - Hands-on

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Architectural Drafters](#)  
[Biomedical Engineers](#)  
[Electrical Engineers](#)  
[Electronics Engineering Technologists](#)  
[Environmental Engineering Tech](#)  
[Environmental Engineers](#)  
[Geodetic Surveyors](#)  
[Landscape Architects](#)  
[Manufacturing Engineering Tech](#)

### Arts, Design, Entertainment, Sports, Media

[Interior Designers](#)

### Business and Financial Operations

[Energy Auditors](#)  
[Environmental Compliance Inspectors](#)  
[Logistics Analysts](#)

### Computer and Mathematical

[Computer & Information Research](#)  
[Geospatial Information Scientists & Tech](#)

### Construction and Extraction

[Solar Photovoltaic Installers](#)

### Education, Training, and Library

[Architecture Teachers, Postsecondary](#)  
[Area, Ethnic, & Cultural Teachers](#)  
[Engineering Teachers, Postsecondary](#)  
[Health Specialties Teachers](#)  
[Museum Technicians & Conservators](#)  
[Physics Teachers, Postsecondary](#)

### Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

### Healthcare Practitioners and Technical

[Advanced Psychiatric Nurses](#)  
[Cytotechnologists](#)  
[Exercise Physiologists](#)  
[Occupational Health & Safety Spec.](#)  
[Radiologists](#)  
[Recreational Therapists](#)

### Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)

### Life, Physical, and Social Science

[Archeologists](#)  
[Environmental Restoration Planners](#)  
[Food Science Technicians](#)  
[Industrial Ecologists](#)  
[Urban & Regional Planners](#)

### Production

[Multiple Machine Tool Setters](#)

### Protective Service

[Criminal Intelligence Analysts](#)  
[Forest Fire Fighting Supervisors](#)  
[Municipal Firefighters](#)

### Transportation and Material Moving

[Flight Attendants](#)



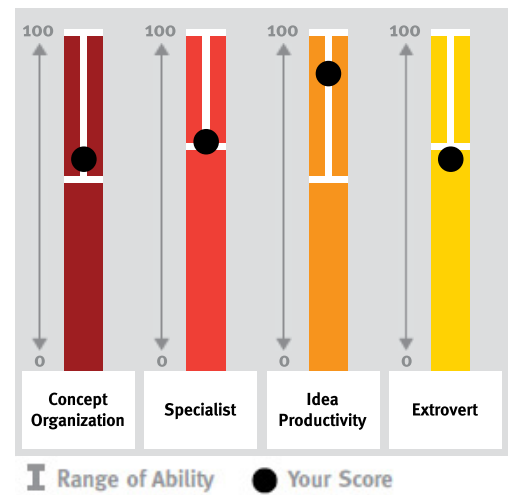
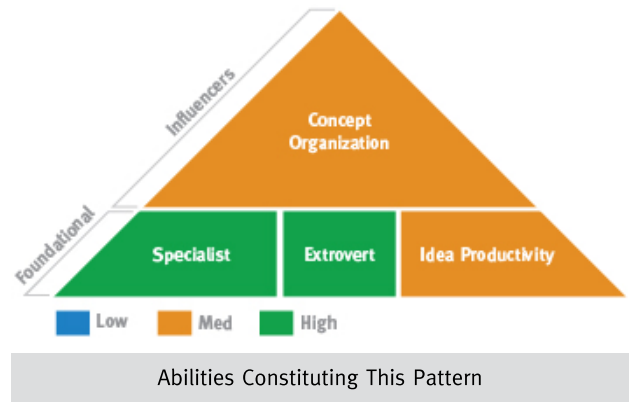
## Communicating - Specialized

The Communication - Specialized pattern combines the Detailed Communicator Personal style (Specialist, Extrovert) with the communication drivers of Concept Organization and Idea Productivity. This combination presses you to explain and gives you the ability to think quickly on your feet, to respond, react, and adjust to the flow of the conversation or performance and to convey specialized information logically.

People with this pattern can typically adapt to different settings and need variety. Seek variety in personal interaction and variety in any long term environment by using your Specialist orientation to dig deep into areas where a company might require some help with training its employees or contractors, or presenting new ideas or campaigns.

Your strength is your ability to constantly adjust to the flow of conversation and to add new information to the discussion to lead people towards your point of view. While this may sound exclusively like a sales ability, it is not the only field where communicators with this pattern are needed. Any career where you explain specialized information to others in order to entertain, inform, or train will be a natural for you. Many industries have in-house trainers or information specialists that operate as an expert. Others utilize consultants and independent product trainers. Honing your skills of learning new ideas and deepening your knowledge in areas of interest create a readiness for you to share necessary information with others.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

## Careers to Explore for Communicating - Specialized

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Automotive Engineering Technicians](#)

[Industrial Engineering Technicians](#)

### Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Directors-Motion Pictures, Television](#)

[Public Relations Specialist](#)

[Reporter & Correspondent](#)

[Videographers](#)

### Business and Financial Operations

[Cost Estimators](#)

[Fundraisers](#)

[Logisticians](#)

[Meeting, Convention, Event Planners](#)

[Training & Development Specialist](#)

### Education, Training, and Library

[Audio-Visual, Multimedia Specialists](#)

[Criminal Justice Teachers](#)

[Economics Teachers](#)

[Teacher, Adult Basic, Secondary Ed.](#)

[Teacher, Career/Technical Education](#)

[Teacher, Communications](#)

[Teacher, Secondary Schools](#)

[Teacher, Self Enrichment](#)

[Teacher, Special Education](#)

### Healthcare Practitioners and Technical

[Athletic Trainer](#)

[Clinical Nurse Specialists](#)

[Physician Assistants](#)

[Radiation Therapists](#)

[Recreational Director](#)

### Healthcare Support

[Occupational Therapy Assistants](#)

### Life, Physical, and Social Science

[Industrial-Organizational Psychologist](#)

### Management

[Educational Administrators](#)

[Marketing Manager](#)

[Security Managers](#)

### Personal Care and Service

[Recreation Worker](#)

### Protective Service

[Criminal Investigators, Special Agents](#)

[Police, Detectives Supervisors](#)

### Sales and Related

[Advertising Sales Agents](#)

[Real Estate Sales Agents](#)

[Sales Supervisors](#)

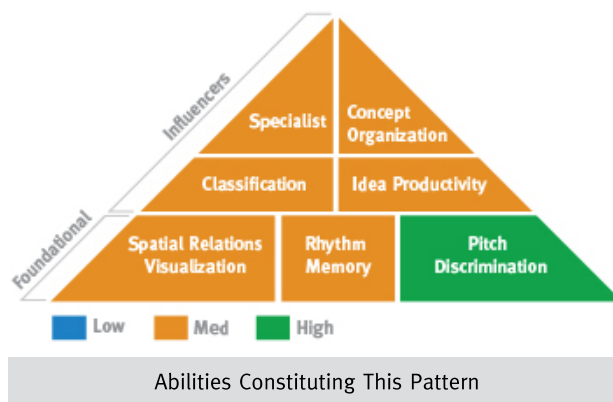
[Sales, Financial Services](#)

[Sales, Securities & Commodities](#)

[Solar Sales Representative](#)

## Creating - Culinary Arts

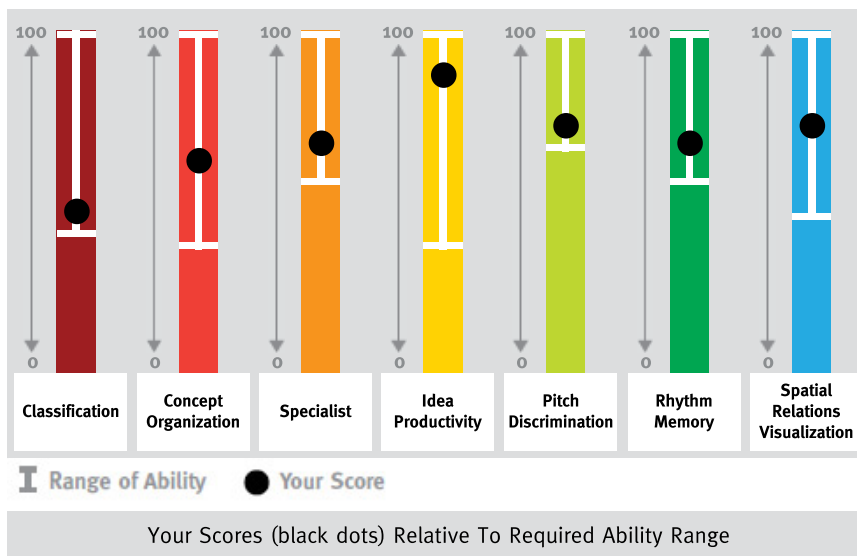
This pattern combines a Specialist orientation with hands-on, physical abilities (Spatial Relations Visualization, Rhythm Memory), idea-rich, relatively strong Problem Solving abilities (Idea Productivity, Classification, Concept Organization), and strong sensory sensitivities (Pitch Discrimination). The natural abilities that come together to form the Culinary Arts pattern are specialized physical, sensory and problem solving abilities. Pitch Discrimination reflects sensitivity across all senses, so the higher the pitch the greater the capacity to distinguish different flavors, smells, feel textures, see variants of colors, and be affected by sounds that might not register at all with a person lower on the Pitch scale. Even the very fine knife-work used in high-end food preparation and design is enhanced by this pattern of abilities. People with this pattern are driven to create an end “product” and must use physical energy as well as creativity to achieve it.



Several other abilities come into play to complete the profile. Running a kitchen is a very fast paced environment with minute-by-minute changes and challenges, which translates to the need for relatively quick problem solving abilities. A certain level of Classification and Concept Organization are suitable to thrive in this environment, as they are perfect problem solving abilities in a fast-paced and chaotic workplace. Concept Organization is also very helpful in the planning of menus, pricing, and ordering supplies.

Often on their feet, those in culinary arts typically move for a large part of the day, so Rhythm Memory can provide fuel to cope with the physical demands of the job. Raw creativity is also a big part of the Culinary Arts pattern, so Idea Productivity will help in stretching you to achieving new and more dynamic creations.

Don't forget, Spatial Relations Visualization is also critical for this profile, as you will be very “hands on” and the final result will be a very physical and tangible creation. Your Specialist orientation is helpful in the drive for excellence, and to be the very best at what you do. This drive is necessary to reach the heights of “Executive Chef”.



If you have particularly strong Concept Organization and strong Classification you may also want to consider being a Food & Wine Writer or Critic, a Leisure & Lifestyle Writer, or Travel & Leisure Writer. Concept Organization is the key planning and writing ability and Classification enables you to critique results. Pitch Discrimination provides the unique ability to distinguish between good and excellent, and to describe sensations that may be unrecognizable to a person with lower abilities in these areas.

## Careers to Explore for Creating - Culinary Arts

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Food Preparation and Serving Related

[Chef](#)

[Food Prep Supervisor](#)

### Healthcare Practitioners and Technical

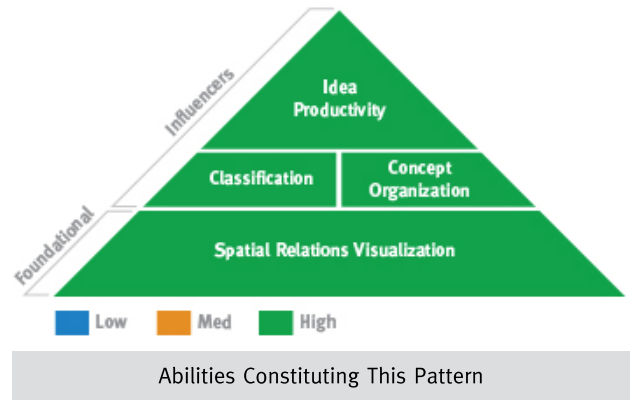
[Dietician](#)

### Life, Physical, and Social Science

[Food Scientists & Technologists](#)

## Problem Solving - Hands-on Consultative

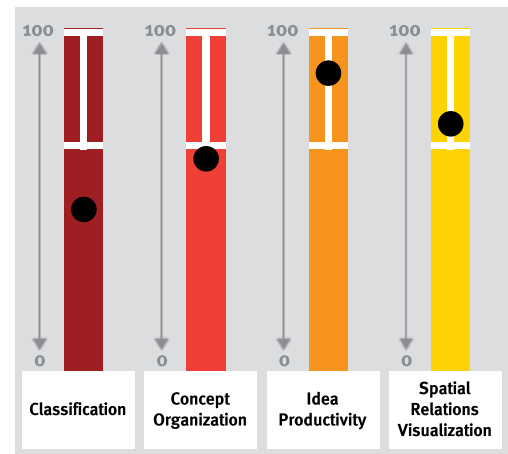
This pattern combines the Consultative Problem Solving abilities (Classification and Concept Organization) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern have very powerful abilities in many diverse areas of functioning. A potential problem with this is that it is nearly impossible for any one job to use all of these talents. It is generally true that we experience dissatisfaction on the job, not because of abilities we do not have, but because of abilities we do have that we are not using. The wide variety of strong abilities in this pattern suggests the need to seek outlets off the job as well as on. Think of your career in terms of expansion. At any given step, think of how you can use the experience and expertise you are gaining now to move to a wider area of influence. You may wish to develop one or more themes to your career, so that when you move from one area to another, you move along a related path of jobs or careers.



Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional world. You will experience more satisfaction in any activity, whether as an avocation or as part of your work, that has a 'hands on' feel to it, and brings you in contact with the real world.

With strong Classification and Concept Organization, you are able to solve problems quickly and well, and can communicate your ideas to other people in a way that they can easily understand. People with this particular combination of abilities often enjoy functioning in a consultative role. They are able to deal with problems quickly and help others understand the solution. They can combine more rapid non logical problem solving with more rigorous, logical and linear problem solving.

Idea Productivity can help with problem solving, since it allows you to come up with many possibilities, and also with communicating, since you are more easily able to think of different ways to express your ideas so that people will understand them. This can help in situations in which you are teaching or convincing others of the rightness of your ideas.



Range of Ability ● Your Score  
Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

## Careers to Explore for Problem Solving - Hands-on Consultative

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Architects](#)  
[Architectural Drafters](#)  
[Cartographers, Photogrammetrists](#)  
[Civil Engineering Technician](#)  
[Computer Hardware Engineers](#)  
[Electro-Mechanical Technicians](#)  
[Electronics Engineering Technicians](#)  
[Nanotechnology Engineering Tech](#)  
[Robotics Technicians](#)  
[Surveyor](#)

### Arts, Design, Entertainment, Sports, Media

[Art Directors](#)  
[Audio & Video Equipment Tech](#)  
[Commercial & Industrial Designers](#)  
[Directors- Stage, Motion Pictures](#)

### Computer and Mathematical

[Computer & Information Research](#)  
[Geospatial Information Scientist](#)  
[Multimedia Developer](#)

[Video Game Designers](#)

### Construction and Extraction

[Electricians](#)

### Healthcare Practitioners and Technical

[Allergists & Immunologists](#)  
[Art Therapists](#)  
[Chiropractors](#)  
[Cytogenetic Technologists](#)  
[Emergency Medical Technicians](#)  
[Family & General Practitioners](#)  
[Nurse Anesthetists](#)  
[Occupational Health Specialists](#)  
[Occupational Therapists](#)  
[Orthodontists](#)  
[Physical Therapists](#)  
[Radiologists](#)  
[Surgeons](#)

### Life, Physical, and Social Science

[Animal Scientists](#)  
[Biochemists & Biophysicists](#)

[Biologists](#)

[Food Scientists & Technologists](#)  
[Forensic Science Technicians](#)  
[Forest & Conservation Technicians](#)  
[Precision Agriculture Technicians](#)

### Management

[Advertising & Promotions Managers](#)  
[Computer & Information Systems Mgrs](#)  
[Construction Managers](#)  
[Emergency Management Directors](#)

### Office and Administrative Support

[Bioinformatics Technicians](#)

### Protective Service

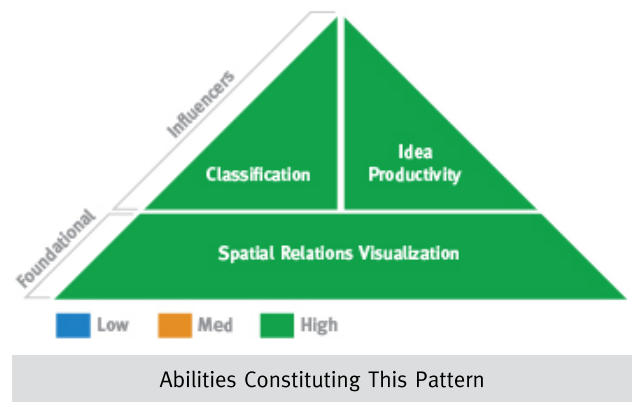
[Police Detectives](#)

### Transportation and Material Moving

[Airfield Operations Specialists](#)  
[Airline Pilots, Copilots, Flight Engineers](#)

## Problem Solving - Hands-on Diagnostic

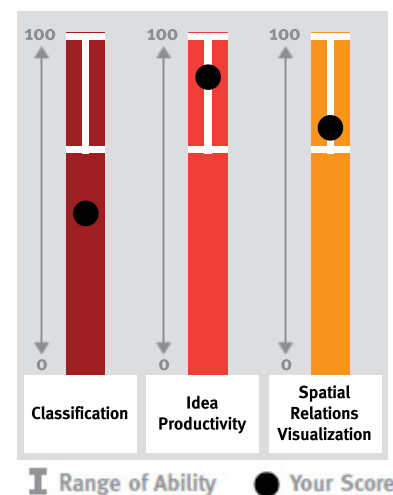
This pattern combines Diagnostic Problem Solving (Classification) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern have very powerful abilities in many diverse areas of functioning. A potential problem with this is that it is nearly impossible for any one job to use all of these talents. It is generally true that we experience dissatisfaction on the job, not because of abilities we do not have, but because of abilities we do have that we are not using. The wide variety of strong abilities in this pattern suggests the need to seek outlets off the job as well as on. Think of your career in terms of expansion. At any given step, think of how you can use the experience and expertise you are gaining now to move to a wider area of influence. You may wish to develop one or more themes to your career, so that when you move from one area to another, you move along a related path of jobs or careers.



Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional world. You will experience more satisfaction in any activity, whether as an avocation or as part of your work, that has a 'hands on' feel to it, and brings you in contact with the real world.

Classification drives people with this pattern to solve problems quickly and well; communicating rationales or ideas to other people may present more of a problem. They often enjoy functioning in a problem solving, or troubleshooting role and thrive on having different types of problems to work on. People with this pattern often 'see' the answer much more quickly than others, and can feel impatient at times unless they consciously make allowances for other people's problem solving styles.

Strong Idea Productivity can help with problem solving since it allows you to come up with many possibilities. This can help in situations in which there is a premium on the speed of resolution rather than on explaining. Your Idea Productivity can also drive you to seek variety in your work.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

## Careers to Explore for Problem Solving - Hands-on Diagnostic

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Automotive Engineering Tech](#)  
[Cartographers & Photogrammetrists](#)  
[Civil Drafters](#)  
[Electromechanical Engineering Tech](#)  
[Electro-Mechanical Technicians](#)  
[Electronics Engineering Technicians](#)  
[Environmental Engineering Technicians](#)  
[Geodetic Surveyors](#)  
[Industrial Engineering Technicians](#)  
[Industrial Safety & Health Engineers](#)  
[Mechanical Engineering Technologists](#)  
[Mining, Geological Engineers](#)

### Arts, Design, Entertainment, Sports, Media

[Camera Operators, Video](#)  
[Choreographers](#)  
[Craft Artists](#)  
[Creative Directors](#)

[Set & Exhibit Designers](#)

### Business and Financial Operations

[Environmental Compliance Inspectors](#)  
[Insurance Appraisers, Auto Damage](#)

### Education, Training, and Library

[Farm & Home Management Advisors](#)

### Healthcare Practitioners and Technical

[Emergency Medical Technicians](#)  
[Oral & Maxillofacial Surgeons](#)  
[Orthotists & Prosthetists](#)  
[Preventive Medicine Physicians](#)  
[Radiation Therapists](#)

### Installation, Maintenance, and Repair

[Aircraft Mechanics & Service Tech](#)  
[Avionics Technicians](#)

### Life, Physical, and Social Science

[Biological Technicians](#)  
[Chemists](#)  
[Forensic Science Technicians](#)  
[Geophysical Data Technicians](#)  
[Geoscientists](#)

[Neuropsychologists](#)

[Remote Sensing Scientists](#)

### Management

[Architectural, Engineering Managers](#)  
[Construction Managers](#)  
[Emergency Management Directors](#)  
[Geothermal Production Mgrs](#)  
[Histotechnologists & Histologic Tech](#)

### Production

[Ophthalmic Laboratory Tech](#)

### Protective Service

[Municipal Firefighters](#)  
[Police Detectives](#)

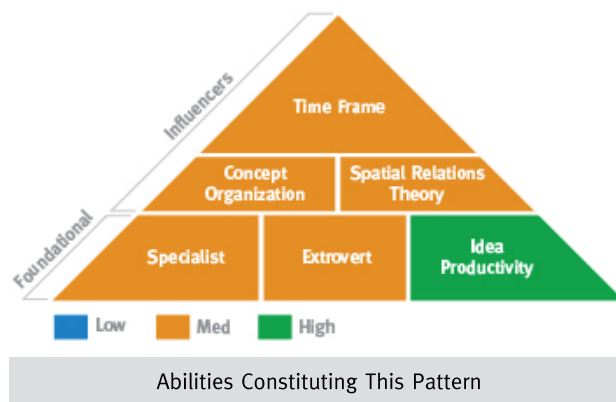
### Transportation and Material Moving

[Airfield Operations Specialists](#)  
[Aviation Inspectors](#)



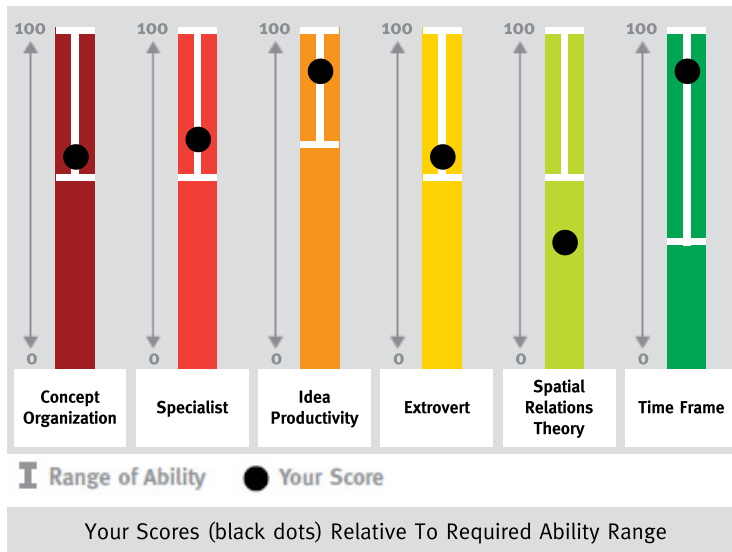
## Initiating - Pursuing

The foundation of this pattern is the personal style of a Detailed Communicator (Extroverted Specialist) with idea-rich Analytical Problem Solving (Idea Productivity, Concept Organization) and an ability to see the interrelationships between pieces within a system (Spatial Relations Theory) over a period of time (moderate to long Timeframe Orientation). People with this pattern most likely combine extensive knowledge and expertise in a particular area of competence with a facility for initiating interaction with others. The addition of high Idea Productivity enhances their capacity to react and respond quickly. And, the addition of Concept Organization and Spatial Relations Theory provide an edge when organizing any system or activity.



A Specialist orientation enables you to view the world from a unique point of view, so that you can often see a solution to a problem that a Generalist might not recognize. This can give you an edge for creating new products and services. Extroversion often results in ease in connecting with people that can make you comfortable discussing your ideas with others. High Idea Productivity can spark ideas about many different products and services to offer and a variety of ways to use them.

Concept Organization helps you plan and organize the wide range of tasks involved in beginning something new, whether a company or product line. You are able to map out an appropriate sequence for developing a new company, inventing new products, or improving existing ones. Spatial Relations Theory helps you see how your products or services, or the company itself, fit into the overall scope of the business world and what impact your activity will have on your industry. These activities usually involve taking calculated risks, so it is important to evaluate your attitude and values related to risk taking before embarking on a totally new or independent adventure.



See next page for CAREERS TO EXPLORE.

## Careers to Explore for Initiating - Pursuing

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Arts, Design, Entertainment, Sports, Media

[Actor](#)

[Public Relations Specialist](#)

### Business and Financial Operations

[Agent & Business Manager](#)

[Fundraiser](#)

### Legal

[Lawyer](#)

### Management

[Advertising & Promotions Mgr](#)

[Education Administrator](#)

[Legislator](#)

[Marketing Manager](#)

### Sales and Related

[Advertising Sales Agent](#)

[Insurance Sales](#)

[Real Estate Broker](#)

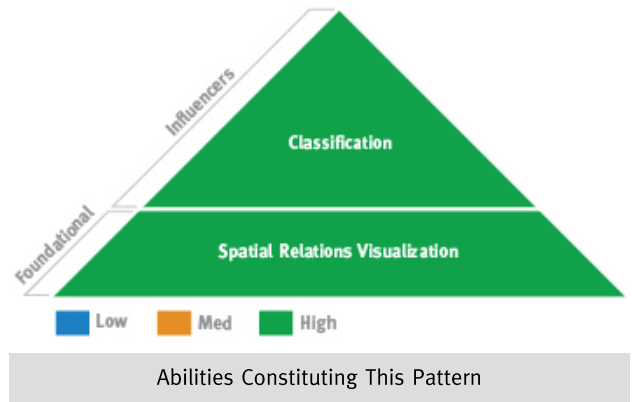
[Real Estate Sales Agent](#)

[Sales Rep, Wholesale & Mfg](#)

[Solar Sales Representative](#)

## Troubleshooting - Hands-on

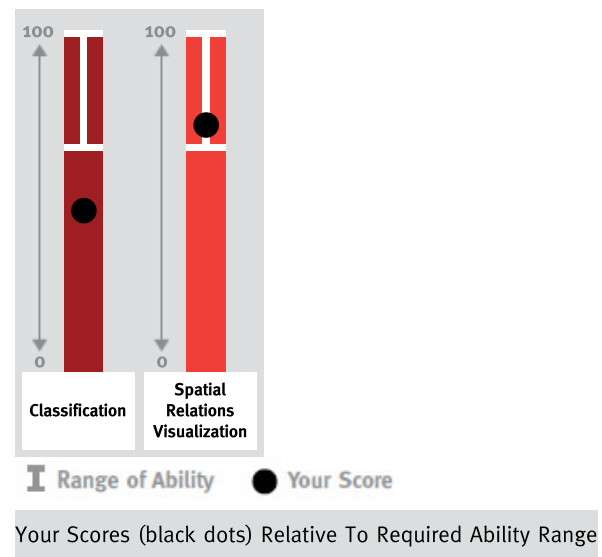
This pattern utilizes Diagnostic Problem Solving (Classification) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional world. You will experience more satisfaction in any activity, whether as an avocation or as part of your work, that has a 'hands on' feel to it, and brings you in contact with the real world.



Classification drives people with this pattern to solve problems quickly and well; communicating rationales or ideas to other people may present more of a problem. They often enjoy functioning in a problem solving, or troubleshooting role and thrive on having different types of problems to work on. People with this pattern often 'see' the answer much more quickly than others, and can feel impatient at times unless they consciously make allowances for other people's problem solving styles. With your combination of strong abilities, you will in all likelihood be most satisfied and happy when you are using them regularly.

This combination of driving abilities is seen quite often in people who operate in environments that require on-the-spot decisions, and a sense of certainty. People who are involved in direct, hands-on problem solving, and technicians who do frequent troubleshooting all use this pattern of abilities. In addition, it is often seen in people who must come into a troubled situation and 'take over' for a time.

See next page for CAREERS TO EXPLORE.



## Careers to Explore for Troubleshooting - Hands-on

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Electronic Drafters](#)  
[Geodetic Surveyors](#)  
[Industrial Engineering Technologists](#)  
[Manufacturing Production Technicians](#)  
[Mechanical Engineering Technologists](#)  
[Microsystems Engineers](#)  
[Robotics Technicians](#)  
[Surveyors](#)

### Arts, Design, Entertainment, Sports, Media

[Coaches and Scouts](#)  
[Commercial Industrial Designers](#)  
[Creative Directors](#)  
[Directors-Motion Pictures, Television](#)  
[Film & Video Editors](#)  
[Graphic Designers](#)  
[Multimedia Artists & Animators](#)

### Business and Financial Operations

[Energy Auditors](#)  
[Environmental Compliance Inspectors](#)

[Government Property Inspectors](#)  
[Insurance Appraisers, Auto Damage](#)  
[Regulatory Affairs Specialists](#)

### Construction and Extraction

[Electricians](#)

### Education, Training, and Library

[Engineering Teachers](#)

### Healthcare Practitioners and Technical

[Athletic Trainers](#)  
[Clinical Nurse Specialists](#)  
[Dietitians & Nutritionists](#)  
[Nurse Anesthetists](#)  
[Occupational Health Specialists](#)  
[Registered Nurses](#)  
[Respiratory Therapists](#)  
[Surgical Assistants](#)  
[Surgical Technologists](#)

### Life, Physical, and Social Science

[Environmental Science & Protection Tech](#)  
[Forest & Conservation Tech](#)  
[Geological Sample Test Tech](#)

[Precision Agriculture Technicians](#)

### Management

[Biofuels Technology Managers](#)  
[Biomass Power Plant Managers](#)  
[Construction Managers](#)  
[Quality Control Systems Managers](#)

### Office and Administrative Support

[Bioinformatics Technicians](#)

### Personal Care and Service

[Hairdressers & Cosmetologists](#)

### Production

[Ophthalmic Laboratory Technicians](#)

### Protective Service

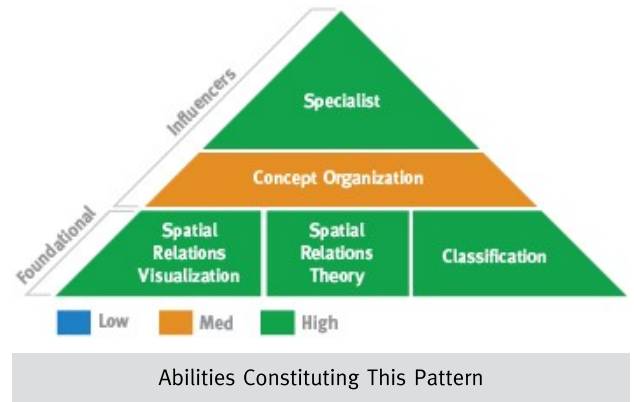
[Fire Fighting, Prevention Supervisors](#)  
[Fire Inspectors](#)  
[Police Detectives](#)

### Transportation and Material Moving

[Airline Pilots, Copilots](#)

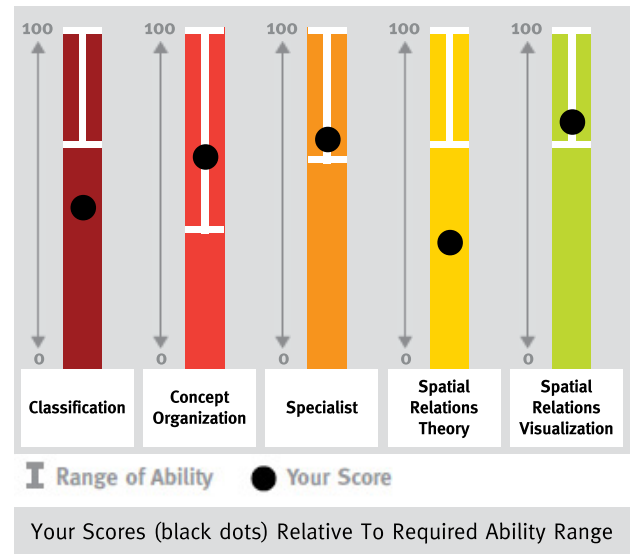
## Specializing - Structural Consultative Problem Solving

This pattern combines a Specialist orientation, a Consultative Problem Solving style (Classification and Concept Organization) and the ability to engineer or design in three dimensions (Spatial Relations Theory and Visualization). With a natural consultative problem solving style, people with this pattern are typically drawn to work roles requiring fast-paced troubleshooting or solution identification within structural industries. You might want to begin your career on the design or implementation team in a structural design or engineering firm. This will give you the necessary experience to be seen as the expert you desire to be. Seeking to remain in the structural, tangible world and not allowing yourself to be thrust into a more theoretical managerial position will be important for your development. Because of your Specialist orientation you would be more successful as a consultant rather than a long-term manager, allowing you to advise from outside the ranks. However, if you are an Extrovert, the energy you gain from working with people might compensate for your Specialist orientation on a team and you would naturally be seen as a leader.



A word of caution about Classification, the higher your score the more pressure you will feel to use it. It can also sometimes cause you to see a problem in almost any plan that is presented, making it difficult for you to make a decision. You need to discipline yourself to move on consistently from identifying problems to also coming up with possible solutions. This is more difficult, but ultimately a more complete use of your considerable talents.

A wide variety of opportunities in STEM (Science, Technology, Engineering, and Mathematics) fields are open to you; they are a strong match for your natural abilities. Seeking out information about these fields in areas of your natural interests would be beneficial to your career journey.



See next page for CAREERS TO EXPLORE.

## Careers to Explore for Specializing - Structural Consultative Problem Solving

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Aerospace Engineers](#)  
[Agricultural Engineer](#)  
[Automotive Engineers](#)  
[Civil Engineering Technicians](#)  
[Computer Hardware Engineer](#)  
[Electrical Engineers](#)  
[Electromechanical Engineer Tech.](#)  
[Electronics Engineering Technicians](#)  
[Energy Engineers](#)  
[Environmental Engineers](#)  
[Fire-Prevention Engineer](#)  
[Industrial Engineering Technologists](#)

[Industrial Engineers](#)  
[Manufacturing Engineer](#)  
[Marine Engineer](#)  
[Materials Engineer](#)  
[Mechanical Engineering Tech.](#)  
[Mechatronics Engineers](#)  
[Microsystems Engineers](#)  
[Mining & Geological Engineer](#)  
[Nanosystems Engineer](#)  
[Petroleum Engineers](#)  
[Product Safety Engineer](#)

### Computer and Mathematical

[Computer Systems Analyst](#)

[Telecommunications Engineer Spec.](#)

### Construction and Extraction

[Construction & Building Inspector](#)  
[Solar Energy Installation Managers](#)

### Installation, Maintenance, and Repair

[Aircraft Mechanic](#)  
[Automotive Master Mechanic](#)

### Life, Physical, and Social Science

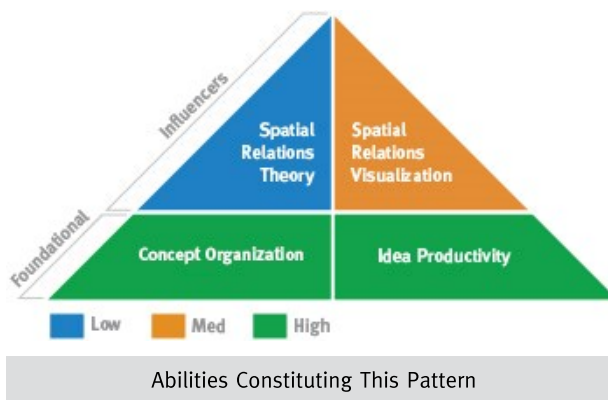
[Chemists](#)  
[Environmental Restoration Planner](#)  
[Hydrologists](#)

### Transportation and Material Moving

[Air Traffic Controller](#)

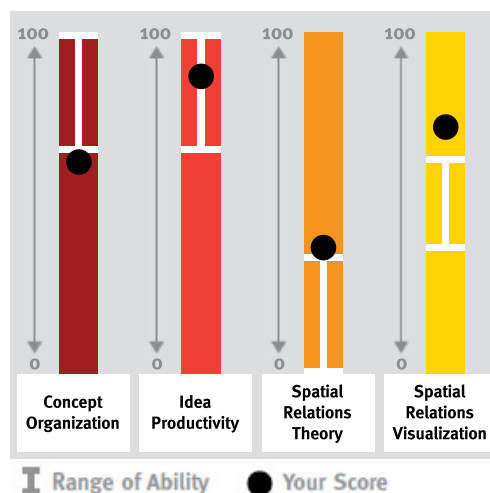
## Problem Solving - Analytical, Idea-rich, Hands-on

This pattern utilizes idea-rich (Idea Productivity) Analytical Problem Solving (Concept Organization) within the hands-on world (Spatial Relations Visualization). The first ability to take into account is your Concept Organization. With strong Concept Organization, you are able to solve problems most easily by projecting logical consequences into the future. This ability also enables you to communicate your ideas to other people in a way that they can easily understand. People with this particular combination of abilities often enjoy functioning in planning roles. They are able to deal with problems in a rigorous, logical and linear manner that lends itself easily to projections and forecasting the future.



Strong Idea Productivity can help not only with problem solving, since it allows you to come up with many possibilities, but also with communicating, since you are more easily able to think of different ways to put your ideas so that people will understand them. This can help in situations in which you are teaching or convincing others of the rightness of your ideas.

Your score in Spatial Relations Visualization makes it easy for you to relate to both the tangible and intangible world. This makes you the perfect interpreter between abstract and concrete people. Your lower score in Spatial Relations Theory indicates that your moderate score in Spatial Relations Visualization may or may not need an outlet. Pay attention to your history, interests, and behavior to decide if a work role feels too intangible or tangible to you. If you enjoy working with tools, have a native understanding of machines, are interested in science or technology, or just enjoy the look, shape and feel of things, you may well prefer work roles that keep you connected to the concrete, tangible world. If, on the other hand, you don't care much about technology, have no seeming native ability with machines, or you don't care much about working with tools or things, you may be more at home with intangible work.



Your Scores (black dots) Relative To Required Ability Range

This combination of driving abilities is seen quite often in people who consult as an expert for others. People with this pattern are often more comfortable making long range interventions and plans than they are with crisis management. It is often used by people who write, speak, or think for a living. Use your knowledge of your personal style such as Generalist/Specialist and Extrovert/Introvert nature to guide you to your specific work roles.

See next page for CAREERS TO EXPLORE.

## Careers to Explore for Problem Solving - Analytical, Idea-rich, Hands-on

Organized by **Job Families** which are groups of occupations based upon work performed, skills, education, training and credentials.

### Architecture and Engineering

[Biochemical Engineers](#)

### Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Broadcast Technicians](#)

[Craft Artists](#)

[Editors](#)

### Business and Financial Operations

[Fraud Examiners, Investigators & Analysts](#)

[Government Property Inspectors](#)

[Labor Relations Specialists](#)

### Community and Social Service

[Educational, Guidance Counselors](#)

### Computer and Mathematical

[Applications Software Developers](#)

[Business Intelligence Analysts](#)

[Video Game Designers](#)

[Web Developers](#)

### Education, Training, and Library

[Architecture Teachers, Postsecondary](#)

[Area, Ethnic, & Cultural Studies Teachers](#)

[Economics Teachers, Postsecondary](#)

[Education Teachers, Postsecondary](#)

[Environmental Science Teachers](#)

[Philosophy & Religion Teachers](#)

### Healthcare Practitioners and Technical

[Art Therapists](#)

[Clinical Nurse Specialists](#)

[Dermatologists](#)

[Genetic Counselors](#)

[Internists, General](#)

[Neurologists](#)

[Nuclear Medicine Physicians](#)

[Veterinary Technologists & Technicians](#)

### Installation, Maintenance, and Repair

[Security & Fire Alarm Systems Installers](#)

### Life, Physical, and Social Science

[Biological Technicians](#)

[City & Regional Planning Aides](#)

[Environmental Restoration Planners](#)

[Remote Sensing Technicians](#)

[Urban & Regional Planners](#)

### Management

[Biofuels Production Managers](#)

[Education Administrators, Postsecondary](#)

[Education Administrators](#)

[Public Relations & Fundraising Mgrs](#)

### Personal Care and Service

[Fitness Trainers & Aerobics Instructors](#)

### Protective Service

[Police Detectives](#)

### Sales and Related

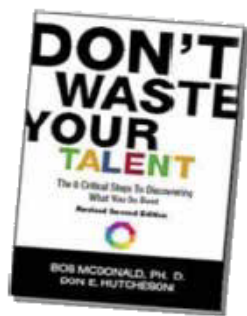
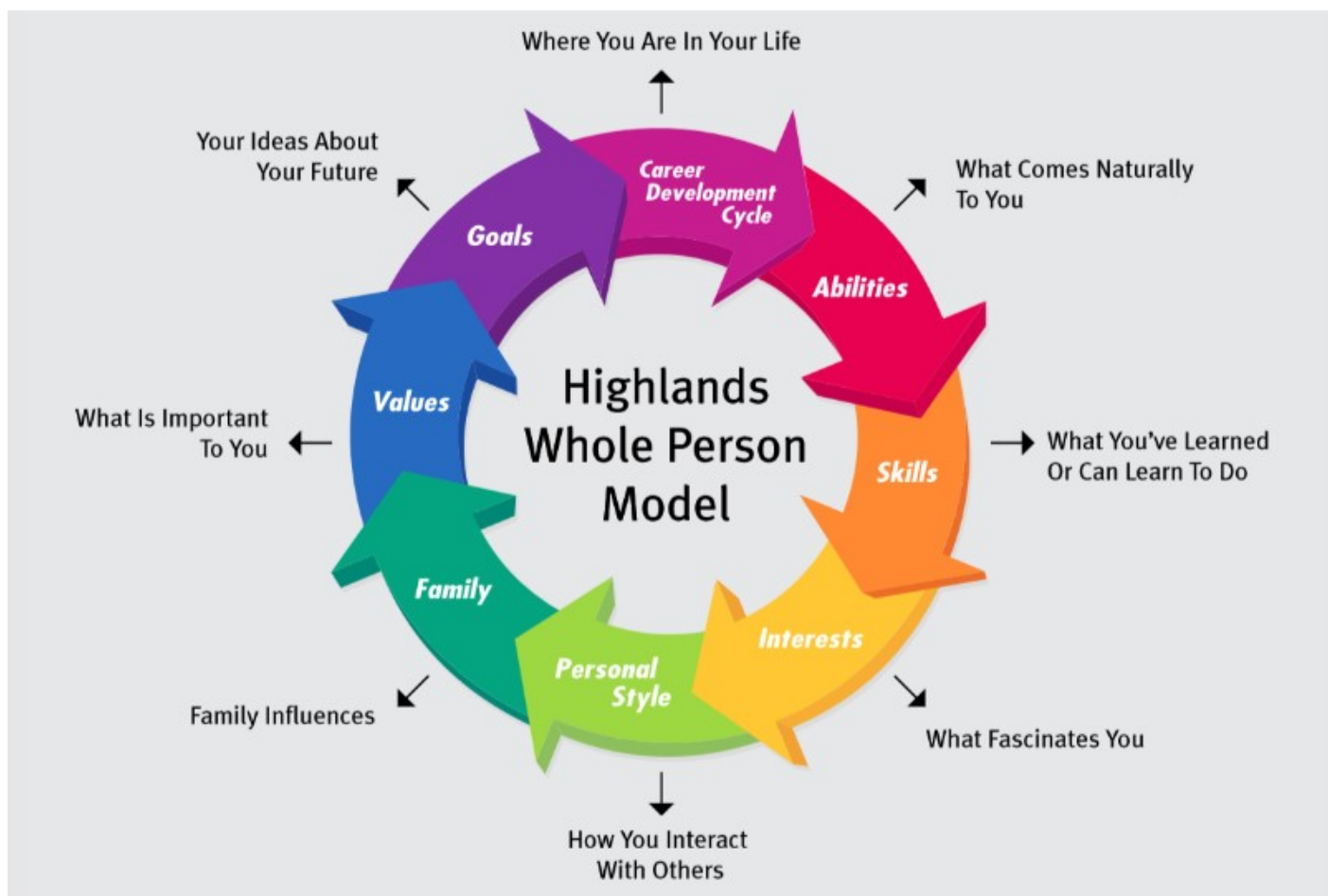
[Insurance Sales Agents](#)



## VIII. Next Steps

The **Don't Waste Your Talent: Personal Vision Coaching Program** is the next step in the Highlands' Whole Person Method, a holistic approach to create your personal vision to life and career fulfillment.

The single greatest predictor of success, a Personal Vision statement, is an articulated, detailed description of who you are and how you want to live your life. A powerful differentiator, this mission statement is a unique expression of what is important to you and will equip you to deal with any setbacks or obstacles that life may present.



Creating a Personal Vision Statement requires careful thought and reflection in exploring each of the 8 essential factors of the Whole Person Model.

Your Highlands Certified Consultant will guide you to create your Personal Vision of your ultimate goals and how to take practical steps to identify and pursue the career that best aligns with that vision.

**Don't Waste Your Talent: The 8 Critical Steps to Discovering What You Do Best -**

**A Highlands' publication. Order your copy [here](#)**

## Consult Your Highlands Affiliate

Your Highlands Affiliate is an active partner in your career exploration. The more effort you put in, the more your Affiliate can help. Your Affiliate will help you understand the benefits of making the following shifts in how you approach your results, and how you can make educational and career choices now and in the future:

Move from thinking	Move to thinking
There is an answer or formula that an expert can provide to tell me what I should be or do	By understanding myself in terms of my abilities and other factors, I can choose and explore multiple options to determine the best fit
There is one “right”, “best” or “ideal” ability profile	It is important that I understand my profile and how to best use my strengths
There is a perfect job/career	There is a job or career path that may fit me now and as I grow in my career
There is only one way to do a job	What is my best way of accomplishing specific job responsibilities
Jobs don’t change	Because jobs and careers can change, I need to be aware of how my strengths fit and what, if any, skills I need to build
Personal circumstances don’t change	Because personal circumstances can and do change I need to be aware of my personal style and abilities to learn to adapt to changing circumstances
The right job will just show up	I need to take action and explore options

## Explore Your Interests

Abilities and interests go hand in hand. Abilities provide the potential for doing things well and interests provide the motivation and energy to use those abilities. Most of the time, a strong ability will assert itself and you will use it in a variety of ways without ever thinking about it. Sometimes, however, a strong ability may remain dormant due to lack of interest in applying it or lack of experience in using it. Conversely, a strong interest can provide the motivation to develop a particular skill even if your aptitude is low or moderate.

Take playing basketball as an example. Those who have a natural ability to play, and an interest in doing so, may play the game well with little effort. Those who have the natural talent and have never tried playing may not know their capability, while others with this natural talent may have no interest in playing. Either way, their natural talent for playing basketball will not be demonstrated. There is also a group of people who become very good basketball players through practice, practice, practice even though their natural talent is low to moderate.

If you've never explored your interests or if you are curious about the alignment of your abilities with your interests, you can begin by going to the free Interest Inventory published by the US Department of Labor on the O\*Net website at <http://www.mynextmove.org/explore/ip>. The O\*NET is the nation's primary source of occupational information. You can also work with your Highlands Affiliate who may have additional inventories and activities to explore your interests.

## Seek Out Experiences Or Talk To People With Experience

Building self-awareness is key to your success. Success in college, success in the world and how much you enjoy your life will be determined by how well you know yourself. Knowledge about your natural abilities is at the foundation. Knowledge about other internal factors is key.

Awareness of how each factor works for you and how all factors work together will only come from seeing them in action. That's why proactively seeking out experience is critical.

You may consider volunteer work, clubs, committees, work-study programs, co-op programs, job shadowing, informational interviewing/surveying, part-time jobs, community service, and non-credit classes. You can tinker with computers, machines, equipment, instruments, artistic mediums, and other hands-on materials. You can run for office in a club, try your hand at public speaking or perform in a school or community play. Whatever experiences you have will help you expand or refine your career exploration.

Alternatively, take every opportunity you get to talk to people who are working in career fields that interest you. Develop a list of questions that will help provide you with the information you need to expand or narrow your search. Whether you take advantage of job fairs and speakers, or ask friends and family for people to talk to, this is an important way to gather realistic information and may even provide additional avenues to explore.

Your Highlands Affiliate can help you be proactive in your choices. Work with your affiliate to identify options to explore based on your unique self. You can feel confident about the talents identified by the HAB. You are equipped with a language to connect what you know about yourself to the world of work. Now it's up to you to use it!

***“Some people use their talents: others ignore them. Our philosophy is this: TAP INTO YOUR TALENTS – DON'T WASTE THEM, they are your hard-wired key to personal and professional success” (McDonald et. al., DWYT)***

### CREDITS

The Highlands Career Exploration Supplement (HCES) is copyrighted by The Highlands Company 2014, all rights reserved. Material for this report comes from the knowledge and experience of all Highlands Affiliates. Developed for this report by primary author Dori Stiles, PhD with significant contributions by co-authors Tami Peterson, Leslie Martin and Robert Wall. HCES team members include Andrew Neiner, PhD – statistician and Natalie Pepper – editing.



**SAMPLE**

## VII. Exploring Occupations & Careers Ability Patterns Complete List

Rank	Ability Patterns - Rank Order Listing	
1	Writing/Planning (90.43)	36 Specializing- Creative (56.81)
2	Hands-on Consultative Problem Solving (87.49)	37 Performing Communicator (54.82)
3	Hands-on Planning (87.45)	38 Sensing- Creative (52.97)
4	Hands-on Troubleshooting (87.45)	39 Hands-on Pragmatic Brainstorming (49.69)
5	Hands-on Diagnostic Problem Solving (86.53)	40 Connecting- Brainstorming (49.29)
6	Communicating (84.88)	41 Group Influencing (49.01)
7	Structural Diagnostic Decision Making (84.65)	42 Documenting/Recording- Numerical (47.02)
8	Investigating- Planning (83.51)	43 Selling- Specialized (46.65)
9	Specializing- Life Science (82.79)	44 Diagnostic Networker (46.63)
10	Engineering- Technical (82.27)	45 Pragmatic Systemic Brainstorming (46.59)
11	Visual Technical- Creative (81.98)	46 Analytical Idea-rich Hands-on Problem Solving (45.98)
12	Biological Science/Medical (81.6)	47 Information Gathering- Numerical (44.49)
13	Specializing- Structural Consultative Problem Solving (80.09)	48 Selling/Promoting (41.89)
14	Media Creative (78.98)	49 Idea-rich Analytical Practical Problem Solving (40.65)
15	Engineering- Technical Design (78.66)	50 Technical- Hands-on (40.25)
16	Writing- Creative (78.56)	51 Analytical Hands-on Problem Solving (38.17)
17	Motivating- Physical (78.1)	52 Specializing- Connecting/Helping People (35.91)
18	Pinpointing Details (77.22)	53 Passion/Interest Driven (35.77)
19	Analytical Idea-rich Systemic Problem Solving (75.95)	54 Hands-on Pragmatic Problem Solving (33.24)
20	Specializing- Logical Analysis (74.28)	55 Practical Diagnostic Problem Solving (31.94)
21	Writing- Technical (73)	56 Practical Analytical Problem Solving (31.94)
22	Culinary Arts (72.91)	57 Practical Pragmatic Brainstorming (31.31)
23	Life/Biological Science (72.47)	58 Managing (28.16)
24	Structural Generalist (71.81)	59 Idea-rich Consultative Structural Problem Solving (0)
25	Assessing- Numerical (69.57)	60 Idea-rich Hands-on Pragmatic Problem Solving (0)
26	Specializing- Hands-on (66.83)	61 Designing (0)
27	Systemic Consultative Problem Solving (66.14)	62 Practical Consultative Problem Solving (0)
28	Advising (64.73)	63 Managing- Short-term Projects (0)
29	Instructing/Training (62.72)	64 Musical Performing (0)
30	Initiating- Pursuing (62.14)	65 Musical Connection (0)

31	Engineering- General (62.05)	66	Assisting- People (o)
32	Structural- Directing (61.62)	67	Specializing- Visual Technical (o)
33	Specializing- Focused Structural (61.21)	68	Specializing- Visual (o)
34	Arranging-Creative (59.87)	69	Specializing- Advising (o)
35	Mediating- Diplomatic (58.05)		

Click Each Pattern Online for Full Description

**Distance Score Key:**

**Very Clear Connection to Abilities:** distance score  $\geq 70.00$

**Somewhat Clear Connection to Abilities:** distance score 60.00 to 69.99

**Next Clear Connection to Abilities:** distance score  $\leq 59.99$

**Key Ability for this Profile did not meet minimum criteria:** distance score = 0

 THE HIGHLANDS  
ABILITY BATTERY

**CONFIDENTIAL WORK TYPES**

for

SAMPLE REPORT

Date of Test:	Online Version
Work Phone: -	<b>Client Type:</b> Adult
Home Phone:	
E-mail:	The Highlands Company Larchmont, NY 10538
Adult: <input checked="" type="checkbox"/>	Student: <input type="checkbox"/>
	<a href="http://www.highlandsco.com">www.highlandsco.com</a>

Your WorkTypes Report draws from your HAB results and ties your natural abilities into roles and responsibilities that are typical in just about any occupation. You can look at this report as a kind of translation—taking your natural abilities and putting them into the day-to-day language of the workplace.

This report is **not** an evaluation of your proficiency or performance. Instead, it is a selfmanagement tool that can help you to:

- **Refine** your work—prioritize roles or responsibilities to eliminate or avoid;
- **Reprioritize** your work—minimize some roles or responsibilities by delegating them or maximize others by taking on more; or
- **Refresh** your work—identify new roles or responsibilities to add.

WorkTypes describe generic roles and responsibilities—not specific jobs—so they are applicable to any career field. For example, the responsibility of “teaching” can be part of many jobs while the job title “teacher” refers to a specific job or position. The Highlands list of WorkTypes contains an instructive guide to applying your abilities to the workplace.

## UNDERSTANDING YOUR WORKTYPES REPORT

This report provides a rank order of the 35 WorkTypes based on your unique ability profile, sorted into four categories: Strong, Good, Moderate, and Weak matches. Not everyone has matches with all four categories.

- **Strong matches** represent work activities that you are driven to use or are so automatic to you that you need to be intentional to not always use them.
- **Good matches** represent work activities that that are natural to you and you have more flexibility in using or not using.
- **Moderate matches** are work activities with a foundation upon which you will find it relatively easy to build skills.
- **Weak matches** are work activities that need to be learned and so long as they are used consistently, can be done with ease once acquired.

We all work from a combination of abilities and skills. Typically, the greater the strength of a WorkType *match*, the easier it is to perform and the more you’ll enjoy using it. While building skills through experience or training can enhance performance of WorkTypes so that they become easier, the key is to pay attention to the amount of time, effort, and energy required to maintain proficiency. Use this information to balance abilities and skills as you accomplish your job responsibilities.

## HOW ARE WORKTYPES MEASURED?

Each of the WorkTypes is connected to various measured natural abilities. Some of the WorkTypes depend on as many as eight different, interrelated abilities. Others depend on two or three.

In most of the WorkTypes, the abilities are considered positively—that is, if you score high in an ability, you’ll have a stronger match with the WorkType. However, for some of the WorkTypes, one or more of the abilities are considered negatively. That is, if you score high in the ability, it *decreases* your match with the WorkType and if you score low in the ability, it *increases* your match with the WorkType. Some of the abilities within particular WorkTypes are considered to have relatively greater impact than others. These are given correspondingly more weight when calculating the match.

Experience matters more with some WorkTypes than with others. Particularly in those WorkTypes in which negatively weighted abilities play a major part, your work experience may modify and increase your ultimate success and satisfaction with your work. These WorkTypes in which experience can be a heavily weighted factor are marked with an asterisk (\*).

### TIPS FOR REVIEWING YOUR WORKTYPES

- **Review the strength of match of your WorkTypes to change *how* you work.** Since there is more than one way to perform any job satisfactorily, there is flexibility in *how* you accomplish your required responsibilities. Use the WorkTypes to restructure how you perform your work.
- **Identify the WorkTypes important to your current job.** Not every WorkType will be equally important. Consider your matches against the requirements of the job. Are they in sync? Having a particular strength does not guarantee the opportunity to demonstrate it in the workplace. And those weaker matches represent skills to develop, if you haven’t already, in order to successfully do your job. Remember, WorkTypes represent matches with your abilities rather than an evaluation of your performance—which is a combination of abilities *and* skills.
- **Very Strong Matches can sometimes represent stumbling blocks.** Strong WorkType matches will identify roles that come naturally to you, but they may inhibit you from attempting other roles in which you may perform just as well and achieve greater satisfaction.
- **Apply this information to your career development.** As you look to the future, consider the outlets for your WorkTypes. Are there WorkTypes that you enjoy although they are not required on your job? Can you be on the lookout for opportunities to try them out on the job? Can you find outlets off the job? Are there WorkTypes in which you would like to gain experience or develop skills? Similarly, job responsibilities change over time. As opportunities present themselves, use the WorkTypes information to take on more of the roles you enjoy and reduce those you enjoy less. You can also use the WorkTypes to negotiate new responsibilities.
- **The WorkTypes are transferable.** Your scores are based on your natural abilities. You can move from one job or work setting to another and know that you have the potential to perform specific roles or responsibilities. Given the current rate with which job situations change, this is a valuable piece of information to know.

### Strong Match With Your Abilities

Work Type	Definition
<ul style="list-style-type: none"> <li>• <b>Decision-Making, Directional/Strategic*</b></li> </ul>	Making strategic, directional decisions for an organization or group. This is contrasted to more tactical problem-solving.
<ul style="list-style-type: none"> <li>• <b>Setting Overall Direction*</b></li> </ul>	Able to ignore unimportant details in order to see and track a longer-range, overall directional picture of an organization or process.



## Good Match With Your Abilities

Work Type	Definition
• <b>Planning, Strategic</b>	Planning for long-term, directional movement in an organization or group.
• <b>Problem-Solving, Experiential*</b>	Using your experience in previous similar situations as a guide to action and problem-resolution in the present.
• <b>Problem-Solving, General</b>	Quickly understanding and finding solutions to new problems that arise. The premium in this role is being able to solve problems quickly.
• <b>Communicating, Writing</b>	Writing and presenting ideas in such a way that they are understandable to others. This can involve transmitting information, persuading, or exhorting.
• <b>Prioritizing</b>	Creating logical sequences. Understanding and making decisions about the order of importance or order in time of events or processes.
• <b>Managing, People*</b>	Motivating and inspiring the best performance from people who report to you. Making directional decisions for groups.
• <b>Problem-Solving, Logical/Analytical</b>	Using and combining information to reach logical, predictive conclusions.
• <b>Managing, Structural/Engineering*</b>	Managing people and processes that are involved with using technology and/or manufacturing real, tangible products.
• <b>Communicating, Speaking/Listening</b>	Picking up and transferring information orally through listening to others and speaking to them.
• <b>Research, General</b>	Information-gathering in any particular subject area. Also involves reaching conclusions about what is discovered.
• <b>Coaching</b>	Helping people reach their goals more quickly and effectively by communicating skills/wisdom gained through experience.

## Moderate Match With Your Abilities

Work Type	Definition
• <b>Connecting at Feeling Level</b>	Relying on the feeling/emotional level of experience rather than logic or analysis in interacting with others.
• <b>Problem-Solving, Scientific</b>	Problem-solving and research in natural sciences.
• <b>Problem-Solving, Consultative</b>	Solving problems from a position as an expert outside normal organizational channels. Also involves persuasion in getting others to see your point of view.
• <b>Research, Scientific</b>	Information-gathering in a scientific or technical area. Also involves reaching conclusions about what is discovered.

• <b>Selling</b>	Persuading other people, usually in a face-to-face situation, to see an idea or product in the same way that you do.
• <b>Teaching</b>	Helping others understand, learn, and/or use specific information or processes.
• <b>Problem-Solving, Creative</b>	Problem-solving that involves the right hemisphere of the brain, yielding new, unique solutions. Also involves abilities useful in brainstorming.
• <b>Motivating*</b>	Inspiring others to their best performance and productivity.
• <b>Mediating, Diplomacy</b>	Hearing opposing points of view and explaining them to the opposing sides with the object of fostering cooperation or agreement.
• <b>Paying Attention to Details</b>	Seeing and attending to small details of projects and processes.
• <b>Creating, Artistic</b>	Coming up with new, creative, and unique ideas or images. This does not necessarily involve solving a particular problem, although it can. This role often involves the right hemisphere of the brain.
• <b>Problem-Solving, Structural/Engineering</b>	Understanding and solving problems associated with using technology and/or manufacturing real, tangible products.
• <b>Planning, Tactical/Specific</b>	Paying attention to specific directions and tactical issues in order to plan specific actions or events.

### Weak Match With Your Abilities

<b>Work Type</b>	<b>Definition</b>
• <b>Problem-Solving, Technical/Abstract</b>	Understanding and finding solutions to new technical, scientific, or engineering problems, especially in theoretical, abstract, or non-hands-on situations.
• <b>Facilitating Interactions*</b>	Fostering productive communication between two or more other people.
• <b>Performing</b>	Putting yourself in front of other people to inform, teach, sell or entertain them.
• <b>Creating, Processes and Procedures</b>	Creating logical sequences of events to accomplish particular tasks. Involves analysis to reduce a task to its basic elements and synthesis to create a sequence yielding a repeatable outcome.
• <b>Making Contact With Others</b>	Forming and keeping personal relationships with others. Examples might be meeting and forming relationships with potential clients or keeping long-term business relationships with influential people.
• <b>Problem-Solving, Diagnostic</b>	Gathering information about a particular subject or process to find out what is wrong, what should be fixed, or what can improve it. Involves inductive reasoning.
• <b>Managing, Processes</b>	Understanding and making decisions regarding

	complex, multifaceted processes that may involve people, information systems, or machines.
• <b>Designing, Technical</b>	Creating new, two- or three-dimensional designs. This kind of design has a clear goal and a defined set of information to communicate.
• <b>Designing, Artistic</b>	Creating new, creative two- or three-dimensional designs. This does not necessarily have a specific goal or purpose, but it may also be goal or end-directed.



**CONFIDENTIAL REPORT**

for

ADULT SAMPLE

Date of Test: 2015-01-05 02:39:41

Online Version

Work Phone: 000.000.0000

**Client Type:**  
Adult

Home Phone:

E-mail: [Adulttest1@highlandsco.com](mailto:Adulttest1@highlandsco.com)

**Report Type:**

Student:      Adult: ✓

The Highlands Company  
Larchmont, NY 10538  
[www.highlandsco.com](http://www.highlandsco.com)



This report contains four sections interpreting your results on the Ability Battery.

**Your Ability Profile.** This is a representation in graphic form of your results in twenty-one measures. The results are expressed as percentiles. They indicate how your results relate to the results of all other persons who have completed the Battery.

**Your Individual Abilities.** This section shows your results on the nineteen worksamples in the Highlands Ability Battery. Your natural abilities are important to consider when making educational, career or life decisions. They influence:

- the work or school environment that feels most comfortable to you
- how you learn new information most easily
- how you solve problems and make decisions most efficiently
- how you communicate with others most effectively

As you have discovered, the Highlands Ability Battery™ measures abilities objectively. It does this through actual samples of performance called worksamples. These enable you to know what kinds of tasks and jobs will come quickly and effortlessly and also what kinds of tasks will be more difficult.

Most of the ability worksamples you took were timed. A true ability is demonstrated when a particular task comes easily, quickly, and effortlessly. When a task needs more effort, when it does not come as quickly, it is probably not a strong ability.

Your results are given as percentiles. This means that your results on each worksample were compared to the results of all persons who have taken the same worksample. Your percentile score gives us an objective way to compare how you did on the worksample with how other people have done. If you scored high in an ability as compared to other people, you can infer that this is a strong ability for you. Remember that it is not important to have high scores on every worksample; rather, it is important to know and understand what each of your scores means for you as an individual.

Everyone has a pattern of abilities, with some strong abilities and some weak abilities. The measure of your abilities' impact on you is your own pattern of strong and weak abilities. There are no "good" patterns or "bad" patterns. Every pattern means that some things will be easy for you to do or learn, others more difficult. In using this information, it's important to move toward roles that capitalize on your strengths.

Among other things, you will want to take your abilities into consideration when:

- Figuring out the best way to study, read and learn
- Identifying possible careers
- Identifying possible major areas of study
- Planning internships or work study programs that fit
- Changing your career
- Identifying new directions for your current career
- Re-entering the work force
- Maximizing your performance at work

- Relating to your fellow workers
- Achieving satisfaction and harmony in your life

Knowing your abilities can help you steer toward tasks and roles that use your best talents, and steer away from tasks that would be naturally difficult for you to do.

Remember that any educational or career decision you make should take into account not only your abilities, but also other important life factors - such as your interests, personality, goals, values, family of origin and experience, and your stage of career development. Abilities alone should not determine what career and life decisions you make. Abilities should be considered a basic and important piece of the whole picture.

Remember, abilities:

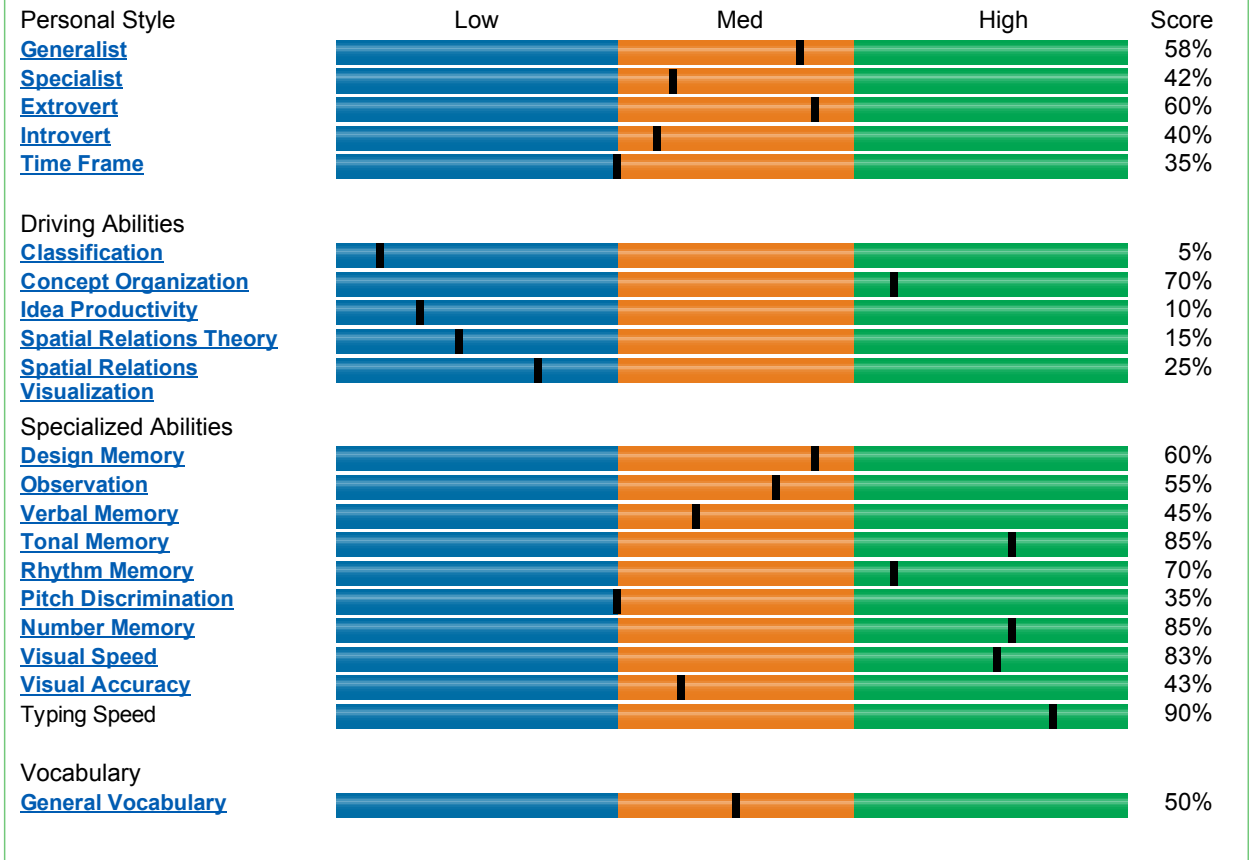
- Are crucial in defining which tasks are naturally easy and which tasks are more challenging
- Can cause dissatisfaction if ignored
- Do not deteriorate with neglect but remain with you forever - unlike skills
- Create many patterns - none of them inherently good or bad; each pattern indicates that some tasks and roles are easy for you and others more difficult.

**Four Key Dimensions.** This section relates your abilities to the four key dimensions of your work life: Work Environment / Personal Style / Learning & Problem Solving / Decision Making & Communication.



## Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations



Your scores are given as percentiles. Each percentile compares your score to the scores of all persons who have taken the same worksample.

ADULT SAMPLE



## ABILITIES

This report describes each of your abilities. It tells you: the general definition of the ability; how the ability was measured; your score; and how to interpret your score. The abilities are grouped under the headings **Personal Style**, **Driving Abilities**, **Specialized Abilities**, and **Vocabulary** to make them easier to understand and discuss. The scores shown are the same as in your Ability Profile.

### PERSONAL STYLE

This section shows your results in three scales which interpret the frame of reference from which you approach your work: the Generalist/Specialist scale, the Introvert/Extrovert scale, and Time Frame scale.

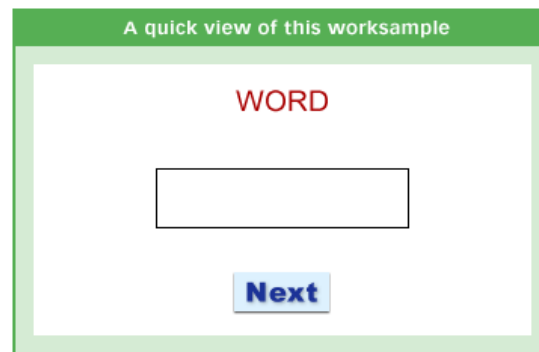
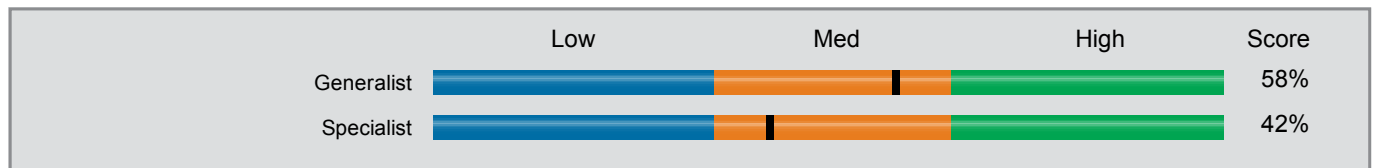
Both the Generalist/Specialist scale and the Extrovert/Introvert scales are continuums which show your relative position on the scales. The Generalist/Specialist scale is an indicator of your overall orientation in whatever work you do. Your relative position on this scale speaks more to the role you should play at work than to the kind of work you should do. Your relative position on the

Introvert/Extrovert scale is an indicator of the kind of interpersonal work environment which you will most enjoy. Neither scale determines the type of work you should do, nor the role you should play at work. A manager may be an Introvert or an Extrovert, but he or she may have a different style, and create a different interpersonal working environment, than another manager.

Finally, your Time Frame Orientation helps you understand your orientation towards planning, goal setting and accomplishing tasks.

### Generalist/Specialist

This worksample determines your preference for independent work or for working as part of a group.



Everyone is a blend of Specialist and Generalist and shows some aspects of both. You score in the mid-range on this scale. This means that you can function to some extent on both sides of the scale. You need to understand both sides of the scale because people scoring in the mid-range combine the qualities of both.

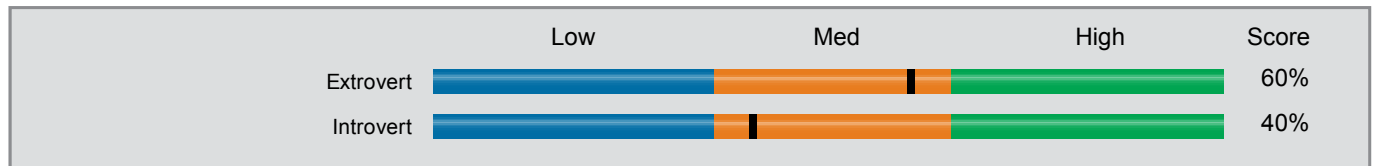
- Specialists have a unique, individual way of looking at the world. They see things somewhat differently from anyone else. This is a clear strength in the right setting.
- Specialists have a unique perspective on things, and they will be working against themselves if expected to come up with "regular" responses, or to be "part of the herd."
- Specialists like to master a body of knowledge or to develop a skill of their own.
- Specialists advance in organizations by becoming more and more knowledgeable in a particular area until they know more about it than anyone else.
- Specialists pursue goals and solve problems best by working independently and autonomously.
- Generalists, on the other hand, like to work with and through people. They work best in groups or teams.
- Generalists like variety in their work and can go from one job to another as long as they see that the group's goals are being met.
- Generalists think in terms of the common goals of the team or organization and how best to accomplish them.
- Generalists often succeed in organizations by means of teamwork and interpersonal competence.



- People scoring in the mid-range combine the qualities of both Specialists and Generalists. A good way to combine the qualities is to study a specialized field or problem and then to offer your knowledge in a group-oriented activity or project.

### Introvert / Extrovert

This worksample determines the interpersonal environment you prefer in the workplace, and how you prefer to divide your time between working alone and working with people.



#### A quick view of this worksample

Please answer all of the following questions. Do not spend too much time thinking, just answer to the best of your ability. When you are finished, click Next.

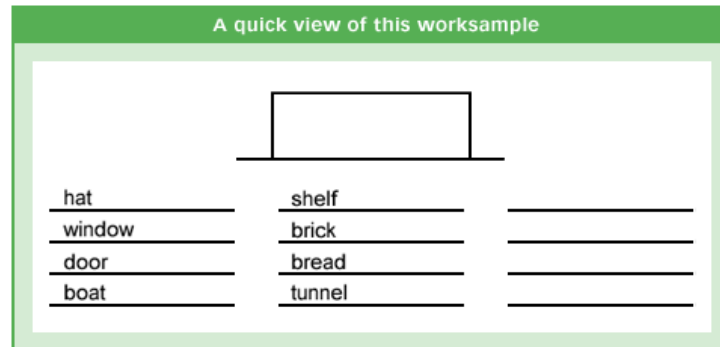
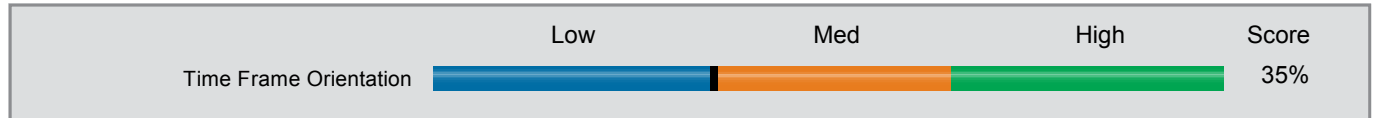
- |                       |                       |  |
|-----------------------|-----------------------|--|
| <b>Yes</b>            | <b>No</b>             |  |
| <input type="radio"/> | <input type="radio"/> | 1. Do you tend to introduce yourself to others rather than waiting for them to do so?          |
| <input type="radio"/> | <input type="radio"/> | 2. Are you more likely to have one or two closer friends rather than having many broader ones? |

No one prefers Introversion or Extroversion all of the time. Your score is in the medium range, indicating that you do not have a strong preference for either Introversion or Extroversion, but have some characteristics of both.

- From your Extroversion side, you get energy from being with people and you like being around others. You can become stressed and dissatisfied in jobs that require you to be alone all of the time.
- From the Introversion side, you get energy and renewal from time spent by yourself. No matter how skillful you are, long periods of interacting with others will leave you drained.
- You can enjoy working with others, but are also able to concentrate on work that requires solitary effort for long periods.
- You enjoy interactions with others. On the other hand, you are able to be alone some of the time and enjoy this.
- You may find that you lean more in one direction than the other, but you need to allow a good balance in your life between being with others and being by yourself.

## Time Frame Orientation

This worksample measures the span of time you tend to project and consider when making future plans or working on projects. It indicates how you consider naturally the impact of present actions on future plans.



As a person with a short or immediate Time Frame Orientation, you...

- Have a natural Time Frame of about six months to one year for making plans, thinking about your future, or considering the impact on your life of what you are doing now.
- Can work to accomplish a goal requiring longer Time Frame (five years, for example) by consciously breaking it into clear segments that fall within your natural Time Frame.
- Are able to move from project to project easily without being encumbered by a fixed, long-term view of things.
- Can find this orientation helpful in jobs that demand relatively immediate closure or completion.
- Should be aware that your hunger for immediate results can undercut your ability to complete projects that demand longer completion times. You will need to manage your natural Time Frame Orientation in such projects by consciously breaking them up into shorter steps and then focusing on each step.

## DRIVING ABILITIES

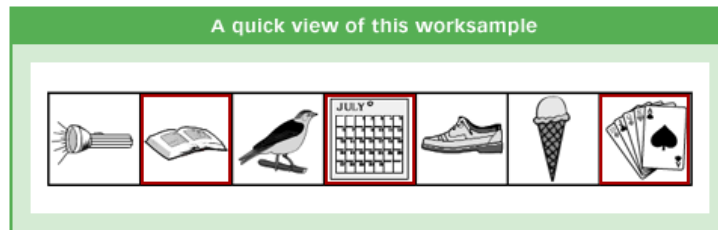
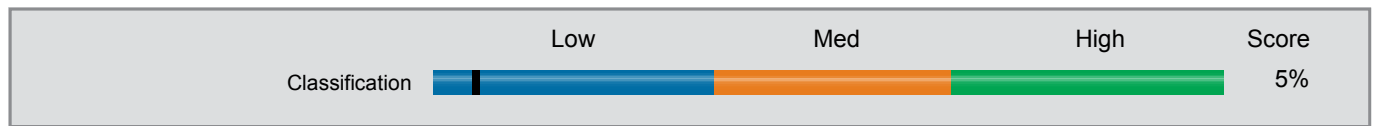
This section shows your results in five worksamples. Together, they are called the Driving Abilities. They are: **Classification**; **Concept Organization**; **Idea Productivity**; **Spatial Relations Theory**; and **Spatial Relations Visualization**.

The Driving Abilities are very powerful and influence almost every part of our work lives. This is true whatever an individual's results. Each one of these abilities asserts itself in our lives. It is absolutely critical to take them into account when considering what role you should play at work.

## Classification

This worksample indicates your ability to see relationships between seemingly unrelated events, situations, or information. It shows your ability to move from the specific to the general when solving

the many problems you face every day.

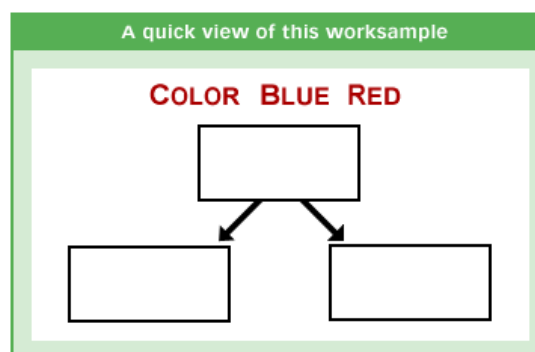
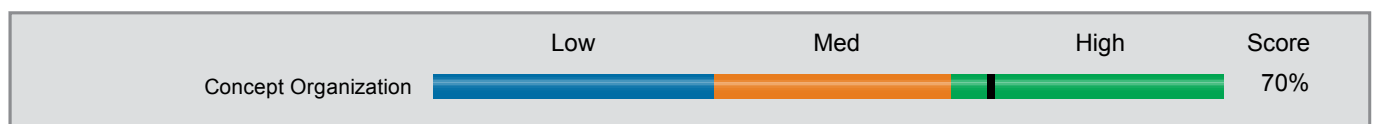


As a person with low Classification, you...

- May find stressful to you work situations that are chronically chaotic and require rapid-fire problem solving.
- Will be happier in work situations that are already organized, somewhat stable, and where you have some structure and predictability to your day and work.
- Find it relatively easy to persevere in a work role long enough to become an expert.
- Make decisions best by reviewing your experience and knowledge.
- Like to establish some structure and order in problems when engaged in problem solving.
- Need time for decision-making based on new information, but can be decisive and take action in your areas of knowledge and experience.
- Have the capacity to be patient with individual development. This is an important asset for executives, managers, and anyone whose job is team building and development.

### Concept Organization

This worksample indicates your ability to arrange ideas, information, or things in a logical order. It shows your ability to move from the general to the specific to solve problems and to communicate the logic in doing so.

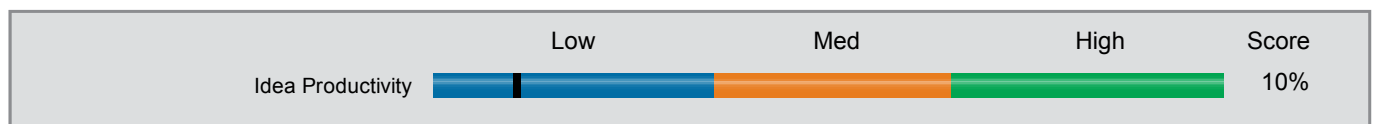


As a person with high Concept Organization, you...

- Are able to analyze ideas and concepts and to arrange them easily into their logical sequence. This enables you to make ideas clear to others. This is the primary ability for the communication of ideas to other people.
- Are able to see the logical consequences of events, making it possible for you to predict, order, and plan schedules showing when things will happen.
- Can see how all the pieces of a project fit together in a linear sequence.
- Can use this ability easily for any planning activity.
- Are able to organize internally and may not need to organize everything on your desk or around your house. (Others may see you as messy!)
- Enjoy arranging the parts of a task in sequence. You do not like to leave steps out of a sequence.
- Have an advantage in any kind of academic task that requires analytic thinking (i.e. literature, history, research, etc.).
- Will be able to use this ability effectively in any work in which there is a recurring need to analyze and organize materials or information; or to plan, prioritize or develop logical conclusions and consequences.
- Find that you will use this ability often, both in and outside of work. The opportunity to use it constantly in your life may substitute for the need to use it as part of your job.

### Idea Productivity

This worksample measures the number of new ideas you can generate within a given time in response to a given stimulus. It does not reflect the quality or creativity of the ideas. It is a measure of the volume or flow of your ideas.



**A quick view of this worksample**

**You will see a question about an imaginary situation in this space during the timed Worksample.**

Type your response to the question in this space. Type as fast as you can.

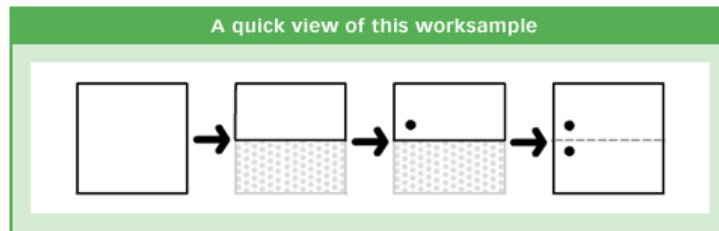
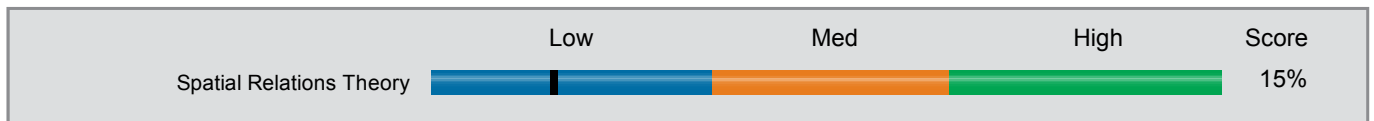
As a person with low Idea Productivity, you...

- Are able to focus well and work undistracted on a given project for a considerable length of time.
- Will probably want to avoid situations in which you are required to persuade or sell ideas to others in an impromptu manner.
- Are an asset in management and executive leadership positions and any work areas that require a high degree of concentration.

- Should look for roles that emphasize the quality of ideas rather than the speed or quantity of ideas.
- May feel uncomfortable in roles that constantly require the rapid production of new ideas, problem solving, and adjusting to new ideas.
- Will find that this ability is helpful to you in any task that requires attention to details and follow-through to a conclusion.
- Will probably work most effectively in a stable environment where your ability to maintain undistracted focus is a positive strength, rather than a rapidly changing work environment.

### Spatial Relations Theory

This worksample indicates your ability to see the theoretical relationships which exist in the working of the mechanical universe. It is the ability to understand how systems work: this applies to mechanical systems and interpersonal systems.

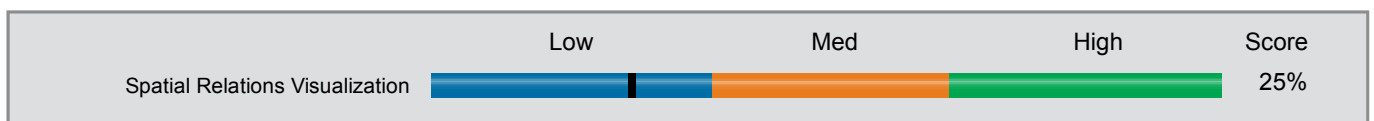


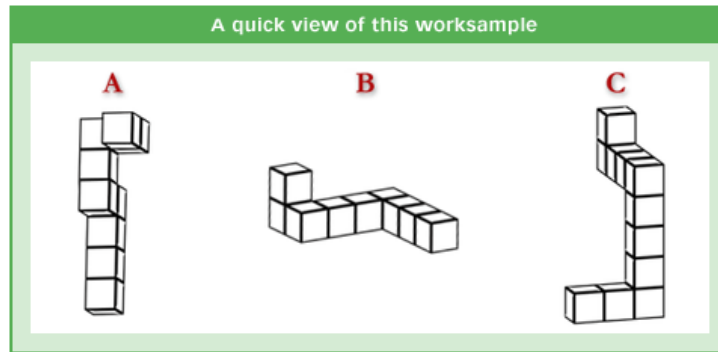
As a person with low Spatial Relations Theory, you...

- Will not usually be concerned with or involved in abstract three-dimensional or theoretical activity. You may not be interested in the theoretical relationships involved in mechanical systems, such as those used in engineering, astronomy, computer systems, and higher mathematics.
- Are likely to be interested in and seek direct contact with people and to think more practically than abstractedly about relationships and systems.
- Are not particularly interested in designing mechanical systems.
- May find upper-level mathematics a challenge

### Spatial Relations Visualization

This worksample indicates your ability to see in three dimensions when shown only two. Spatial Relations Visualization is also related to needing "hands-on" experience and work.





As a person with low Spatial Relations Visualization, you...

- Are an abstract thinker who is quite comfortable in work that deals with words, ideas, concepts, principles, values, people, relationships, or information.
- Are not likely to experience a strong pull to be involved in the concrete world of physical objects in your work.
- Find yourself pulled toward abstract roles (literary, visual, musical, accounting, counseling, teaching, training and managing).

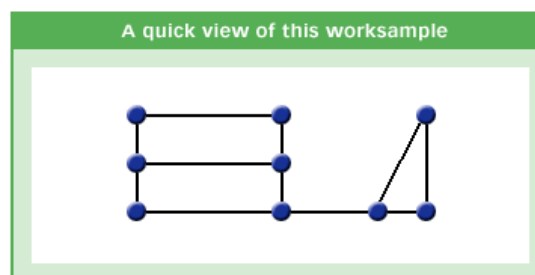
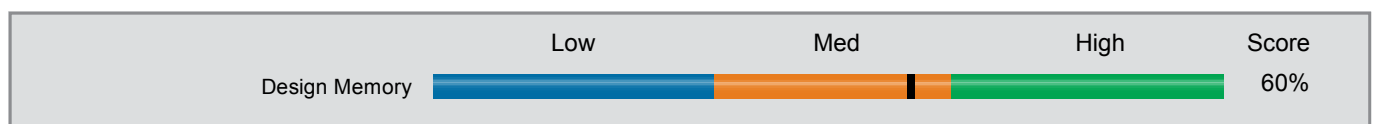
## SPECIALIZED ABILITIES

This section shows your results in nine worksamples. Together, they are called the Specialized Abilities. They are: **Design Memory**; **Observation**; **Verbal Memory**; **Tonal Memory**; **Rhythm Memory**; **Pitch Discrimination**; **Number Memory**; and **Visual Speed and Accuracy**.

The Specialized Abilities help or enhance our work and lives. While most of them do not assert themselves as strongly as the Driving Abilities, it is important to pay attention to the patterns which form when these abilities combine with one another as well as with the Driving Abilities.

### Design Memory

This worksample measures your ability to recall an overall pattern or picture presented in two dimensions; e.g., charts, diagrams, sketches and patterns of any kind.

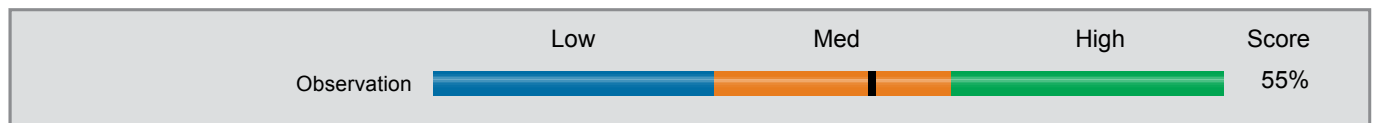


As a person with medium Design Memory, you...

- Will find this ability helpful in work or tasks involving learning and recalling the details in visual patterns and designs.
- Will experience little difficulty in remembering and using visual stimuli in such everyday tasks as recalling the locations of objects in a room or directions on a map, or data on a printed page.
- Can find this ability useful in many artistic and technical tasks, but you should not experience any particular lack or stress if your work does not use this ability.

### Observation

This worksample measures your ability to pay close attention to visual details, to perceive and remember small changes, and to notice irregularities.



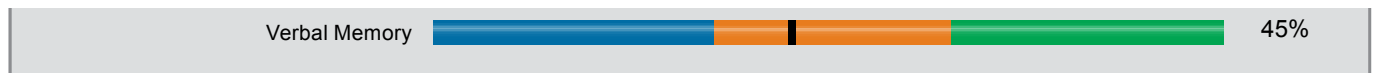
As a person with medium Observation Ability, you...

- May find your level in this ability strong enough to be useful to you in areas that require both close attention to detail and the capacity to remember visual changes and inconsistencies.
- May not automatically notice detail in all areas of work/life, although your Observation can be keen when you're interested in something.
- Can bring this ability into play in any artistic and visual tasks.
- Can find this ability helpful any time you need to describe the details of some experience, notice small parts of an event, or recall changes in what you're seeing.
- Can use this ability in a hobby if not in the work setting.
- May use this ability to read facial expressions and the body language of others.

### Verbal Memory

This worksample measures your ability to learn new words and recall what you have read quickly and easily.





A quick view of this worksample

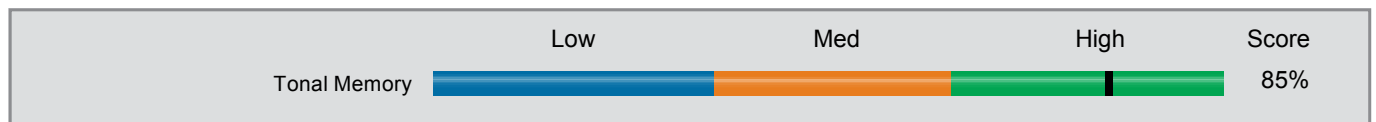
NUPA -- COW                      NUPA \_\_\_\_\_

As a person with medium Verbal Memory, you...

- Should be able to memorize information from the written word without any particular problem.
- Find this learning channel to be an advantage in any formal learning or training environment.
- Find this ability helpful in building your vocabulary, learning a foreign language or working in a field that has its own language or technical jargon.
- Should consider Verbal Memory a significant learning channel.

### Tonal Memory

This worksample measures your ability to remember what you hear, including tunes and tonal sequences.



A quick view of this worksample

In this Worksample you will hear a series of notes. Then you will hear the series again, but one of the notes will have changed.

1                      2                      3

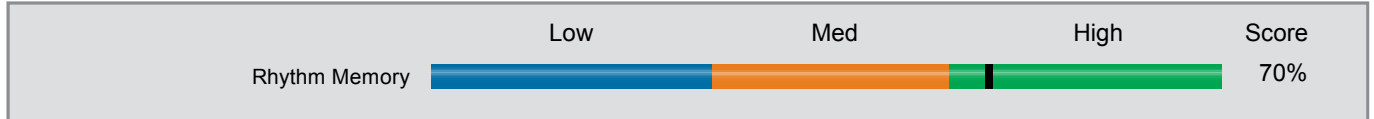
As a person with high Tonal Memory, you...

- Have a strong facility to remember tunes and tonal sequences, which you may use to sing and play music by ear.
- Have the auditory memory to reproduce the accent and tones of a foreign language.
- Should consider Tonal Memory a very important learning channel.
- Will feel a press to use this ability and may feel dissatisfied if you are not using Tonal Memory in some way. If any other scores on the other music abilities (Rhythm Memory and Pitch Discrimination) are in the medium range or above, this press to use Tonal Memory will be even stronger.
- Should experience very little problem in learning to play a musical instrument, especially one that "tunes" itself (e.g., keyboard or drums), particularly if you have some support from at least one of the other music abilities.



## Rhythm Memory

This worksample measures your ability to remember rhythm patterns. It also relates to kinesthetic learning, which is learning through movement.



### A quick view of this worksample

In this Worksample you will hear pairs of rhythm patterns

**SAME**

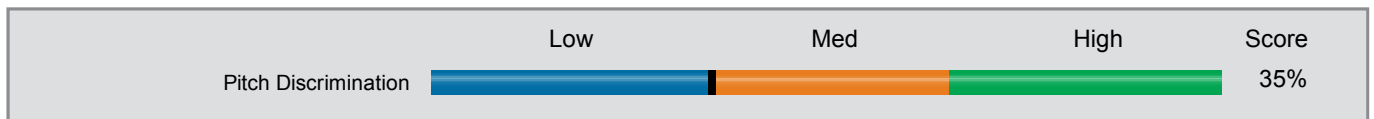
**DIFFERENT**

As a person with high Rhythm Memory, you...

- Can play music or musical instruments that lean heavily on rhythm or beat.
- May feel a demand for an outlet for this ability and can feel restless and unhappy if you ignore it.
- Have a general need for physical activity. Sitting at a desk all day will be hard for you unless you do something physical with your body. Walking, jogging, or playing sports are some ways to release this ability.
- Have a strong ability to remember movements of your body. Anytime you "act out" or "walk through" a learning activity, you are taking advantage of this ability.
- Should consider Rhythm Memory a strong learning channel.

## Pitch Discrimination

This worksample measures your ability to distinguish fine differences in pitch. It also applies to perceptual discrimination across the senses.



### A quick view of this worksample

In this Worksample you will hear a pair of musical notes. You will then try to determine whether the second note is higher or lower than the first.

**HIGHER**

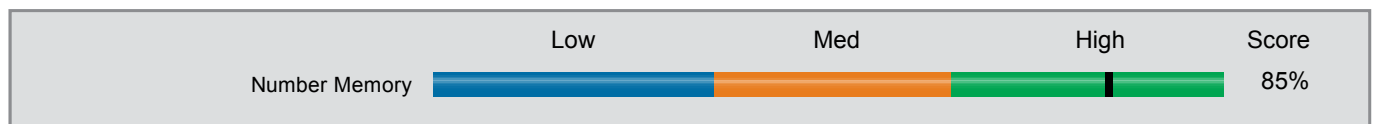
**LOWER**

As a person with low Pitch Discrimination, you...

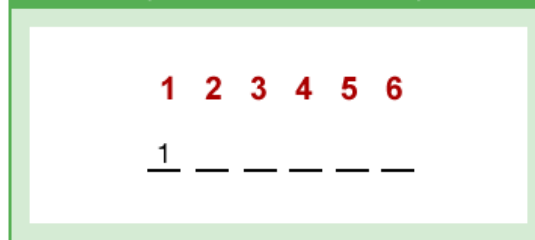
- Can play a musical instrument more easily if you choose an instrument like the piano that does not require you to set pitch or adjust pitch constantly.
- Should not feel a press or need to use this ability.
- May not be particularly interested in making extremely fine sensory discriminations in color, pitch, taste or scent.

### Number Memory

This worksample measures your ability to recall miscellaneous facts and data. It indicates an ability to use numerical information to solve problems and make decisions.



#### A quick view of this worksample

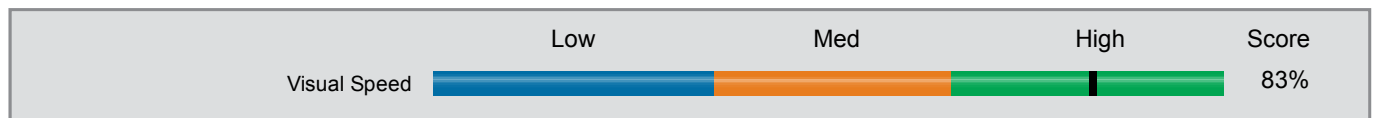


As a person with high Number Memory, you...

- Are able to remember numbers and unrelated or miscellaneous facts quickly and easily, without apparent effort.
- Are probably not aware of making any effort to remember this data..
- Can find this ability helpful in any setting in which you have many things to remember and keep at your fingertips.
- Have an advantage in any roles that require instant access to facts and information.

### Visual Speed & Accuracy

This worksample measures your ability to read and interpret written symbols quickly and accurately.



A quick view of this worksample			
		Same	Different
J68DB7	J68DB7	<input type="radio"/>	<input type="radio"/>
87PP95	87PP59	<input type="radio"/>	<input type="radio"/>
HP29VX	HP29VX	<input type="radio"/>	<input type="radio"/>
37GN5D	37GN5D	<input type="radio"/>	<input type="radio"/>
24ST97	24ST79	<input type="radio"/>	<input type="radio"/>

As a person with high Visual Speed and medium Accuracy, you...

- Are able to move your eyes quickly, and your accuracy is strong enough for you to handle visual tasks requiring dexterity with no particular problem.
- Should find this ability helpful in any work that requires a large amount of paperwork or working with columns of numbers and figures.
- May improve your accuracy, which is relatively more important in most tasks, by going at a slower rate.

## Vocabulary

Vocabulary is a personal tool developed by each individual over time, rather than a natural ability, but the range of your vocabulary will affect how effectively you can use some of your innate abilities. More than anything else, your result on this worksample will determine the verbal level of people with whom you can interact most easily and naturally. It is considerably easier to interact and share ideas with people who are similar to you in their level of Vocabulary than with those who are not.

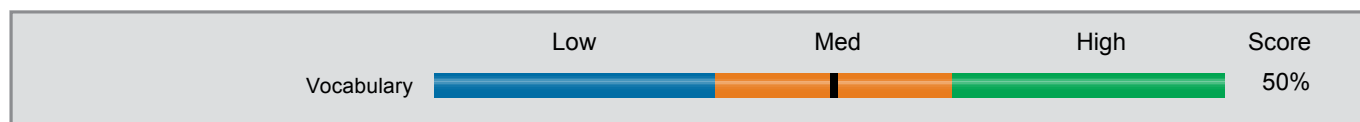
Because Vocabulary is developed and not innate, you can increase your Vocabulary level through study and concentration. Any work you can do to build your Vocabulary will be of great benefit in helping you advance in your career. Start working on words that you may have read or heard before, but for which you do not have a precise definition. Improving the precision of your Vocabulary is by far the best and most efficient way to increase the precision of your thoughts and ideas.

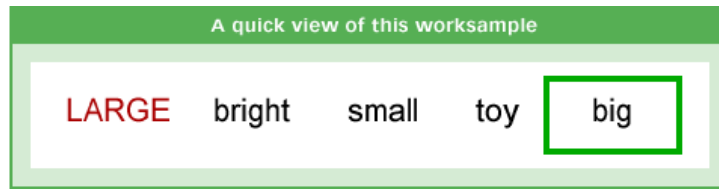
Your vocabulary can also be improved by good reading. As you read, you should keep a dictionary nearby to look up and study the words you don't know.

The norms for the Vocabulary worksample are at the level of the average college student.

### Vocabulary

This worksample indicates the verbal level at which you communicate ideas to others.





If you work with people who have lower Vocabulary levels, you may find yourself frustrated by your inability to communicate at your own Vocabulary level. When compared with people who have higher Vocabulary levels, your medium Vocabulary level means that you...

- Have a vocabulary level similar to most of the business world as well as that of people in highly specialized work areas, such as engineering, accounting, finance, drafting or design.
- Have the Vocabulary level required for the vast majority of jobs.
- Can think of your Vocabulary level as a driving force behind your career; any work you do to build your Vocabulary will be of great benefit in helping you rise in your career.



## FOUR KEY DIMENSIONS

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Understanding each of your abilities is an important first step in understanding yourself. Understanding how groups of your abilities work together is a powerful tool. As a way of summarizing your results, we include a description of how your abilities relate to the four key dimensions of work life: **Work Environment/ Personal Style; Learning; Problem Solving/Decision Making; and Communication.**

### WORK ENVIRONMENT/PERSONAL STYLE

As a key dimension of work life, Work Environment refers to the context or environment that is most conducive to your performing at your best. In determining whether a Work Environment is good for you, you must consider such factors as the pace of work, the amount of teamwork required and the amount of interaction with people involved.

Your preference is not clearly for Introversion or Extroversion, but for a blend of the two. You will be energized by various types of activities throughout the course of your day. You will prefer activities which combine periods of mixing with others and periods of working alone or with one other person. You may enjoy a great deal of flexibility, but you do want to remember that days of purely solitary activities or days of non-stop interaction with others may be tiring.

With a mid-range score on the Generalist/Specialist measure, you may find that you function most smoothly in a role that requires you to "bring the extremes to the middle." As someone who can understand the vocabulary of both the Generalist and the Specialist your role may become that of the translator or facilitator. Your score in this mid range also indicates flexibility in role and function. At times, you may find that you enjoy being on a team; but you may also work well autonomously. You will probably thrive best as a team member when your role is that of an expert on the team - bringing your unique perspective and expertise to the group.

With a short Time Frame Orientation you are likely to be at an advantage in situations or in organizations that expect you to contribute to tactical objectives. If you need to accomplish longer-term goals, break them into shorter segments upon which you can focus more easily. Your strength is in executing short-term projects.

Given your Classification ability score, you are likely to be most satisfied in an environment in which you have the opportunity to process information and take time to facilitate your work or that of others. You will prefer a slower or more moderate pace/flow, rather than one in which you are constantly bombarded with issues that must be addressed immediately. You will be most comfortable in highly structured, stable settings where there are not rapid changes or problems needing quick solutions.

Your Idea Productivity score indicates you can concentrate and focus on the task at hand. You are able to concentrate for long periods of time, so look for Work Environments that stress this over those that emphasize brainstorming or creative solutions of multiple ideas.

Your Concept Organization ability is very strong. This means that it is very easy for you to solve problems by means of a linear string of logic. Any time you are presenting ideas to another person, planning into the future, figuring out strategy, writing your ideas down, or trying to figure out what went wrong if something fails, you will in all likelihood be using your powerful Concept Organization ability. These are all tasks that lean heavily on your ability to place elements in logical, linear succession. Some other kinds of tasks, such as rapid-fire problem-solving or trying to come up with multiple ideas

about something, are difficult to solve with logic. By recognizing those tasks which maximize your use of Concept Organization, you can increase your productivity by bringing this ability to bear.

With your strong Rhythm Memory score you are likely to find greater satisfaction in a Work Environment that does not require you to sit still for long periods of time. You will prefer to be active and to move about, rather than sit behind a desk all day.

You are likely to be quite content in a work situation in which you interact with people or ideas and/or manipulate data or information. You will be comfortable in work that involves dealing with intangible products or services - you do not need to have created something or to have a concrete object to show at the end of your work day.

You have moderate musical ability which will exert some pressure on you to be expressed in some manner. This expression may not mean that you need a musical career. It may be satisfied by avocational activities involving music.

Your score in the two-dimensional visual abilities indicates that you are likely to find enjoyment in visual activities and be able to use them to your advantage in daily life. You may be drawn to fields with a strong visual component, although they may not be the primary focus of your activities.

## LEARNING

This key dimension of work life refers to how you take in new information. Understanding your learning channels helps you identify what you need to do to facilitate learning and to remember new information. Knowing about how you learn best - through reading, listening, diagrams or a combination of these - also enables you to request information in particular formats. Understanding your learning channels can help you understand more about yourself: why you enjoy having reading material around; why you remember data better when someone shows it to you on a graph; or why you remember more when you hear someone speak on a topic than when you try to read about it.

Your Verbal Memory score is in the mid-range. This indicates that you have a good ability to recall what you read, but that on occasion you may find it necessary to take notes or re-read. Academic reading should not represent an overwhelming challenge for you.

Your strong Tonal Memory score indicates a powerful ability to recall what you hear. It indicates that in a meeting you may need to take very few notes and will be able to recall the flow, as well as content, of the proceedings. You may find that you recall lines of dialogue from movies or performances. You may also find it quite easy to reproduce sounds and sequences of sounds. This is helpful in music as well as in learning a foreign language.

You have a good ability to take in new information when it is presented as a chart, graph, map or other two-dimensional form, but you may want to pair this with another of your learning channels for reinforcement. When presented with new material in this visual format, you should have no trouble in understanding it - just give yourself plenty of time to process the information.

Your Rhythm Memory score indicates a great capacity to learn new information by putting it to a rhythm or actually walking through a process. Rhythm Memory engages the large muscles of the body, so once you have walked through a sports play, for example, you will understand it better. You can use this ability to learn by setting factual information to a beat to reinforce it.

You have an ability to retain information presented in the form of miscellaneous facts and figures. When there is no apparent association among or between random facts, you are able to retain them and recall them whenever they are needed. You may use this in problem-solving, financial analysis, routing, scheduling and various other tasks.

## PROBLEM SOLVING/DECISION MAKING

This key dimension of work life refers to how you most efficiently solve problems, resolve issues and make decisions. In addition to identifying your style of solving problems, other important aspects of this dimension include how you think through problems, the time frame you use most naturally, and the perspective represented by your solutions.

You are in the low range on Classification. This means that in work situations in which you are expected to make quick, on-the-spot diagnostic decisions, you will, in all likelihood, fall back upon your experience in previous similar situations. You may find chaotic work situations stressful. You will probably feel much more comfortable in work situations in which you are given, or can create, some order or structure.

You have a very strong score in Concept Organization. This means that such problem-solving tasks as planning, prioritizing, ordering, writing and communicating precise content and meaning can be very easy for you. You are so strong in this ability that you undoubtedly use it constantly all day long. For tasks and roles that require a logical, linear approach, Concept Organization is ideal. However, for tasks that require quick, non-logical or creative thinking, Concept Organization can at times be a liability. Concept Organization by its nature is a linear and methodical way to solve problems. If you are using this ability, you can be more productive by giving yourself time and space to work through the steps of solving difficult problems.

You have a logical problem-solving style. You are able to evaluate information, go through a linear reasoning process to arrive at a solution, and then logically explain your solution to others.

As a mid-range Generalist/Specialist, you can probably see problems from both the group and the "expert's" position. You are comfortable solving problems as part of a team as well as on your own. When solving problems in a group or team, you tend to balance the goals of the team with the advice of experts, and you may even feel comfortable providing that expertise yourself. You may find yourself in the position of assisting other team members in understanding the different perspectives. When you are on your own, you are likely to approach problems with a great deal of intensity and to develop the depth of knowledge that will lead you to a solution. This may include gathering input from others as well as developing a level of expertise on your own. Your mid-range score indicates flexibility in your comfort level with making contributions as an expert or as a member of a team.

As a mid-range Introvert/Extrovert, you have a great deal of flexibility in how you arrive at solutions to problems. You are likely to utilize a full range of approaches, because you can recharge either by being alone or by being with others. The key for mid-range Introverts/Extroverts is to pay attention to the current energy level. Because Introverts process information internally, you will sometimes prefer to arrive at a solution by spending time alone thinking quietly. And, because Extroverts process information out loud, you will sometimes prefer to arrive at solutions by talking through the problem-solving process. You may find you use a combination of these approaches to arrive at your solution.

With a score in the lower range of Idea Productivity you are able to focus well. You can focus on the critical points of solving a problem without being distracted by ideas that may not pertain to the

solution. The impact of limited Idea Productivity depends upon the work environment. A more structured, stable work environment may favor and reward lower levels of Idea Productivity.

Your low score in Spatial Relations Visualization means that you are more at ease in dealing with and solving problems that have to do with people, ideas, relationships, feelings, strategy, and concepts than in technical or mechanical areas. The solutions you develop to problems will probably involve these abstractions also, as opposed to purely technical or mechanical solutions.

With a score in the low range in Time Frame Orientation, you are most likely to think of solutions to problems that focus on or bear results from six months to a year in the future. You consider most easily the immediate impact of your solutions, and tend to develop the steps that need to happen first.

## COMMUNICATION

This key dimension of work life refers to how you communicate with others or the context/situation in which you feel most comfortable communicating. Two important aspects of communication to consider include the methods of communication you prefer and the size of the group with which you are most at ease. Other important aspects to consider are your ability to remember what you hear, and how aware you are of those with whom you are communicating. Also important to consider are the number of ways in which you can communicate an idea and the types of examples you may use.

As a mid-range Generalist/Specialist you have the elements of both Generalists and Specialists. In situations requiring communication and understanding, you can often be the facilitator or the mediator because you can see and understand both the Generalist and the Specialist point of view.

As a mid-range Introvert/Extrovert you have more flexibility about how you communicate with others and are able to understand both the Extrovert and Introvert point of view. As a result, you can often be a mediator or conciliator in expediting communication.

Your Classification score is in the low range. This means that you may find it stressful in the long run to work in a chaotic environment in which many things are happening at once or when multiple communications are being directed to you. Also, you may find it stressful if you are in a situation in which you are expected to come up with immediate answers to complex questions. You can help yourself by making it clear that you will need a few seconds to gather your thoughts before you answer.

With your very high score in Concept Organization, you are able to communicate your thoughts logically and persuasively to others, either in writing or orally. You are able to gather, arrange and prioritize the information you want to communicate in such a way that your ideas will be clear to others. Although you should be able to organize your thoughts relatively quickly, Concept Organization is not instantaneous. You need to give yourself time to organize your thoughts when you are speaking or writing. This will help you to use your Concept Organization capability to the fullest. You can help yourself by being aware that, as powerful a tool as Concept Organization is, it is not an ideal tool for every situation. There may be some tasks at work for which your high score works against you. In brainstorming or creative situations, for instance, a logical answer may not be what is initially needed. By being aware of when this ability works for you and when it doesn't, you can increase your overall satisfaction and productivity at work.

With a score in the lower range of Idea Productivity you can concentrate on the communications of others to hear what they are saying. You may have difficulty communicating in situations requiring a



concept to be related in several different ways. Situations in which there is a need to communicate with many people, or in which an individual is having difficulty understanding, may be particularly challenging.

Your low score in Spatial Relations Visualization means that you are most comfortable dealing with words, people, feelings, relationships, and ideas. This is often a huge help in dealing with organizations and teams, because it is relatively easy for you to see, understand and work with the abstract feelings and ideas of work teams or groups.

Your score in the midrange in Vocabulary puts you in the same range as most people in business and the professions. Research has shown that people tend to rise in organizations until their vocabulary level matches that of the people they are in contact with all day. This means that work on improving your Vocabulary can have significant positive impact on your ability to move upwards in your organization.

A high score in Tonal Memory can aid in remembering another's spoken communication. Also, when changes in voice intonation are important, or the only means for communication is auditory, then your high Tonal Memory score will become more valuable.



## CONCLUSION

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This report reflects your results on the The Highlands Ability Battery. It has given you a detailed explanation of your abilities, what they mean for you, and how they relate to your best Learning Channels and Work Strategies.

We urge you now to schedule and complete your feedback conference with a certified Highlands Affiliate. This conference will teach you how to make maximum use of your natural abilities today and in the future.

### **Feedback Consultations**

Our Certified Affiliates have been especially trained to interpret the results of the Battery. They have the knowledge to help you understand your ability patterns and apply your results to your own life. They can help you to look at the future and to figure out what direction your abilities should take you in.

If you haven't already contacted a Highlands Affiliate, you may choose an Affiliate by going to our website at [www.highlandsco.com](http://www.highlandsco.com) . Click on "Find an Affiliate." You will be able to find an Affiliate both geographically and alphabetically.

### **WorkShops**

If you are taking part in a group or corporate workshop or training program utilizing The Highlands Ability Battery, a review of this report just before the program will enable you to derive the greatest personal benefit from the program.

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