



Highlands Ability Battery

Leverage What **You Do Best**

for Organizations

Case Study: Avoiding Energy Drain at Work

A doctor working in infectious disease research was about to begin a veterinary school residency. During his five-year residency in a pathology department, he also did research for the CDC while pursuing his Ph.D. and secured his own funding. He was then hired for a non-tenured faculty position at the school. While he enjoyed each of the three categories of responsibilities (teaching, research, and residency), he felt drained.

When he was offered to take the HAB, he immediately expressed interest in discovering his most efficient learning and communication channels and was especially intrigued about potential applications to his future career. He wanted to make mindful choices about choosing post-residency jobs that would maximize his energy and not drain him like he was now.

The HAB provided him with a vocabulary to describe what he was experiencing in his work and specific actions he could take to keep his work from depleting him.

His personal style results indicated a strong need for variety. Now he understood why he was driven to work in three areas simultaneously.

His personal style also indicated he needed an even mix between interacting with people and being alone. Equipped with this understanding,

he restructured his workdays. On the afternoons he taught four classes back to back, he no longer scheduled additional morning meetings. Instead, he attended to the responsibilities that required him to be alone.



He found he had enough energy for the last class with some left over. With that small change, he felt he had struck the right balance and successfully completed all of his responsibilities and still felt satisfied.

He used his HAB results during his job search and described his ideal work environment during interviews. He knew he needed the right mix of working with others and working alone. He also knew that he needed a variety of responsibilities and a fast pace. Finally, he knew he needed to stay connected to hands-on work. He carefully weighed his top three opportunities—an academic position, and two research positions. He selected a position that met his criteria for variety in work responsibilities and a combination of working alone and with others.



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Transforming Careers Since 1992

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