



Highlands Career Exploration Supplement

Adult Version



Do ^{What}
You Do
Best

Customized Career Exploration Report

Client Name: Adult Profiler
Date of Test: 2021-10-02 14:07:24
Phone No.: 123 123 1234
Home Phone:
E-mail: info@highlandsco.com
Report Type: Adult Career

The Highlands Company
Publisher of the Highlands Ability Battery™
16 Brookside Lane
Harrison, NY 10528
Toll free 866-528-3069

www.HighlandsCo.com

www.HighlandsLifeandCareerCenter.com



Highlands Career Exploration Supplement

Prepared for
Adult Profiler

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.

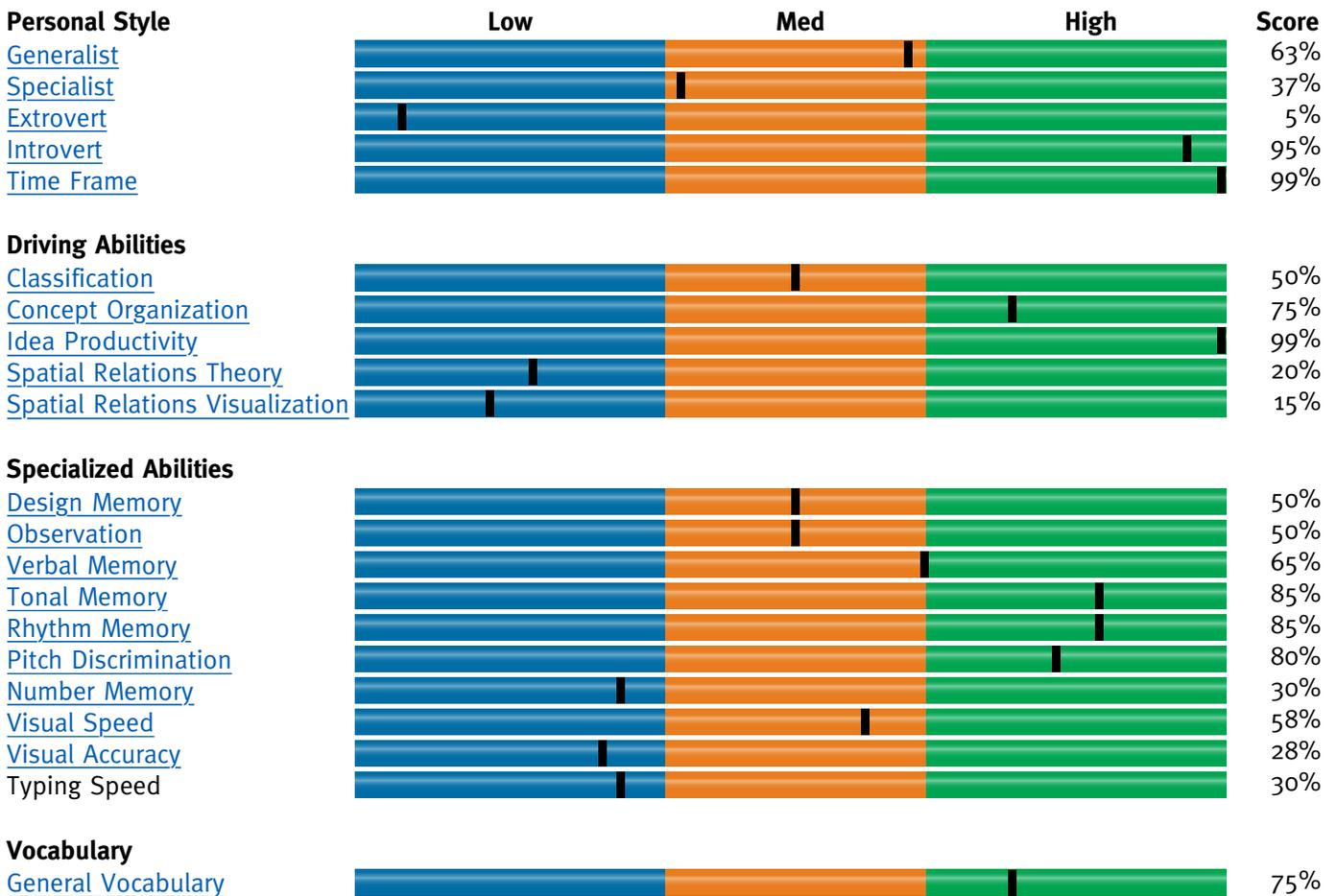
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific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

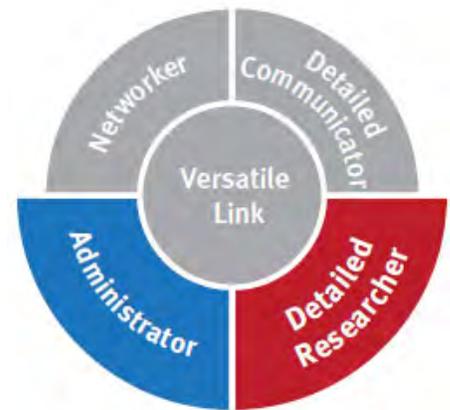


II. Your Personal Style

Between Administrator and Detailed Researcher

As a mid-range Generalist-Specialist, you may find it difficult to identify with any one style. You are a natural interpreter between extreme Generalists and extreme Specialists and will tend to do so one-on-one. Your Introversion pulls you toward working alone or in small groups. You prefer to carry out your thought processes by yourself and to bring a cohesive idea or product to the group for its comments and reactions. You are often perceived as working behind the scenes, although you are able to function as part of a team when needed.

You will likely find a good fit with tasks that allow you to work individually, delving into your project or assignment, and then present your finished product to your team. Group projects where tasks are assigned and work is completed without much supervision will be most comfortable to you. It will be more comfortable for you to receive edits or input from team members in writing. You may enjoy roles where you take on specific tasks for the benefit of the whole team such as marketing, writing, research, planning or organizing a specific project or working one-on-one with clients.



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.

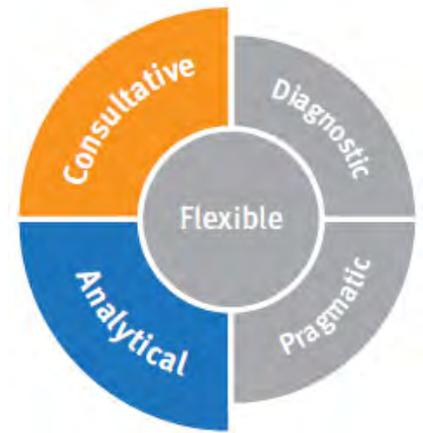
III. Your Reasoning Abilities

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

Spatial Executing

Your low SRT and low SRV indicate you are naturally able to execute using spatial reasoning in the physical world. You operate most comfortably as a custodian of company policies and functions. You are drawn not to the “how” or the “why”, but to the “what”. You want to know what needs to be accomplished, and you can move into action without having to consider in advance how the work will be accomplished or why it needs to be done. You tend not to have any preconceptions and readily entertain and evaluate many different suggestions to get the work accomplished. You think more practically than hypothetically about relationships and systems.

You are more likely to enjoy fields and roles that give you experience in the actual activities without having to be an expert in the mechanics behind it. You may have the tendency to be a keeper of information or a collector of ideas in order to justify the execution of the task at hand.



IV. Your Specialized Abilities

Naturally Musical. Music abilities include Tonal Memory, Rhythm Memory and Pitch Discrimination. Your combination of scores indicates you have a **strong** natural music ability. You will derive a great deal of satisfaction from actually playing music or taking part in some musical expression. You may feel dissatisfied if you are not using these abilities in some way either as part of your work responsibilities or in your personal life.

Some Visual Influences. Visual abilities include Design Memory and Observation. Your combination of scores indicates you have some visual abilities. You may feel productive in roles that allow you to use your visual abilities either on or off the job.

Moderately Strong Visual Proficiency. Visual proficiency (or dexterity) includes both Visual Speed and Visual Accuracy. Your combination of scores indicates **moderately strong** visual abilities related to paper work tasks. Your natural inclination is to emphasize speed over accuracy when proofing, working with numbers, coding and tracking inventory.

Robust Language Learning. Your ability to learn another language is primarily influenced by your Verbal Memory (learning the vocabulary and grammar from books) and your Tonal Memory (learning from hearing). Your Rhythm Memory and Pitch Discrimination can also influence your ability to replicate how the language sounds. Your combination of scores indicates you have a **strong** natural ability to learn a foreign language. The combination of using books and hearing the language being spoken can facilitate your learning of other languages and using them when involved in international business transactions or interpersonal relationship building.

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>Learning By Listening Tonal Memory Low Med High</p>  <p>85%</p>	<ul style="list-style-type: none"> • Listening/hearing is a primary learning tool for you • Relative fluency in a foreign language is likely manageable • Speak with others face-to-face while allowing for differences in learning styles • Read important documents and communications aloud • Listen to audio books, lectures, podcasts, and other auditory sources of information
<p>Kinesthetic Learning Rhythm Memory Low Med High</p>  <p>85%</p>	<ul style="list-style-type: none"> • Using physical movement is a primary learning tool for you • Learn the meaning behind facial expressions and body movements • Respond to the natural demand for physical activity • Instruct others by physically demonstrating an activity • Remember that your colleagues may have different learning styles
<p>Learning By Reading Verbal Memory Low Med High</p>  <p>65%</p>	<ul style="list-style-type: none"> • Reading is a very important tool for learning • Utilize text books, magazines, newspapers, internet sites, texts, and social media for learning • Encourage others to communicate with you in writing • Put your thoughts, questions and requests in writing • Work constantly to expand your vocabulary
<p>Image Learning Design Memory Low Med High</p>  <p>50%</p>	<ul style="list-style-type: none"> • Learning through graphics and charts is relatively easy for you • Explore which occupations use plans, maps, designs, diagrams, or flowcharts often • Helpful in many scientific, technical and artistic tasks • Communicating with others who also use visual design is relatively easy for you • Following directions using maps and visual plans is probably comfortable for you
<p>Learning Numbers Number Memory Low Med High</p>  <p>30%</p>	<ul style="list-style-type: none"> • Retaining numerical data in your mind may be difficult for you • List and memorize the facts and figures you need every day • Record important data in an easily accessible source • Utilize proven techniques to enhance number memory • Seek work roles with low dependence on number memory for success

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

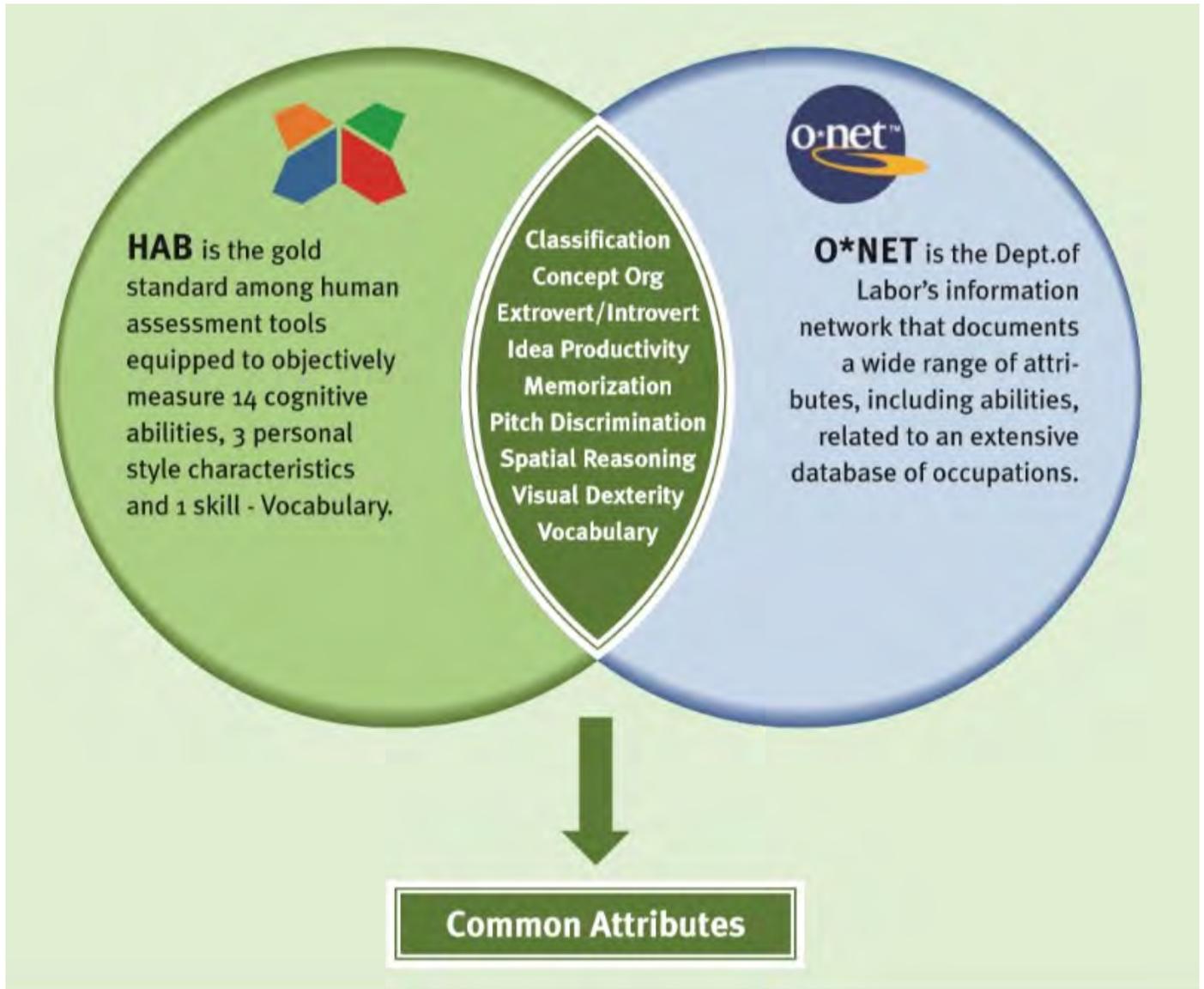
For Personal Vision Coaching

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

- [Energy Engineers](#)
- [Electrical Engineers](#)
- [Petroleum Engineers](#)
- [Solar Energy Systems Engineers](#)
- [Validation Engineers](#)
- [Mechatronics Engineers](#)
- [Agricultural Engineers](#)

Business and Financial Operations

- [Regulatory Affairs Specialists](#)
- [Market Research Analysts](#)
- [Financial Quantitative Analysts](#)
- [Financial Examiners](#)
- [Cost Estimators](#)
- [Accountants](#)
- [Business Financial Analysts](#)
- [Fraud Examiners, Investigators](#)
- [Risk Management Specialists](#)
- [Job Analysis, Compensation Specialists](#)
- [Assessors](#)

Computer and Mathematical

- [Geospatial Information Scientists](#)
- [Business Intelligence Analysts](#)
- [Clinical Data Managers](#)
- [Applications Software Developers](#)
- [Computer Network Architects](#)
- [Database Architects](#)
- [Actuaries](#)
- [Operations Research Analysts](#)
- [Cybersecurity, Cloud Product Director](#)
- [Internet Marketing SEO Specialist](#)
- [Data Warehouse Solution Architect](#)

Life, Physical, and Social Science

- [Geographers](#)
- [Food Scientists, Technologists](#)
- [Zoologists, Wildlife Biologists](#)
- [Survey Researchers](#)
- [Animal Scientists](#)

Mechanical Systems Scientist

- [Remote Sensing Scientists](#)
- [Soil and Plant Scientists](#)
- [Environmental Restoration Planners](#)
- [Soil, Water Conservationists](#)

Management

- [Redevelopment Specialists](#)
- [Compliance Managers](#)
- [Treasurers and Controllers](#)
- [Information Systems \(IT\) Managers](#)
- [Supply Chain Managers](#)
- [Investment Fund Managers](#)
- [Security Managers](#)
- [Wind Energy Operations Managers](#)
- [Clinical Research Coordinators](#)
- [Farm, Ranch Managers](#)

Sales and Related

- [Securities, Commodities Sales](#)

This page includes information from the [O*NET Resource Center](#) by the U.S. Department of Labor, Employment and Training Administration (USDOL/ETA). Used under the [CC BY 4.0](#) license. O*NETÆ is a trademark USDOL/ETA.

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.



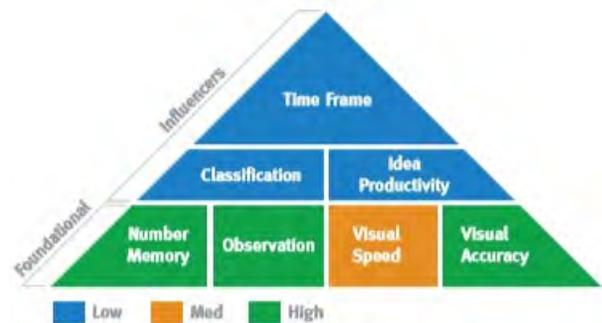
Over time, many satisfied (and dissatisfied) workers look for ways to emphasize and deemphasize particular aspects of their employment. Understanding your Patterns equips you with solid evidence for the changes you might want to make -putting you in the driver's seat of your career.

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

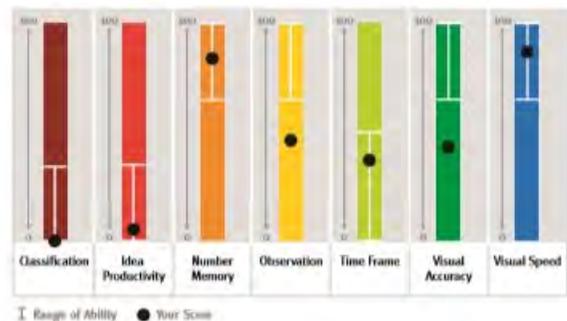
Ability Patterns - Connections to Abilities
Very Clear Connection to Abilities
Problem Solving - Practical Analytical
Problem Solving - Idea-rich Analytical Practical
Problem Solving - Practical Consultative
Writing/Planning
Communicating
Sensing - Creative
Writing - Creative
Sensing - Musical Connection
Arranging - Creative
Somewhat Clear Connection to Abilities
Specializing - Creative
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.

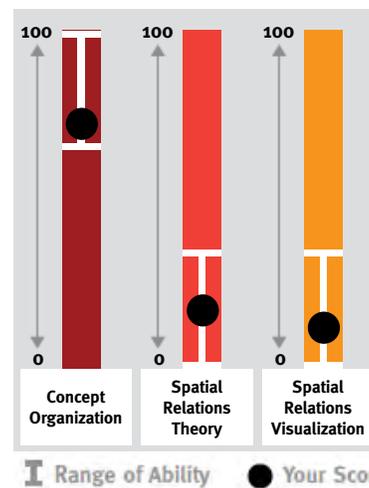
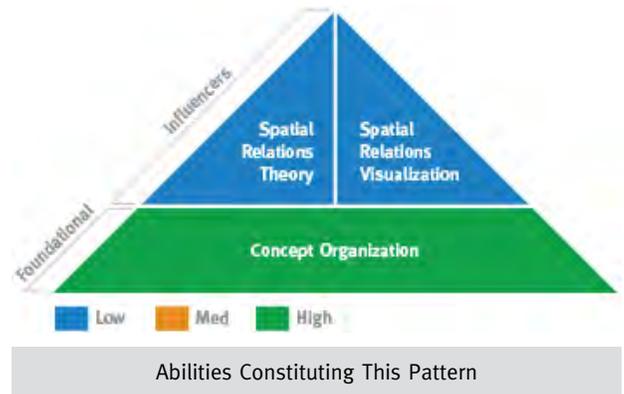
Problem Solving - Practical Analytical

This pattern combines Analytical Problem Solving (Concept Organization) with intangible, practical spatial abilities (lower Spatial Relations Theory and Visualization). The first ability to take into account is your strong 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 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.

Additionally, your scores on the two spatial abilities reinforce each other. You are not going to relate well to mathematics or physical, three-dimensional space and objects. You are much more comfortable dealing in the intangible world of people, relationships, and ideas.

This combination of driving abilities is seen quite often in people who consult as an expert for others. Travel agents, writers, and events planners all use this set of abilities. In addition, it is often used by professors and people who consult in organizations and systems, especially in regard to long range strategy or plans.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Problem Solving - Practical Analytical

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

Arts, Design, Entertainment, Sports, Media

[Copy Writers](#)
[Poets, Lyricists & Creative Writers](#)
[Technical Writers](#)

Business and Financial Operations

[Agents & Business Managers of Artists](#)
[Business Continuity Planners](#)
[Credit Counselors](#)
[Human Resources Specialists](#)
[Insurance Underwriters](#)
[Investment Underwriters](#)
[Loan Counselors](#)
[Management Analysts](#)
[Meeting, Convention, & Event Planners](#)
[Regulatory Affairs Specialists](#)

Community and Social Service

[Directors, Religious Activities & Education](#)

Computer and Mathematical

[Business Intelligence Analysts](#)

Education, Training, and Library

[Anthropology & Archeology Teachers](#)
[Area, Ethnic, & Cultural Studies Teachers](#)
[Art, Drama, & Music Teachers, Postsecondary](#)

[Business Teachers, Postsecondary](#)
[Communications Teachers, Postsecondary](#)

[Computer Science Teachers, Postsecondary](#)

[Criminal Justice & Law Enforcement Teachers](#)

[Economics Teachers, Postsecondary](#)

[Education Teachers, Postsecondary](#)

[English Language & Literature Teachers](#)

[Farm & Home Management Advisors](#)

[Foreign Language & Literature Teachers](#)

[Geography Teachers, Postsecondary](#)

[History Teachers, Postsecondary](#)

[Law Teachers, Postsecondary](#)

[Philosophy & Religion Teachers](#)

[Political Science Teachers, Postsecondary](#)

[Psychology Teachers, Postsecondary](#)

[Recreation & Fitness Studies Teachers](#)

[Secondary School Teachers](#)

[Social Work Teachers, Postsecondary](#)

[Sociology Teachers, Postsecondary](#)
[Special Education Teachers](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

Life, Physical, and Social Science

[City & Regional Planning Aides](#)
[Environmental Restoration Planners](#)
[Geneticists](#)

Management

[Administrative Services Managers](#)
[Compensation, Benefits Managers](#)
[Education Administrators, Postsecondary](#)
[Quality Control Systems Managers](#)

Personal Care and Service

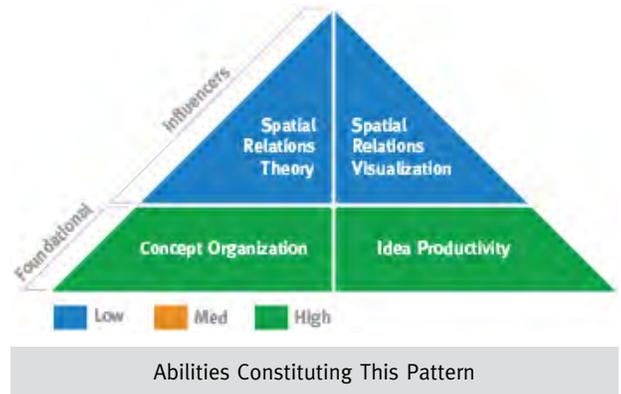
[Spa Managers](#)
[Travel Guides](#)

Sales and Related

[Insurance Sales Agents](#)

Problem Solving - Idea-rich Analytical Practical

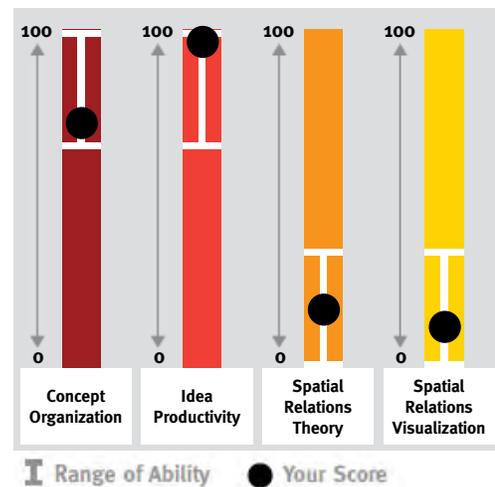
This pattern utilizes idea-rich (Idea Productivity) Analytical Problem Solving (Concept Organization) in the intangible world. The first ability to take into account is your Strong Concept Organization. With strong Concept Organization, you are able to solve problems most easily by projecting logical 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 ability 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.



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.

Additionally, your scores on the two spatial abilities reinforce each other. You are not going to relate well to mathematics or physical, three-dimensional space and objects. You are much more comfortable dealing in the intangible world of people, relationships, and ideas.

This combination of driving abilities is seen quite often in people who consult as an expert for others. Counselors, writers, and planners all use this set of abilities. In addition, it is often used by professors and people who consult in organizations and systems, especially in regard to long range strategy or plans.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Idea-rich Analytical Practical

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

Architecture and Engineering

[Energy Engineer](#)

[Validation Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Copy Writers](#)

Business and Financial Operations

[Accountants](#)

[Auditors](#)

[Business Continuity Planners](#)

[Business Financial Analysts](#)

[Cost Estimators](#)

[Credit Counselors](#)

[Financial Quantitative Analysts](#)

[Loan Counselors](#)

[Management Analysts](#)

[Market Research Analysts](#)

[Regulatory Affairs Specialists](#)

[Risk Management Specialists](#)

Community and Social Service

[Child, Family, & School Social Workers](#)

[Educational, Guidance, School, and Vocational Counselors](#)

[Marriage and Family Therapists](#)

[Mental Health Counselors](#)

[Mental Health and Substance Abuse Social Workers](#)

[Substance Abuse and Behavioral Disorder Counselors](#)

Computer and Mathematical

[Applications Software Developers](#)

[Business Intelligence Analysts](#)

[Clinical Data Managers](#)

[Cybersecurity, Cloud Product Director](#)

[Information Technology Engineers](#)

[Network Systems Administrators](#)

[Operations Research Analysts](#)

Education, Training, and Library

[Chemistry Teachers, Postsecondary](#)

[Economics Teachers, Postsecondary](#)

[Preschool Teachers](#)

Healthcare Practitioners and Technical

[Dietitians & Nutritionists](#)

[Exercise Physiologists](#)

[Hospitalists](#)

[Pediatricians, General](#)

Legal

[Lawyers](#)

Life, Physical, and Social Science

[Counseling Psychologist](#)

[Geographers](#)

[Industrial-Organizational Psychologists](#)

[School Psychologists](#)

[Soil and Plant Scientists](#)

Management

[Advertising, Promotions Managers](#)

[Corporate Sustainability Officers](#)

[Fitness & Wellness Coordinators](#)

[Information Systems \(IT\) Managers](#)

[Investment Fund Managers](#)

[Natural Sciences Managers](#)

[Purchasing Managers](#)

[Redevelopment Specialists](#)

[Supply Chain Managers](#)

[Transportation Managers](#)

[Treasurers and Controllers](#)

Personal Care and Service

[Childcare Workers](#)

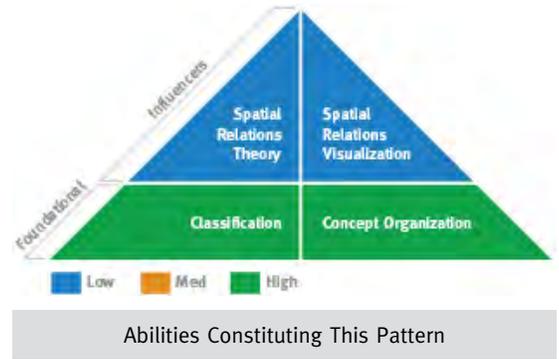
Sales and Related

[Sales Engineers](#)

[Securities, Commodities Sales](#)

Problem Solving - Practical Consultative

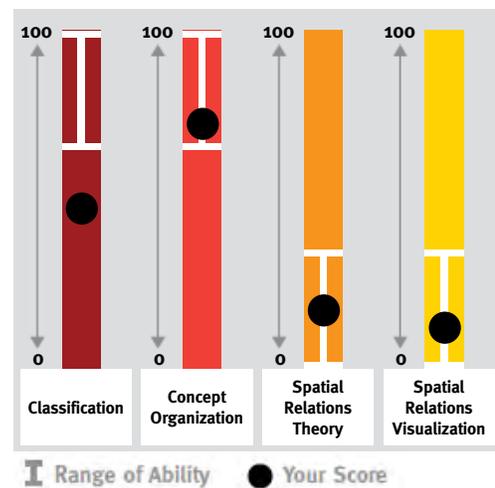
This pattern combines Consultative Problem Solving (Classification and Concept Organization) with intangible, practical spatial abilities (lower Spatial Relations Theory and Visualization). The first abilities to take into account are your relatively strong scores in Classification and Concept Organization. These abilities allow you to solve problems quickly and easily, communicate your conclusions to others compellingly, and plan strategic moves and consequences. People with this particular combination of abilities often enjoy functioning in an expert 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.



Additionally, your scores on the two spatial abilities reinforce each other. You are not going to relate well to mathematics or physical, three-dimensional space and objects. You are much more comfortable dealing in the intangible world of people, relationships, and ideas.

This combination of abilities is seen quite often in people who can make quick decisions and communicate those decisions to others. Writers, editors, lawyers, and directors of organizations all use this set of abilities.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Problem Solving - Practical Consultative

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

Architecture and Engineering

[Ergonomists](#)

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Editors](#)

[Reporters and Correspondents](#)

Business and Financial Operations

[Agents & Business Managers of Artists](#)

[Credit Analysts](#)

[Financial Quantitative Analysts](#)

[Market Research Analysts](#)

[Sustainability Specialists](#)

Community and Social Service

[Directors, Religious Activities & Education](#)

Computer and Mathematical

[Actuaries](#)

[Data Analytics Specialist](#)

[Nurse Clinical Informatics Specialists](#)

Healthcare Practitioners and Technical

[Internists, General](#)

[Naturopathic Physicians](#)

Legal

[Lawyers](#)

Life, Physical, and Social Science

[Anthropologists](#)

[Environmental Scientists](#)

[Geneticists](#)

[Geographers](#)

[Industrial Ecologists](#)

[Industrial-Organizational Psychologists](#)

[Medical Scientists](#)

[Meteorologist, Space Scientists](#)

[Remote Sensing Scientists](#)

[Soil and Plant Scientists](#)

Management

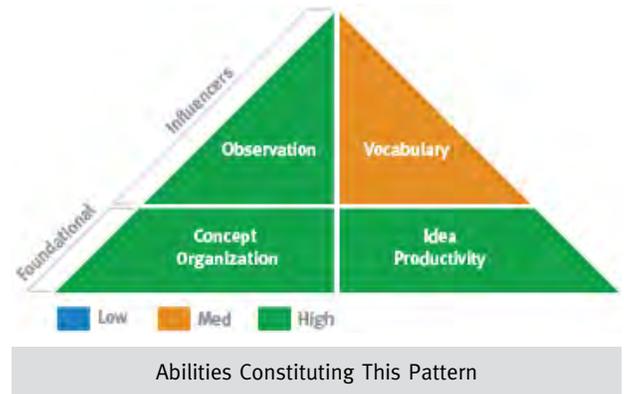
[Human Resources Managers](#)

[Legislators](#)

[Natural Sciences Managers](#)

Writing/Planning

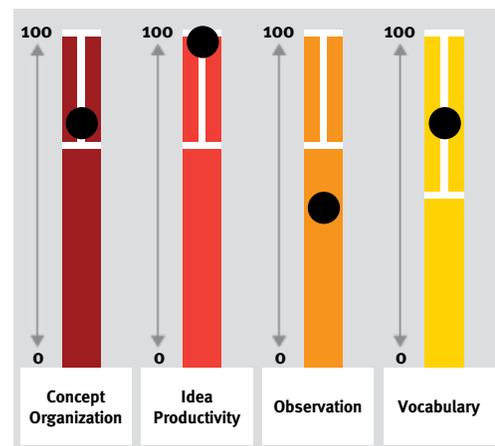
The basic Writing/Planning pattern combines idea-rich Analytical Problem Solving with attention to visual detail (Observation) and a relatively strong General Vocabulary. Concept Organization provides the natural ability to organize thoughts in a way that others can easily understand and follow. Observation facilitates noticing and filing away subtleties that enhance the writing and make it convincing. General Vocabulary helps to supply the words needed to articulate and play with the numerous ideas generated. Developing a specialized vocabulary and knowledge base can add substance to new ideas just beginning to form. Input of any kind (podcasts, articles, etc.) will enable expansion of those ideas and keep the creative juices flowing.



Extroversion or a Generalist orientation might draw you toward occupations that have a strong planning component as opposed to purely writing. Strong Concept Organization combined with Extroversion makes this profile all about getting plans done, accomplishing something, and sharing that triumph with others. Careers with strong planning components such as event planning and campaign managing both have a need for written communication.

As a person whose abilities fit this basic Writing/Planning pattern, you should experiment with writing. If you bring other abilities to the table they might give you an idea of a direction to explore. For instance, if you add either of the Spatial Relations abilities, you may be interested in technical writing for a technology company or non-fiction writing in an area of interest. If you bring strong Design Memory you may be drawn to fiction or science fiction.

The technology we now have to communicate opens doors for writers in new and exciting ways. There are so many ways for a writer to get paid for writing. Experimenting with writing blogs, short stories, or even the challenge of the brief communication styles of text communication can invigorate the writer in you and give you a place to explore your style and choose a career path.



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 Writing/Planning

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

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analyst](#)

[Copy Writers](#)

[Directors- Stage, Motion Pictures,
Television and Radio](#)

[Editor](#)

[Film and Video Editors](#)

[Journalist](#)

[Poets, Lyricists and Creative Writers](#)

[Producer-Writer Multi Media](#)

[Technical Directors/Managers](#)

[Technical Writer](#)

Business and Financial Operations

[Business Continuity Planner](#)

[Event Planner](#)

[Market Research Analyst](#)

Community and Social Service

[Social & Human Service Assistants](#)

Computer and Mathematical

[Applications Software Developers](#)

[Computer Network Architects](#)

[Computer Systems Analysts](#)

[Cybersecurity, Cloud Product Director](#)

[Operations Research Analysts](#)

Education, Training, and Library

[Business Teachers, Postsecondary](#)

[Criminal Justice & Law Enforcement](#)

[Teachers, Postsecondary](#)

[Curators](#)

[English Language & Literature Teachers,
Postsecondary](#)

[Instructional Coordinators](#)

Healthcare Practitioners and Technical

[Hospitalists](#)

[Internists](#)

[Naturopathic Physicians](#)

Life, Physical, and Social Science

[Environmental Restoration Planners](#)

[Geoscientists](#)

[Historians](#)

[Sociologists](#)

[Soil, Water Conservationists](#)

[Transportation Planners](#)

[Urban & Regional Planner](#)

Management

[Advertising](#)

[Clinical Research Coordinators](#)

Office and Administrative Support

[Desktop Publishers](#)

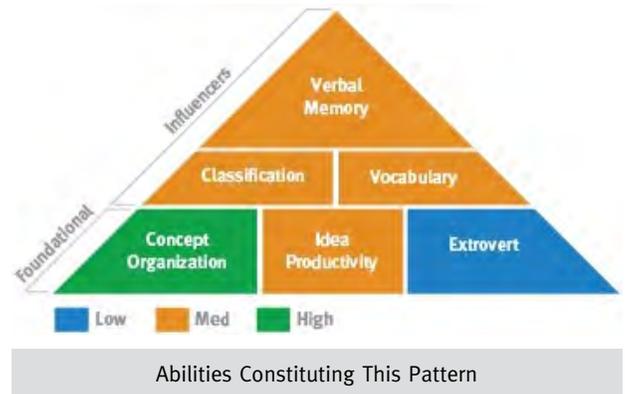
[Executive Secretaries & Executive
Administrative Assistants](#)

Sales and Related

[Sales Engineers](#)

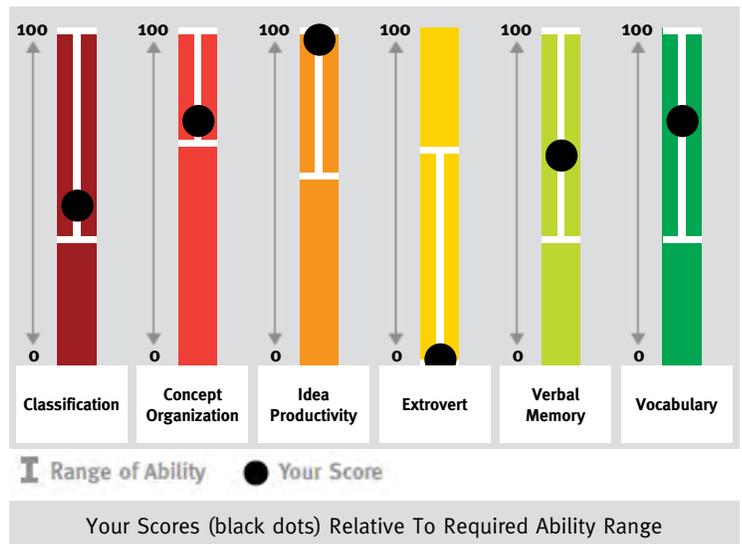
Communicating

This pattern combines a low to moderate level of Extroversion with a continuous flow of ideas (Idea Productivity) and the ability to organize and communicate them in a way that is easy to follow (Concept Organization) in a relatively fast-paced environment (moderate to strong Classification). At least a moderate ability to remember what is read (Verbal Memory) and General Vocabulary are also important. People with this pattern can quickly and easily generate a large number of ideas. They can think of a new approach to communicate a thought, if the approach they begin with is not understandable to the audience. Organizing ideas and information is a natural, internal process for people with this pattern. They excel in creating or listening for logic tracks. This ability pattern is foundational for a wide variety of careers in communications.



The Communicating pattern can apply to oral and written communication. The stronger your Introversion, the more comfortable you will be if you are given time to organize your thoughts before you give a speech or presentation. The stronger your Classification, the more likely you will be able to think on your feet. Your strong Concept Organization keeps you from enjoying rapid fire problem solving, but you should easily be able to follow the twists and turns of a logical argument, and form a response with ease.

Good Verbal Memory and Vocabulary should provide you with the necessary tools to communicate any thought thoroughly. You will likely be a reader who enjoys being informed of changes in the world or your industry. Keeping up with information may be one of your favorite pastimes, and in our communication rich world your innate abilities will be desirable in any industry needing creative communicators.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Communicating

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

Arts, Design, Entertainment, Sports, Media

[Creative Directors](#)

[Editor](#)

[Poet, Lyricist](#)

[Producer](#)

[Public Relations Specialist](#)

[Radio & Television Announcer](#)

[Reporter & Correspondent](#)

Education, Training, and Library

[Adult Basic, Secondary Education, Literacy Teachers](#)

[Agricultural Sciences Teachers, Postsecondary](#)

[Anthropology & Archeology Teachers, Postsecondary](#)

[Architecture Teachers, Postsecondary](#)

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

[Biological Science Teachers, Postsecondary](#)

[Business Teachers, Postsecondary](#)

[Career/Technical Education Teachers, Middle School](#)

[Chemistry Teachers, Postsecondary](#)

[Communications Teachers, Postsecondary](#)

[Criminal Justice & Law Enforcement Teachers, Postsecondary](#)

[Curators](#)

[Economics Teachers, Postsecondary](#)

[Education Teachers, Post Secondary](#)

[English Language & Literature Teachers, Postsecondary](#)

[Environmental Science Teachers, Postsecondary](#)

[Foreign Language & Literature Teachers, Postsecondary](#)

[Geography Teachers, Postsecondary](#)

[History Teachers, Postsecondary](#)

[Law Teachers, Postsecondary](#)

[Mathematical Science Teachers, Postsecondary](#)

[Middle School Teachers](#)

[Nursing Instructors & Teachers, Postsecondary](#)

[Philosophy & Religion Teachers, Postsecondary](#)

[Psychology Teachers, Postsecondary](#)

[Secondary School Teachers](#)

[Self-Enrichment Education Teachers](#)

[Sociology Teachers, Postsecondary](#)

[Technical Education Teachers, Secondary](#)

[Vocational Education Teachers, Postsecondary](#)

Legal

[Lawyer](#)

Life, Physical, and Social Science

[Transportation Planners](#)

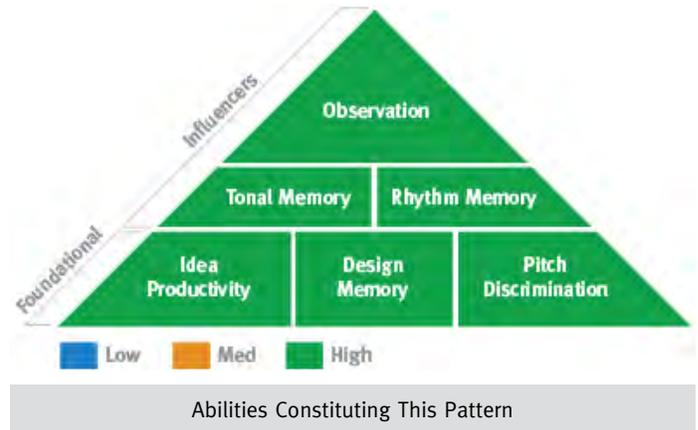
[Urban and Regional Planners](#)

Management

[Chief Executives](#)

Sensing - Creative

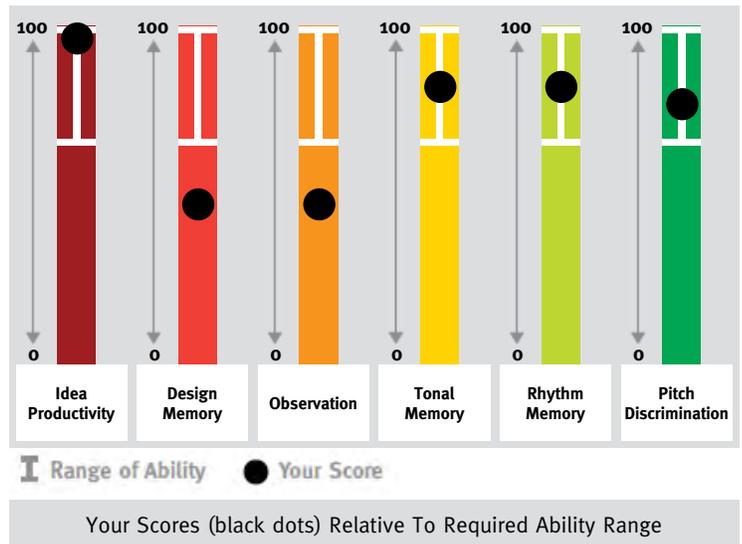
You have many creative abilities, and you will want to pay attention to these talents. Your Idea Productivity, Design Memory, and Pitch Discrimination combine to point you in a creative and artistic direction. You are able to think of many ways of doing something. You can remember the overall pattern of something, and you are sensitive to small nuances of change and the effects of such a change. For example, if you were painting a picture, you could have several ideas for the picture, you could grasp the overall pattern that you were trying to produce, and you would be aware of subtle changes in shape or color. These abilities can be applied in many fields, not just visual art. They allow you to be creative with any kind of task you may wish to do.



Additionally, you have Musical abilities, as reflected by your scores in Tonal Memory, Rhythm Memory, and Pitch Discrimination. Your Musical abilities will press to be used. You might enjoy playing an instrument, singing, dancing, or taking part in other forms of musical expression. Your scores suggest that you would derive great pleasure by including music as a part of your life.

Your Design Memory and Observation scores suggest that you also have good Visual abilities. You may feel quite at home and productive in a field that is strongly visual.

The fact that you possess so many creative abilities has several implications for you. You are very tuned to your sensory experiences. You notice the details and nuances of many situations and these details are important to you. You will enjoy an environment that is aesthetically pleasing, and you will be aware of small differences in many sensory areas. You will want to choose a career field and other activities that give you opportunities to express your highly creative side.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Sensing - Creative

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

Arts, Design, Entertainment, Sports, Media

[Actors](#)
[Art Directors](#)
[Choreographers](#)
[Craft Artists](#)
[Dancers](#)
[Directors- Stage, Motion Pictures](#)
[Fashion Designers](#)
[Film & Video Editors](#)
[Fine Artists, Including Painters, Sculptors](#)
[Floral Designers](#)
[Graphic Designers](#)
[Interior Designers](#)

[Multimedia Artists & Animators](#)
[Music Composers & Arrangers](#)
[Music Directors](#)
[Musicians, Instrumental](#)
[Photojournalist](#)
[Set & Exhibit Designers](#)
[Singers](#)
[Sound Engineering Technicians](#)
[Talent Directors](#)

Computer and Mathematical

[Video Game Designers](#)

Education, Training, and Library

[Art, Drama, Music Teacher](#)
[Audio Visual Multimedia](#)

Healthcare Practitioners and Technical

[Art Therapists](#)
[Music Therapists](#)
[Speech-Language Pathologists](#)

Healthcare Support

[Speech-Language Pathology Assistants](#)

Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)

Personal Care and Service

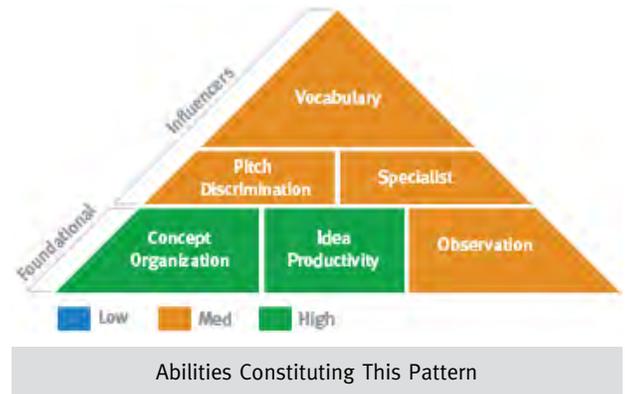
[Animal Trainers](#)
[Hairdressers & Cosmetologists](#)

Production

[Jewelers](#)

Writing - Creative

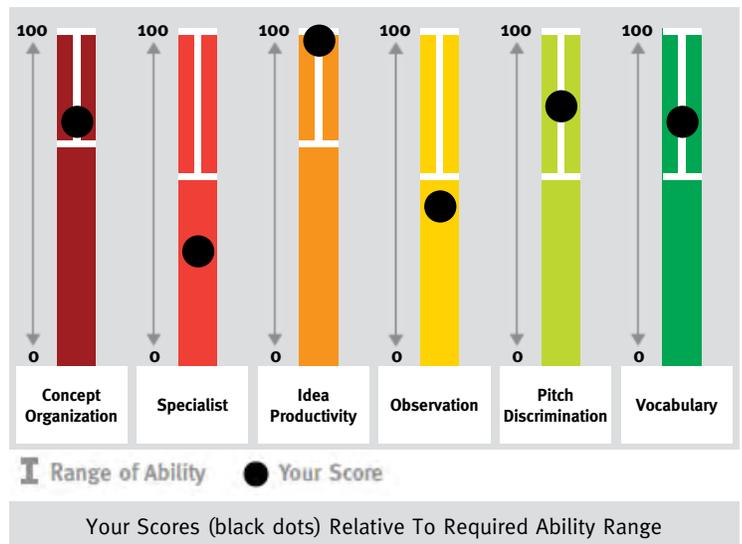
This pattern combines a Specialist orientation with idea-rich Analytical Problem Solving (Idea Productivity, Concept Organization), attention to environmental details (Observation and Pitch Discrimination), and a relatively strong General Vocabulary. People with this pattern are able to prioritize their ideas and put them in a logical form that others can easily understand. The Writing- Creative pattern is also about experimenting with words and communication. A wide Vocabulary and general wealth of knowledge will bring substance to written works, and Observation will provide the details that bring the writing to life. The addition of Pitch Discrimination enhances descriptions of nuances and subtleties such as smells, texture and colors.



A person with this basic Writing- Creative pattern is generally a creative person. Depending on the other abilities that are present, they may find themselves in any number of creative fields, although probably always working to communicate in some way. A person with this basic pattern and the addition of Classification may be interested in solving problems and creating intuitive models for others to explore. This particular combination would be highly valued in video game design copy writing or screenplay writing. With the addition of Spatial Relations Theory, writing psychological thrillers or high fantasy novels might be interesting. Often what you are naturally drawn to as a reader is a good indicator of what you would be inspired by as a writer.

If you also have moderate Rhythm Memory, you can “hear” what you write although it brings with it a sense of restlessness that might inhibit your ability to sit and write for long periods of time. If your Spatial Relations scores are moderate to strong, you are able to understand machines or technical processes well enough to use them as believable plot points.

If you are more Introverted, you may prefer to work freelance or in a writing role in an organization. This would allow some protection from constant contact with others. You would thrive in writing or planning work that involves a good deal of self-starting and limited contact with other people.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Writing - Creative

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

Arts, Design, Entertainment, Sports, Media

[Editor](#)

[Interpreters & Translators](#)

[Journalist](#)

[Poets, Lyricists & Creative Writers](#)

[Producer-Writer Multi Media](#)

[Reporters & Correspondents](#)

Management

[Advertising](#)

Office and Administrative Support

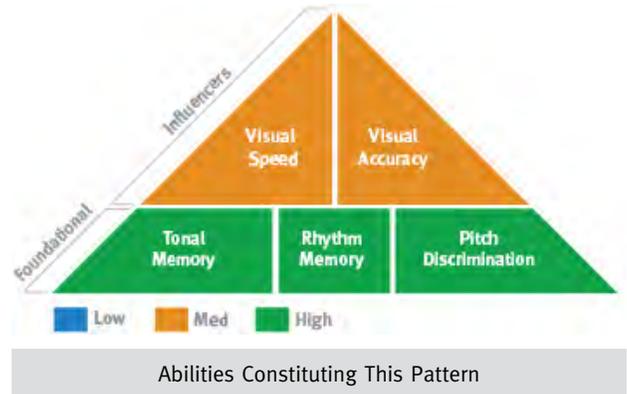
[Desktop Publishers](#)

Education, Training, and Library

[English Language & Literature Teachers](#)

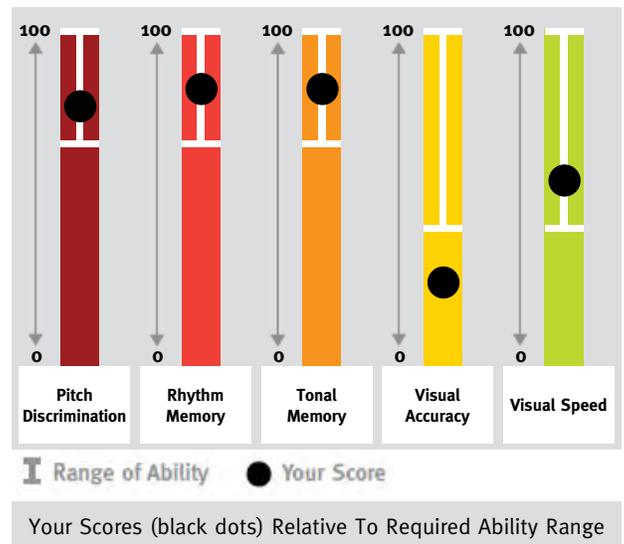
Sensing - Musical Connection

The Musical Connection pattern combines natural Musical ability (Tonal Memory, Rhythm Memory, Pitch Discrimination) with relatively strong Visual Proficiency (Visual Speed and Accuracy). While this pattern can accommodate any personal style, Specialist/Introverts may have an edge in the highly competitive music industry because of their intense drive for perfection in one area of interest. At the very least, a person whose abilities fall into this pattern will be aware of music and enjoy it in one way or another through all of life.



The musical abilities come together in a unique way to create the physical ability to hear music and the abilities to remember and reproduce music. In the strongest ranges, Tonal Memory is the ability to remember melodies and harmonies and Pitch Discrimination is the ability to differentiate between pitches with uncanny accuracy. The stronger the Pitch Discrimination, the stronger the ability to hear the different notes played in a melody and possibly reproduce them with a high degree of accuracy. The stronger the Rhythm Memory, the better the ability to remember and reproduce the cadence or rhythm of what is heard. The addition of Visual Speed and Visual Accuracy enhances reading music and, they can be helpful in handling the paperwork involved in the role of composer. In combination, these abilities will likely produce in you, pressure to be connected to music in a strong way. This pressure will be felt over a lifetime and outlets can be created vocationally or avocationally.

Being able to hear and reproduce melodies and rhythm does not guarantee success however. Just because you have the musical abilities to hear music, does not mean becoming proficient on an instrument or composing is a given. Some added abilities in Classification, and Concept Organization would be helpful for learning an instrument, and some level of Idea Productivity and Spatial Relations Theory would be helpful for composition. But as with any career that requires skill, success in musical careers is usually a mix of some natural talent and massive amounts of hard work.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Sensing - Musical Connection

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

Arts, Design, Entertainment, Sports, Media

[Art, Drama, Music Teacher](#)

[Dancers](#)

[Multimedia Artists & Animators](#)

[Music Composer](#)

[Music Directors](#)

[Musicians, Instrumental](#)

[Singer](#)

[Sound Engineer](#)

[Talent Directors](#)

Healthcare Practitioners and Technical

[Music Therapists](#)

Installation, Maintenance, and Repair

[Musical Instrument Repairer](#)

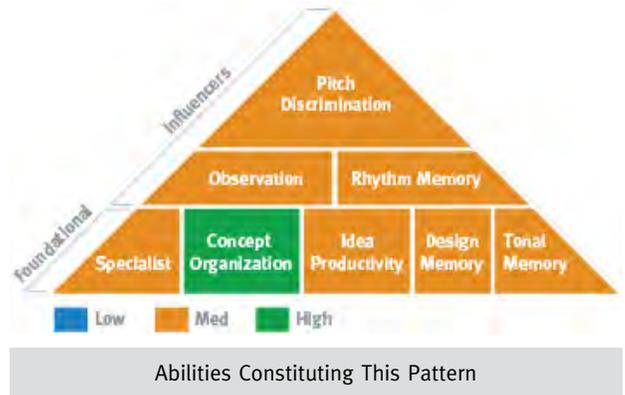
Personal Care and Service

[Fitness Trainers & Instructors](#)

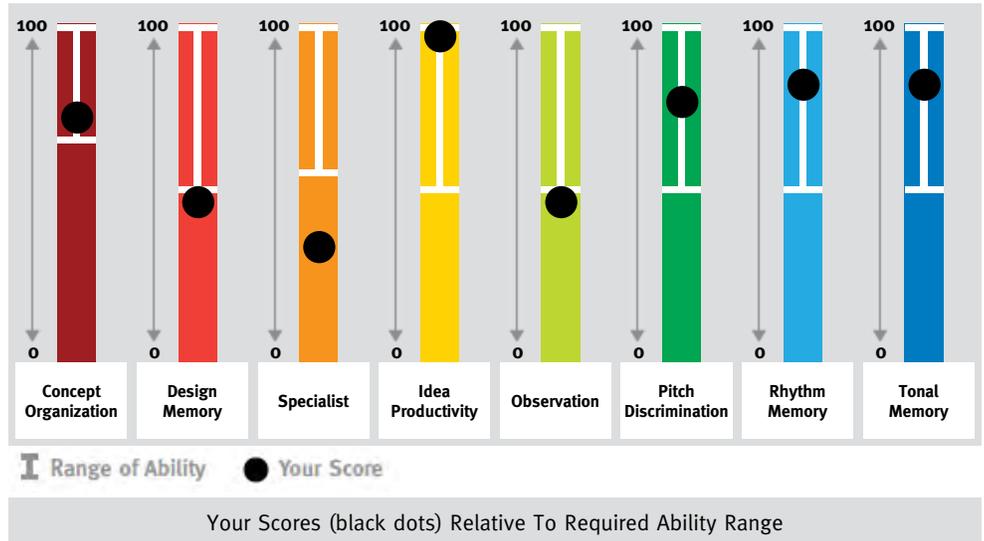
Arranging - Creative

This pattern combines a Specialist orientation with Analytical Problem Solving (Concept Organization) and relatively strong Visual and Musical abilities (Design Memory, Observation and Tonal Memory, Rhythm Memory, Pitch Discrimination). They prefer to work alone and not be as involved in the showing of their work.

Good Idea Productivity is important to this pattern. It fuels thoughts about subjects or topics to depict and ways to approach the creative task. Additional abilities point to an artistic or creative direction. The visual and music abilities indicate a heightened sensitivity to your sensory experiences. People with this pattern notice, appreciate, and attach importance to the details and nuances of many types of situations, not just art and music. When they find a medium of artistic or creative expression, they are often able to communicate their generally heightened critique of experiences to others.



When the basic components of this pattern are combined with high Concept Organization, you are also a good match for artistic and creative fields requiring you to logically organize and arrange things or ideas. Investigating careers such as Museum Curator, or Historical Restoration Specialist might lead you to a path less travelled but nonetheless interesting to your unique sensibilities.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Arranging - Creative

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

Architecture and Engineering

[Mapping Technicians](#)

Arts, Design, Entertainment, Sports, Media

[Art Director](#)

[Choreographer](#)

[Commercial & Ind. Designer](#)

[Fashion Designer](#)

[Film & Video Editor](#)

[Fine Artist](#)

[Floral Designers](#)

[Graphic Designer](#)

[Interior Designer](#)

[Multimedia Artists & Animators](#)

[Music Composer & Arranger](#)

[Music Director](#)

[Set and Exhibit Designer](#)

[Sound Engineer Technician](#)

[Talent Directors](#)

[Technical Directors/Managers](#)

Computer and Mathematical

[Telecommunications Engineering](#)

[Video Game Designer](#)

[Web Developer](#)

Education, Training, and Library

[Art, Drama, Music Teacher](#)

[Communications Teachers](#)

[Curator](#)

[Instructional Designer](#)

[Museum Technician and Conservators](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

[Music Therapists](#)

Life, Physical, and Social Science

[Historians](#)

Management

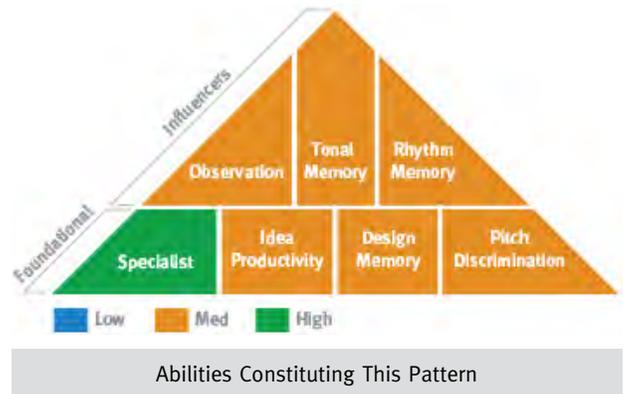
[Advertising](#)

Production

[Jewelers](#)

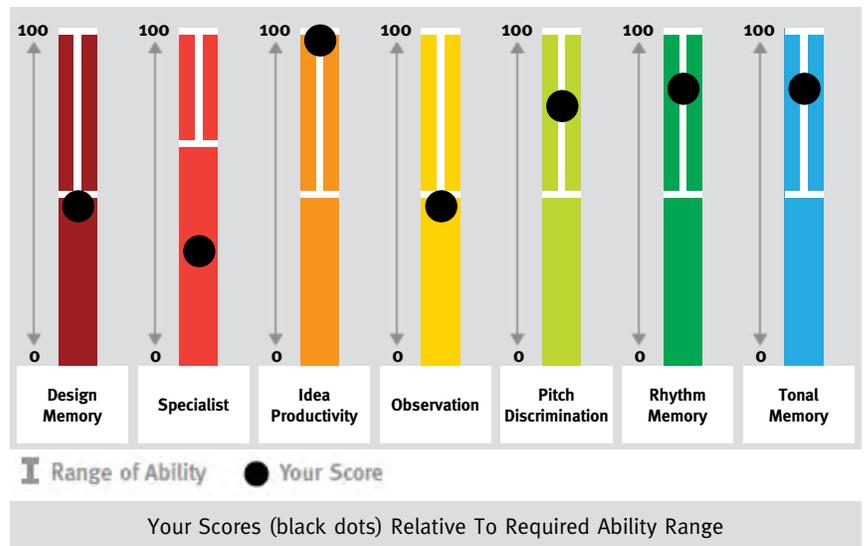
Specializing - Creative

This pattern combines a Specialist orientation, rich idea generation (Idea Productivity), and Musical (Tonal Memory, Rhythm Memory, Pitch Discrimination) and Visual abilities (Design Memory, Observation). People with this pattern are artists who prefer to delve into activities that will increase their expertise. Typically a person involved in a creative specialty will be driven by interest or passion to know or understand something unique and powerful. Self-awareness will be valuable as you begin to explore the artistic realm and seek a way to make your interest or passion come to life.



Idea Productivity is important to this pattern because it enables creative specialists to think of many different subjects or topics to depict, and many different ways to approach the task. The visual abilities and music abilities indicate a heightened sensitivity to sensory experiences. People with this pattern notice, appreciate, and attach importance to the details and nuances of many types of situations, not just art and music. Experiencing a new type of artistic or creative expression enables those with this pattern to communicate their generally heightened sensory experiences to others.

If you also have medium to high Concept Organization, you might be able to turn your critical thinking into a career as an art or theater critic, or any other artistic and creative fields requiring you to logically organize and arrange things. If you are more Extroverted, adding a social component to your artistry could make you a powerful performance artist.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Specializing - Creative

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

Architecture and Engineering

[Architect](#)

[Robotics Technicians](#)

Arts, Design, Entertainment, Sports, Media

[Art Director](#)

[Choreographer](#)

[Commercial & Industrial Designer](#)

[Craft Artist](#)

[Dancers](#)

[Fashion Designer](#)

[Film & Video Editor](#)

[Fine Artist](#)

[Floral Designers](#)

[Graphic Designer](#)

[Interior Designer](#)

[Multimedia Artists & Animators](#)

[Music Composer & Arranger](#)

[Music Director](#)

[Musician Instrumental](#)

[Photographer](#)

[Set and Exhibit Designer](#)

[Sound Engineer Technician](#)

[Talent Directors](#)

Computer and Mathematical

[Video Game Designer](#)

[Web Developer](#)

Education, Training, and Library

[Communications Teachers](#)

[Curator](#)

[Instructional Designer](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

[Music Therapists](#)

Management

[Advertising](#)

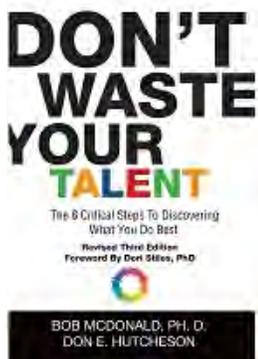
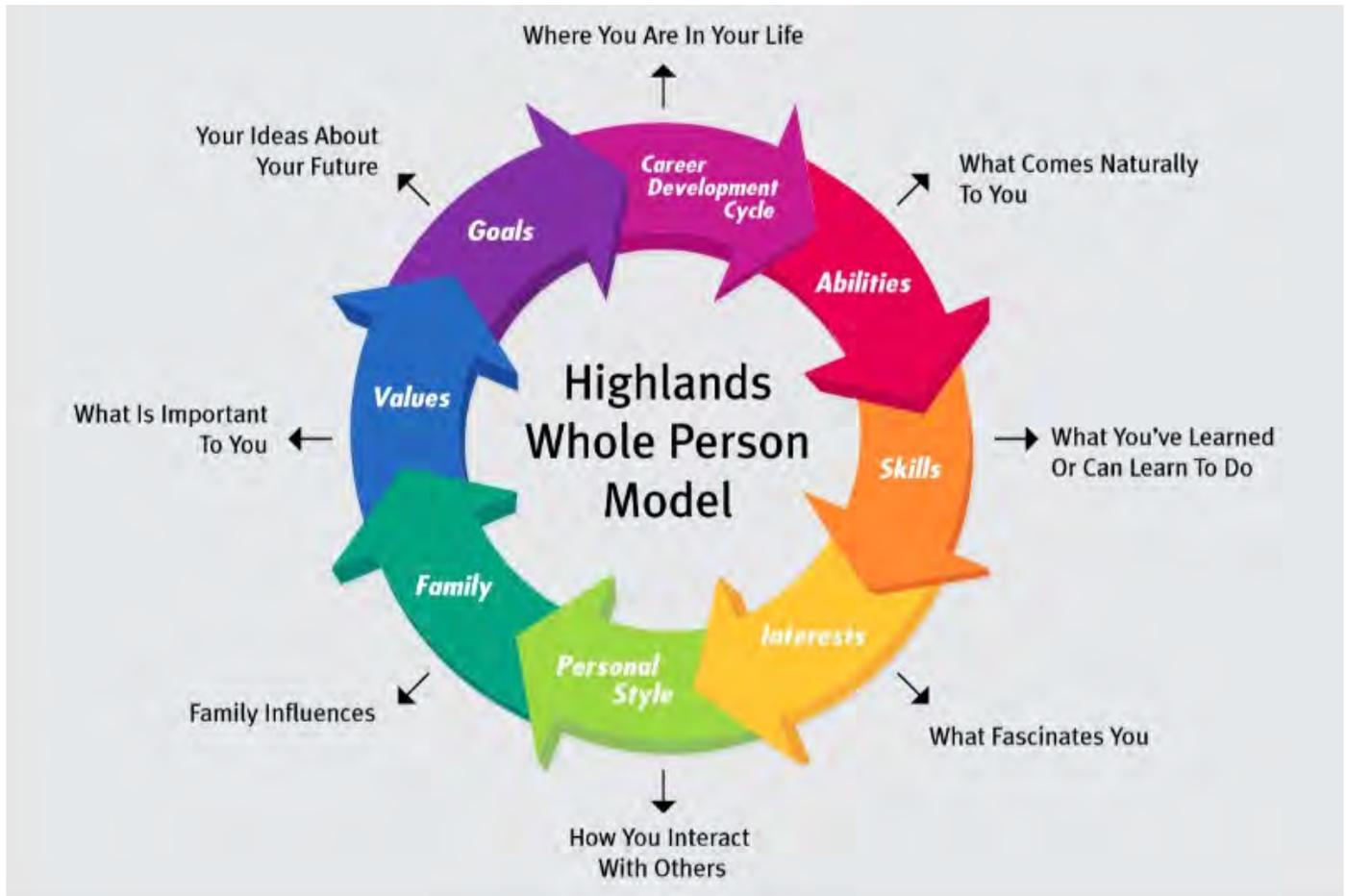
Production

[Jewelers](#)

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 in the Personal Vision Coaching Program. Discover the Highlands proprietary Whole Person Method -

Click here for your access to the e-book-
[**Don't Waste Your Talent:**](#)
[**The 8 Critical Steps to Discovering What You Do Best**](#)

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.

Terms and Conditions of Use for the Highlands Ability Battery (HAB)

The Highlands Ability Battery (HAB) is not normed for use by employers to predict performance or success in a job, or screen applicants for hire or selection purposes. The HAB is to be used exclusively by Highlands' consultants who have been trained and certified in the administration of the HAB and the interpretation of the Highlands report publications to equip individuals with knowledge of their aptitudes for making occupational and educational choices.

Prepared for: Adult Profiler

www.HighlandsCo.com | www.HighlandsLifeandCareerCenter.com