



Highlands Career Exploration Supplement

Student Version



Do ^{What}
You Do
Best

Customized Career Exploration Report

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Highlands Career Exploration Supplement

Prepared for
Sample Student

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.

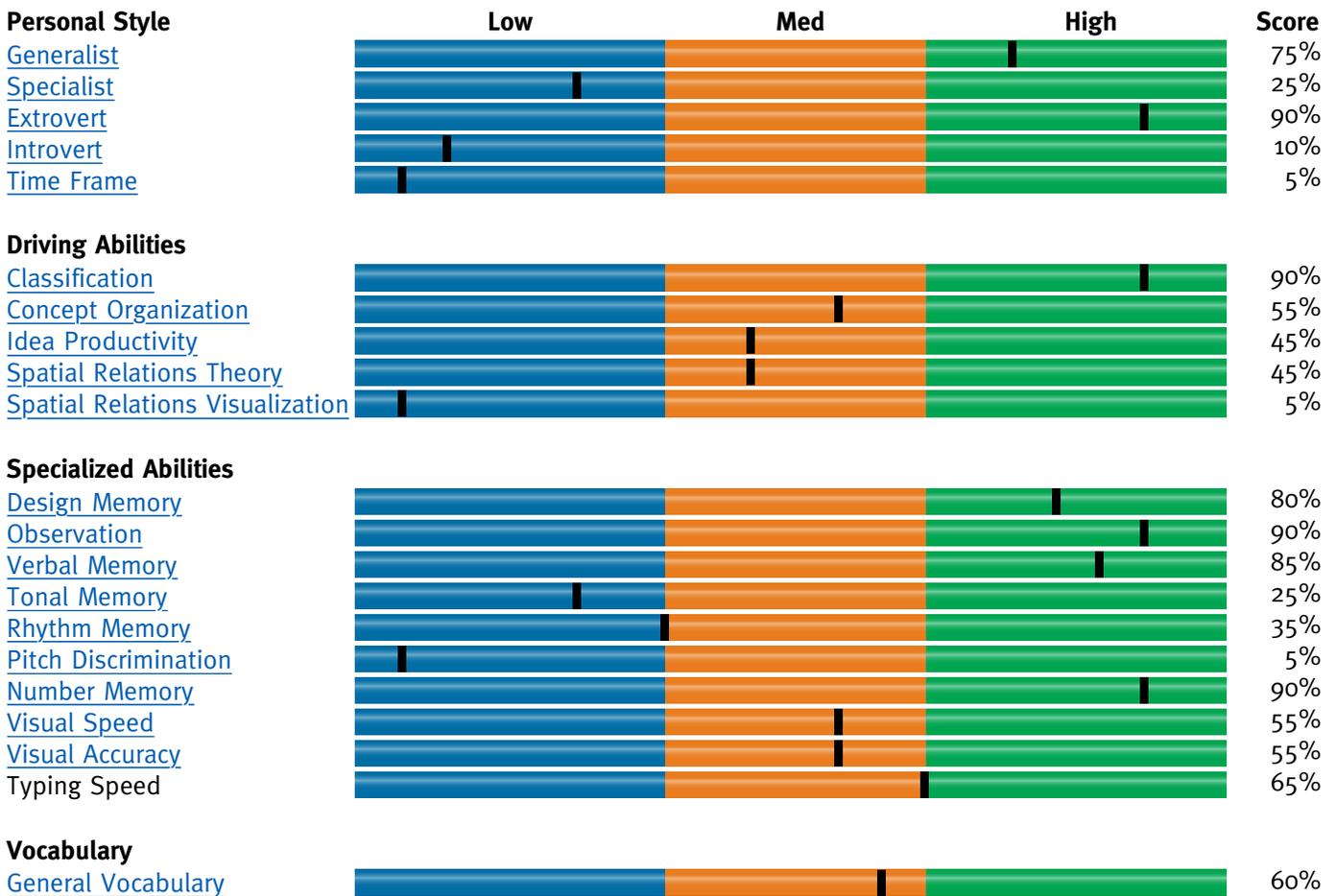
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific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

Networker

As a Generalist you gravitate naturally towards teams and groups, find it relatively easy to understand and work with others, and to adjust to the styles and work habits of those around you. Your Extroversion allows you to get energy from being around people. You are a natural peopleinfluencer and your ability to influence people is not necessarily built on forceful persuasion. You can be subtle and convincing without much effort.

You will likely find a good fit in an environment that allows you to verbally interact with people in a team setting. Seeking experiences where you can act as a spokesperson for group projects, science research, or team sports can be positive options for you. Political action, social interaction, sales, customer service, and any other area where persuasion is valued will be interesting adventures for you.



Time Frame Orientation



Immediate: Combined with an immediate completion date (1 year or less), any activity that is connected to short-term goals or to the achievement of immediate results may feel more motivating and meaningful.

You are drawn to activities requiring an immediate response, or resulting in immediate gratification, rather than those needing planning beyond a year. Think of this as the difference between calling the next play and planning the season, or playing a song rather than composing a symphony. Any responsibilities that can be completed and rewarded within a relatively short period of time will be more motivating and meaningful. Completing activities as they are assigned or as you think about them might be more interesting than planning them. For example, writing for a daily/weekly blog vs. writing a book, or practicing for a weekly game rather than a onetime tournament a year from now. Having intermediate, short-term rewards may make it easier to be motivated for an activity with more long-range completion dates.

III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Between Diagnostic and Consultative

Your strong Classification and mid-range Concept Organization indicate you arrive at solutions quickly and often base your conclusions on facts that may appear to others as seemingly unrelated bits of information. Once a plan is devised, or a solution adopted, you prefer moving on to confront the next problem.

Your problem solving style draws you toward fast-paced environments where your rapid decision making skills are encouraged. You may also be interested in a debriefing after decisions are made to analyze logical support for future choices.



Idea Productivity (Divergent Reasoning)

Your mid-range Idea Productivity results in the ability to both generate new ideas and to discriminate among a large flow of ideas to select one or two. You might excel as the leader of meetings at which ideas are produced and exchanged. You probably will be most effective in careers that draw on your strength in producing your own ideas, in encouraging others to produce theirs, and in facilitating the discussion about the selection of ideas that lead to a plan or solution. You may be able to handle several projects simultaneously, although you may have some difficulty maintaining a single focus over a prolonged period of time.

This means you would feel most comfortable in a career that values the ability to discern between many random ideas and one or two really great ones.

Spatial Reasoning

Between Spatial Theorizing and Spatial Executing

Your mid-range SRT and low SRV indicate you function most comfortably in the world of theories, physical laws, and math. You have a moderate innate ability to understand how we organize and control physical and mechanical systems, at an intangible/theoretical level such as astronomy, physics and pure mathematics. It is a focus on the “why” of things rather than on the “how”.

You are more likely to be drawn to majors that examine the theory behind ideas than majors that create tangible objects. Possible majors include those in the traditional “liberal arts” such as sociology, anthropology, psychology, and history. You may be drawn to professional fields that require post-graduate training or education.



IV. Your Specialized Abilities

Powerfully Visual. Visual abilities include Design Memory and Observation. Your combination of scores indicates you have **strong** visual abilities. You will likely feel productive in work roles which are highly visual such as design, layout and advertising as well as work roles within the scientific, medical and engineering fields.

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 given moderate quantities and/or sufficient time to complete.

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 Numbers Number Memory Low Med High</p>  <p>90%</p>	<ul style="list-style-type: none"> • Relating information to numbers is a strong learning tool for you • Use this learning tool to arrange schedules and time-tables for projects • Investigate majors and careers that require instant access to facts and data • Remember that others may be slower at working with numbers • Take time to reduce what you learn to lists
<p>Learning By Reading Verbal Memory Low Med High</p>  <p>85%</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>80%</p>	<ul style="list-style-type: none"> • Incorporating graphic elements into the information you study is a strong learning tool • You may work comfortably with visual materials such as plans, maps, designs • Use visual presentation software, graphs, maps, and charts in communicating with others • Use show-and-tell when introducing a new topic or project • Use graphics to communicate with others while allowing for other learning styles
<p>Kinesthetic Learning Rhythm Memory Low Med High</p>  <p>35%</p>	<ul style="list-style-type: none"> • Reproducing body movements or a musical beat may be difficult for you • You are not likely to feel a drive towards physical activity to help you think • Bolster limitations in physical activity by practicing diligently • Request that others demonstrate a technique or activity • If your class, major, or career requires physical movement to succeed, seek instruction and practice
<p>Learning By Listening Tonal Memory Low Med High</p>  <p>25%</p>	<ul style="list-style-type: none"> • Remembering what you hear may be difficult for you • Take careful notes when you attend classes or meetings • Communicate with others in writing • Ask others to communicate with you in writing • Learning any language through spoken communication alone may be difficult for you

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.

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.

You score in the mid-range in General Vocabulary. Your score is in line with most of the business world, as well as most doctors, lawyers, and college professors. It is also typical of successful people in highly specialized areas, such as engineering, accounting, finance, drafting, or design. 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. The vast majority of jobs require the level of Vocabulary you have. You may find that any work you do to increase the precision of your Vocabulary will give rich rewards to you in your career.

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

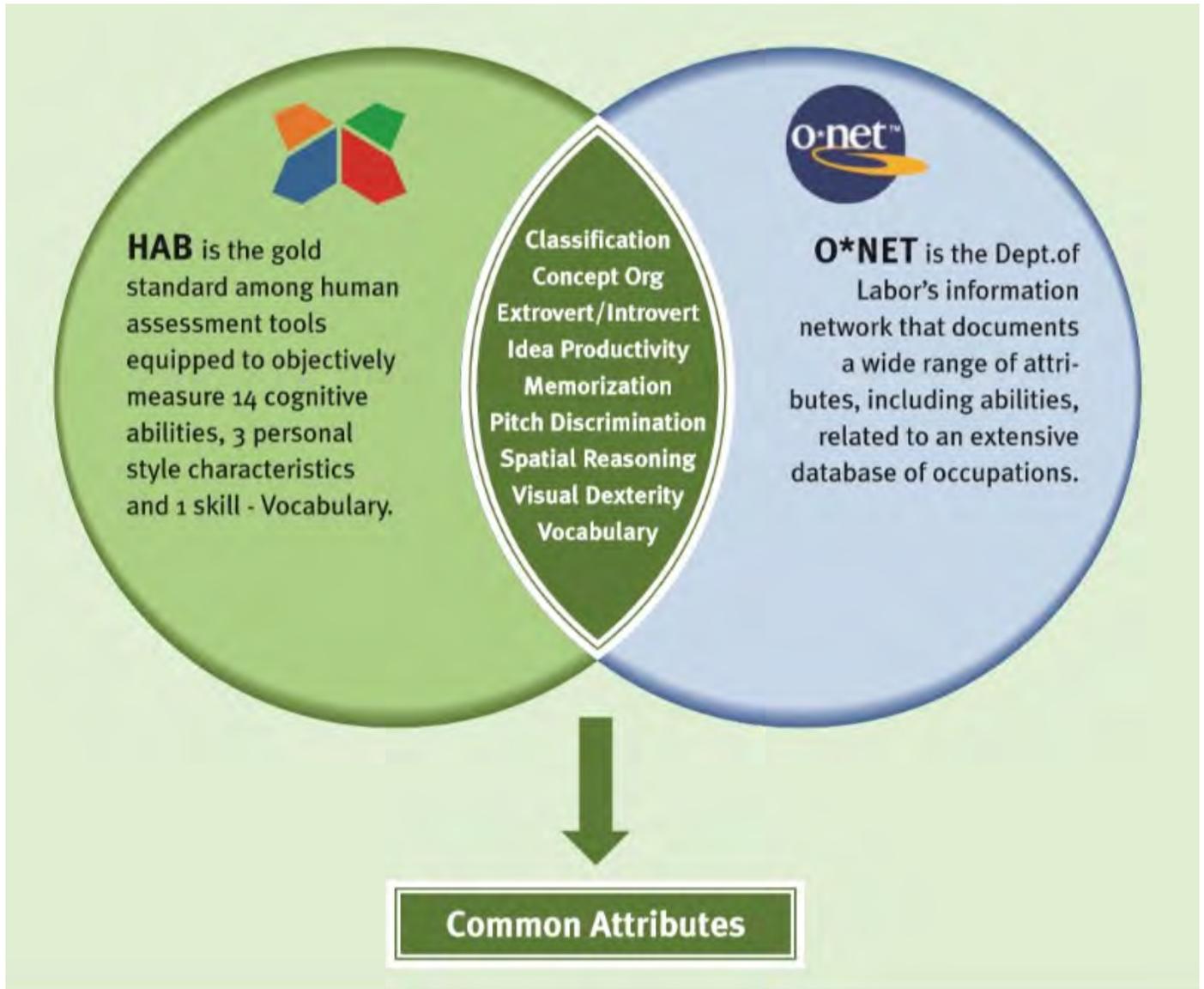
For Personal Vision Coaching

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.*

Business and Financial Operations

- [Regulatory Affairs Specialists](#)
- [Equal Opportunity Representatives](#)

Computer and Mathematical

- [Data Analytics Specialist](#)
- [Business Intelligence Analysts](#)

Education, Training, and Library

- [Health Specialties Teachers, Postsecondary](#)
- [Library Science Teachers, Postsecondary](#)
- [Anthropology Teachers, Postsecondary](#)
- [Law Teachers, Postsecondary](#)
- [Psychology Teachers, Postsecondary](#)
- [Environmental Science Teachers, Postsecondary](#)
- [Instructional Coordinators](#)
- [Business Teachers, Postsecondary](#)
- [English Literature Teachers, Postsecondary](#)
- [Nursing Instructors, Postsecondary](#)
- [Chemistry Teachers, Postsecondary](#)

- [Biological Science Teachers, Postsecondary](#)
- [Earth, Space Sciences Teachers, Postsecondary](#)

- [Computer Science Teachers, Postsecondary](#)
- [Agricultural Sciences Teachers, Postsecondary](#)
- [Philosophy, Religion Teachers, Postsecondary](#)
- [Geography Teachers, Postsecondary](#)
- [History Teachers, Postsecondary](#)
- [Economics Teachers, Postsecondary](#)
- [Social Work Teachers, Postsecondary](#)
- [Physics Teachers, Postsecondary](#)
- [Conservation Science Teachers, Postsecondary](#)
- [Education Teachers, Postsecondary](#)
- [Criminal Justice Teachers, Postsecondary](#)

Healthcare Practitioners and Technical

- [Pediatricians, General](#)
- [Genetic Counselors](#)
- [Podiatrists](#)

Family, General Practitioners

- [Obstetricians, Gynecologists](#)
- [Physician Assistants](#)
- [Orthoptists](#)
- [Allergists, Immunologists](#)
- [Nurse Practitioners](#)
- [Naturopathic Physicians](#)
- [Psychiatrists](#)
- [Advanced Psychiatric Nurses](#)
- [Internists, General](#)
- [Pharmacists](#)

Legal

- [Judges, Magistrate Judges](#)
- [Administrative Law Judges](#)
- [Lawyers](#)

Life, Physical, and Social Science

- [School Psychologists](#)
- [Meteorologist, Space Scientists](#)
- [Environmental Scientists](#)
- [Clinical Psychologists](#)
- [Counseling Psychologists](#)

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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.



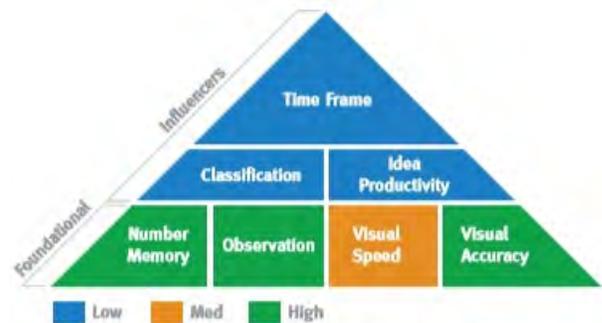
Over time, many satisfied (and dissatisfied) workers look for ways to emphasize and deemphasize particular aspects of their employment. Understanding your Patterns equips you with solid evidence for the changes you might want to make -putting you in the driver's seat of your career.

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

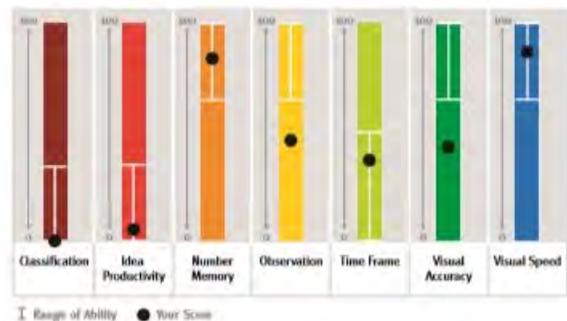
Ability Patterns - Connections to Abilities
Very Clear Connection to Abilities
Diagnostic Networker
Problem Solving - Practical Diagnostic
Problem Solving - Practical Consultative
Instructing/Training
Problem Solving - Practical Analytical
Problem Solving - Systemic Consultative
Somewhat Clear Connection to Abilities
Writing/Planning
Problem Solving - Idea-rich Analytical Practical
Investigating - Planning
Mediating - Diplomatic
Click Each Pattern Online for Full Description

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

Click on each Pattern to see a:



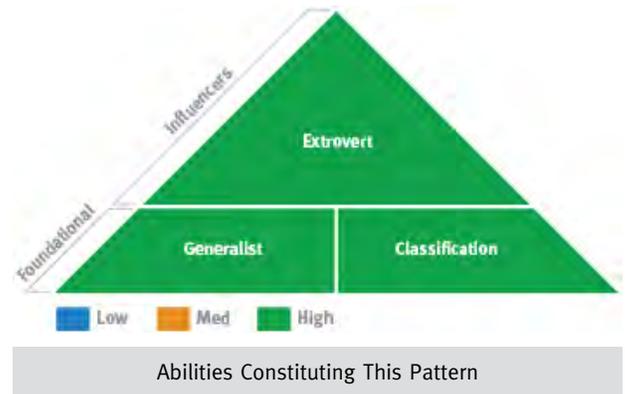
Visual Formula of this Pattern.



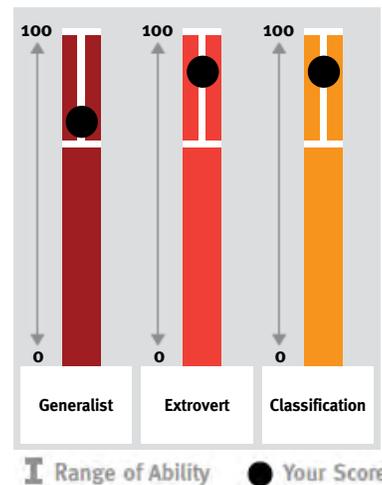
Score Graph of your ability scores relative to the Pattern.

Diagnostic Networker

This pattern combines the Networker Personal Style (Extroverted Generalist) with Diagnostic Problem Solving. People with this pattern have a natural ease working with groups of people; others are likely to listen and respond. They enjoy sharing their thoughts out loud, talking through their observations and considerations, and strive for variety in their work activities. While not needing to become an expert in any one arena, Networkers can usually speak to and reach a wide range of people because of their mile-wide and foot-deep orientation.



Combining Diagnostic Problem Solving (Classification) with the Networker personal style results in a natural general investigative orientation. 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 enjoy a fast pace in their work environment. They can feel impatient at times unless they consciously make allowances for other people's problem solving styles, so finding outlets for this combination both on and off the job is important.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Diagnostic Networker

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

Architecture and Engineering

[Agricultural Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Public Relations Specialists](#)

[Reporters & Correspondents](#)

[Talent Directors](#)

Business and Financial Operations

[Agents & Business Managers of Artists](#)

[Fundraisers](#)

[Government Property Inspectors](#)

[Insurance Adjusters & Investigators](#)

[Meeting, Convention, & Event Planners](#)

Community and Social Service

[Healthcare Social Workers](#)

[Social & Human Service Assistants](#)

Education, Training, and Library

[History Teachers, Postsecondary](#)

[Home Management Advisor](#)

[Teacher Assistants](#)

Healthcare Practitioners and Technical

[Allergists, Immunologists](#)

[Athletic Trainers](#)

[Chiropractors](#)

[Dietitians & Nutritionists](#)

[Nurse Midwives](#)

[Nurse Practitioners](#)

[Obstetricians](#)

[Orthoptists](#)

[Pharmacists](#)

[Physical Therapists](#)

[Physician Assistants](#)

[Radiologists](#)

[Recreational Therapists](#)

[Registered Nurses](#)

[Sports Medicine Physicians](#)

Management

[Chief Executives](#)

[Emergency Management Director](#)

[Fitness & Wellness Coordinators](#)

[Human Resources Managers](#)

[Legislators](#)

[Public Relations & Fundraising Mgrs](#)

[Social & Community Service Managers](#)

Office and Administrative Support

[Human Resources Assistants](#)

Protective Service

[Police Patrol Officers](#)

Sales and Related

[Real Estate Brokers](#)

[Real Estate Sales Agents](#)

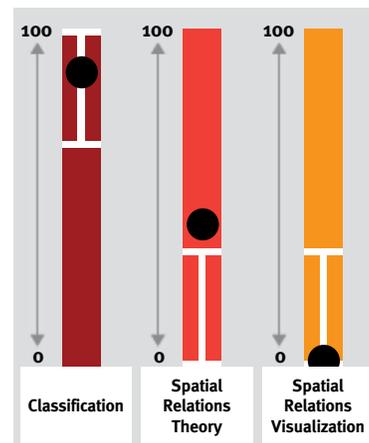
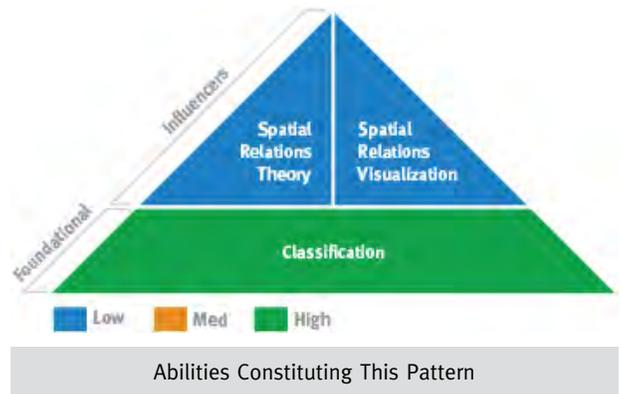
Problem Solving - Practical Diagnostic

This pattern utilizes Diagnostic Problem Solving (Classification) with intangible, practical spatial abilities (Spatial Relations Theory and Visualization). The first ability to take into account is your strong Classification. With strong Classification you are able to solve problems quickly and well; communicating your ideas to other people may present more of a problem. People with this particular combination of abilities often enjoy functioning in a problem solving, or troubleshooting role. They are able to deal with problems quickly, and in fact, 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.

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 operate in fast paced, high-pressure environments that require on the spot decisions and a sense of certainty about them. Politics, fundraising, and troubleshooting are all career fields that use this pattern 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 Diagnostic

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

Business and Financial Operations

[Financial Examiners](#)

[Fraud Examiners, Investigators](#)

[Human Resources Specialists](#)

[Labor Relations Specialists](#)

[Licensing Examiners, Inspectors](#)

Community and Social Service

[Probation Officers & Correctional Spec.](#)

[Rehabilitation Counselors](#)

[Social & Human Service Assistants](#)

Healthcare Practitioners and Technical

[Athletic Trainers](#)

[Diagnostic Medical Sonographer](#)

[Hospitalists](#)

[Pathologist](#)

[Radiation Therapist](#)

[Radiologists](#)

[Respiratory Therapist](#)

[Speech-Language Pathologists](#)

Legal

[Lawyers](#)

Life, Physical, and Social Science

[Epiemiologist](#)

[Park Naturalists](#)

[Social Science Research Assistants](#)

[Sociologists](#)

Management

[Administrative Services Managers](#)

[Fitness & Wellness Coordinators](#)

[Property, Real Estate, & Community Assoc.](#)

[Mgr](#)

[Security Managers](#)

[Social & Community Service Mgrs](#)

Office and Administrative Support

[Executive Administrative Assistants](#)

[Insurance Claims Clerks](#)

[Police, Fire, & Ambulance Dispatchers](#)

Personal Care and Service

[Fitness Trainers & Aerobics Instructors](#)

Protective Service

[Criminal Investigators](#)

[Intelligence Analysts](#)

[Private Detectives & Investigators](#)

Sales and Related

[Insurance Sales Agents](#)

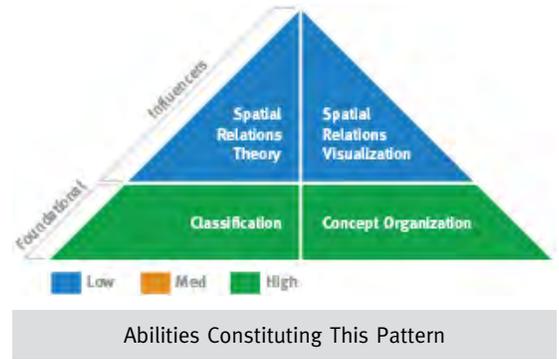
[Real Estate Sales Agents](#)

Transportation and Material Moving

[Flight Attendants](#)

Problem Solving - Practical Consultative

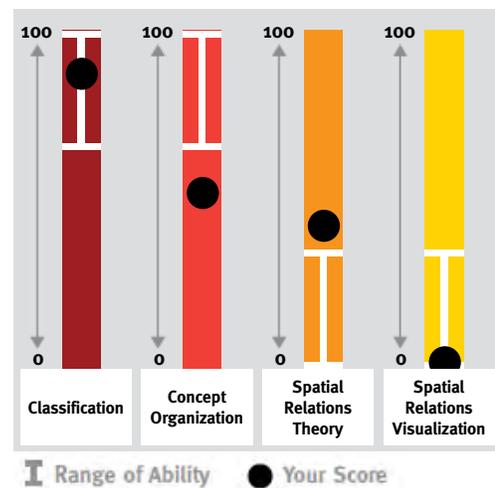
This pattern combines Consultative Problem Solving (Classification and Concept Organization) with intangible, practical spatial abilities (lower Spatial Relations Theory and Visualization). The first abilities to take into account are your relatively strong scores in Classification and Concept Organization. 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](#)

Instructing/Training

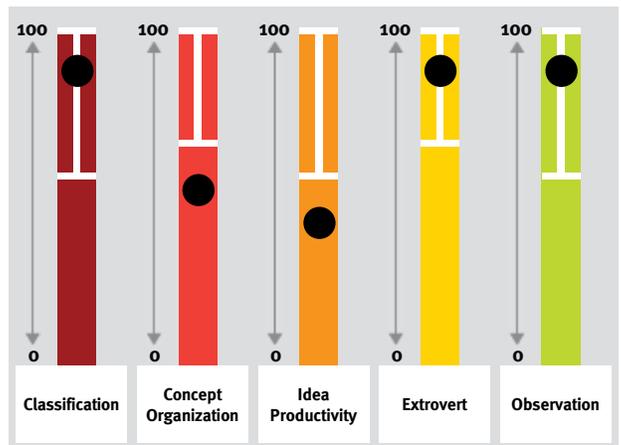
This pattern combines idea-rich (Idea Productivity) Consultative Problem Solving (Classification and Concept Organization) with attention to detail (Observation) and a comfort with a lot of people interaction (Extroversion). People with this combination have a natural talent for public speaking. They generate many ideas, and then organize and articulate them in ways that are both logical and interesting. Classification enables people with this pattern to react and respond to questions and comments on the spot, making connections where others see none. This high-level problem solving makes them believable as presenters. It is important for people with this pattern to develop in-depth knowledge of the topics on which they speak in order to reliably answer questions accurately. Without the depth they may be tempted to “wing it”, and jeopardize their reputation as a reliable source might.

Concept Organization enables those with this pattern to keep ideas organized in their heads, and Extroversion enables them to be energized by the audience. The more interactive the situation is, the more energized they will be. Although capable of presenting lectures, the gifts of this style will shine through when training interactively. Training and public speaking is enhanced with Observation. This allows people with this pattern to notice subtle changes in the facial expressions and body language of the audience and mid-course corrections when missing the mark.

See next page for CAREERS TO EXPLORE.



Abilities Constituting This Pattern



Range of Ability ● Your Score

Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Instructing/Training

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

Arts, Design, Entertainment, Sports, Media

[Coaches & Scouts](#)
[Program Directors](#)
[Public Relations Specialist](#)

Business and Financial Operations

[Auditors](#)
[Equal Opportunity Representatives](#)
[Job Analysis, Compensation Specialists](#)
[Logisticians](#)
[Training and Development Specialist](#)

Community and Social Service

[Educational, Guidance, School, & Vocational Counselors](#)
[Healthcare Social Workers](#)
[Mental Health Counselors](#)

Computer and Mathematical

[Cybersecurity, Cloud Product Director](#)
[Database Administrators](#)

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](#)
[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](#)
[Home Management Advisors](#)
[Law Teachers, Postsecondary](#)
[Librarians](#)
[Mathematical Science Teachers, Postsecondary](#)
[Middle School Teachers](#)
[Nursing Instructors & Teachers, Postsecondary](#)
[Philosophy & Religion Teachers, Postsecondary](#)
[Preschool Teachers](#)
[Psychology Teachers, Postsecondary](#)
[Secondary School Teachers](#)
[Self-Enrichment Education Teachers](#)
[Sociology Teachers, Postsecondary](#)
[Technical Education Teachers, Secondary](#)
[Vocational Education Teachers, Postsecondary](#)

Healthcare Practitioners and Technical

[Athletic Trainers](#)

[Chiropractors](#)
[Dietitians & Nutritionists](#)
[Pharmacists](#)
[Physical Therapists](#)
[Physician Assistants](#)

Life, Physical, and Social Science

[Food Scientists, Technologists](#)
[Survey Researchers](#)

Management

[Compliance Managers](#)
[Education Administrators, Elementary & Secondary School](#)
[Education Administrators, Postsecondary](#)
[Education Administrators, Preschool & Childcare Center/Program](#)
[Emergency Management Directors](#)
[Fitness & Wellness Coordinators](#)
[Investment Fund Managers](#)

Personal Care and Service

[Childcare Workers](#)
[Fitness Trainers & Aerobics Instructors](#)

Protective Service

[Police, Detectives Supervisors](#)

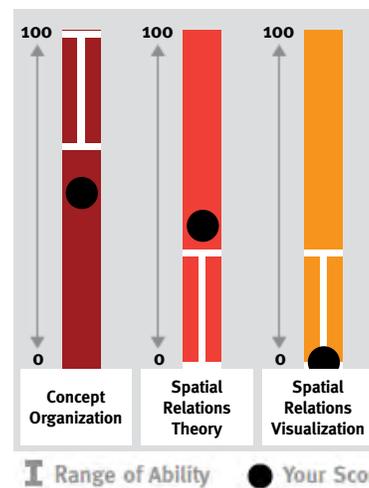
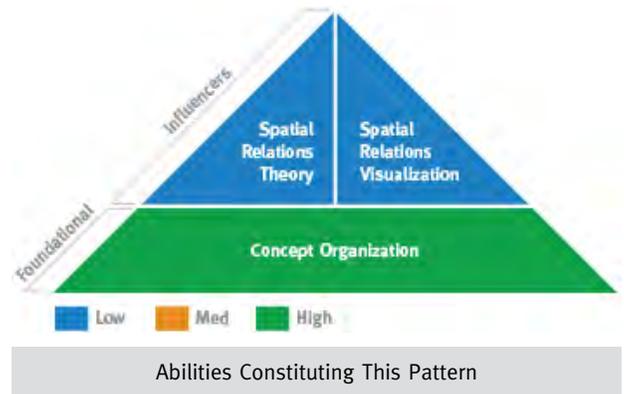
Problem Solving - Practical Analytical

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

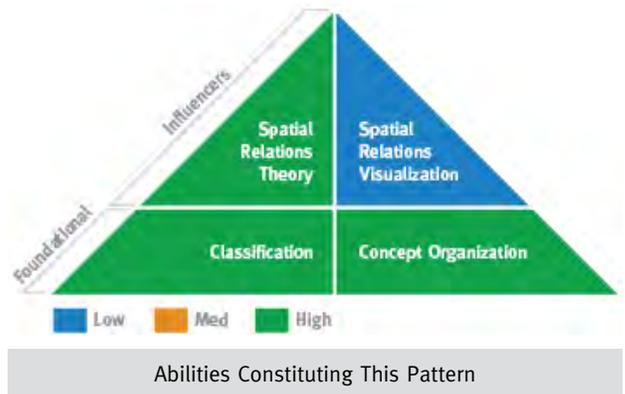
[Spa Managers](#)
[Travel Guides](#)

Sales and Related

[Insurance Sales Agents](#)

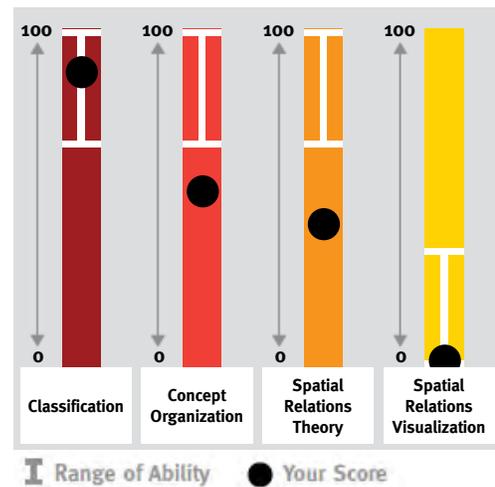
Problem Solving - Systemic Consultative

This pattern combines Consultative Problem Solving (Classification and Concept Organization) with a systems orientation (Spatial Relations Theory). 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. 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.



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, you score strongly in Spatial Relations Theory, and relatively weakly in Spatial Relations Visualization. This means that you are able to imagine hypothetical relationships and interactions that may or may not actually exist. You do not feel as much press or pull, however, to be actually in contact with the concrete world. This particular pattern is useful in theoretical areas of science. It is also useful for mediators, negotiators and counselors who must be able to see the world from another person's point of view and/or consider hypothetical situations. Your combination of abilities is also seen in fields where people can see things from another's perspective and then layout the logic track in a way that others can follow easily. This set of abilities is also seen in fields such as organizational consultation, corporate communications, and human resource management.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Systemic Consultative

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

Arts, Design, Entertainment, Sports, Media

[Interpreters & Translators](#)

Business and Financial Operations

[Business Continuity Planners](#)

[Financial Analysts](#)

[Financial Quantitative Analysts](#)

[Human Resources Specialists](#)

[Labor Relations Specialists](#)

[Training & Development Specialists](#)

Community and Social Service

[Healthcare Social Workers](#)

[Mental Health Counselors](#)

Computer and Mathematical

[Business Intelligence Analysts](#)

Education, Training, and Library

[Nursing Instructors, Postsecondary](#)

Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

Healthcare Practitioners and Technical

[Dermatologists](#)

[Genetic Counselors](#)

[Psychiatrists](#)

Legal

[Arbitrators, Mediators, & Conciliators](#)

Life, Physical, and Social Science

[Animal Scientists](#)

[Atmospheric & Space Scientists](#)

[Counseling Psychologists](#)

[Geneticists](#)

[Industrial-Organizational Psychologists](#)

Management

[Biofuels Production Managers](#)

[Education Administrators, Elementary](#)

[Human Resources Managers](#)

Office and Administrative Support

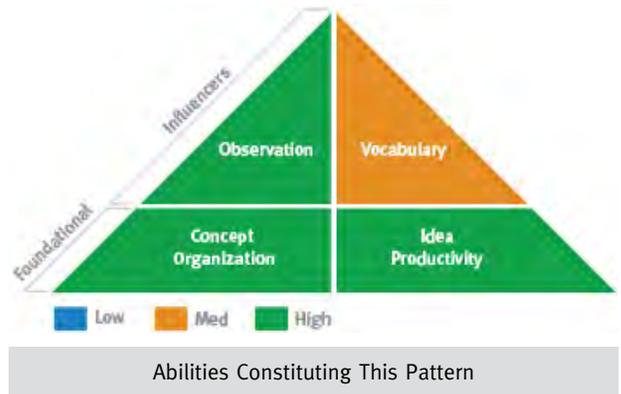
[Eligibility Interviewers, Govt Programs](#)

Protective Service

[Criminal Intelligence Analysts](#)

Writing/Planning

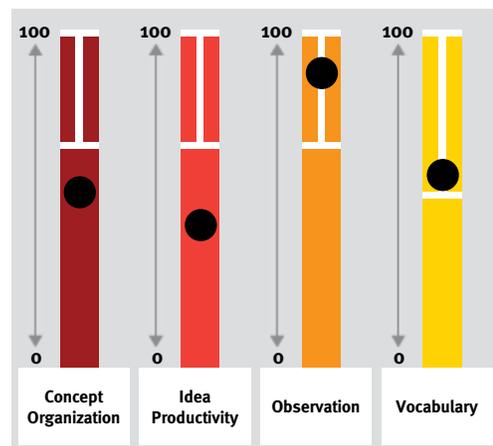
The basic Writing/Planning pattern combines idea-rich Analytical Problem Solving with attention to visual detail (Observation) and a relatively strong General Vocabulary. Concept Organization provides the natural ability to organize thoughts in a way that others can easily understand and follow. Observation 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](#)

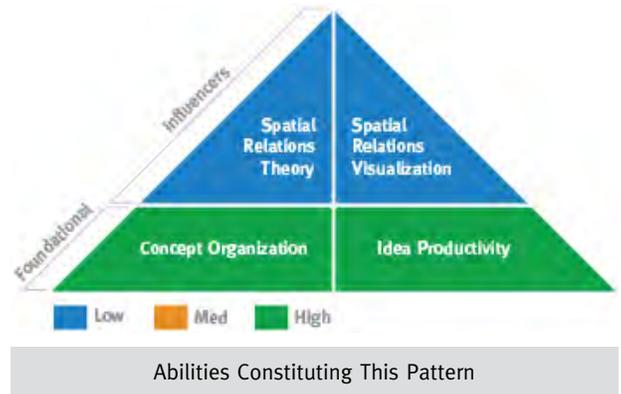
[Executive Secretaries & Executive
Administrative Assistants](#)

Sales and Related

[Sales Engineers](#)

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.

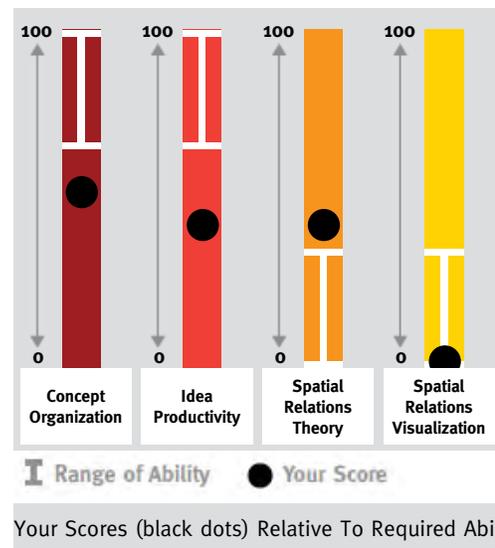


Strong Idea Productivity can help not only with problem solving, since it allows you to come up with many possibilities, but also with communicating, since you are more easily able to think of different ways to put your ideas so that people will understand them. This can help in situations in which you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

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](#)

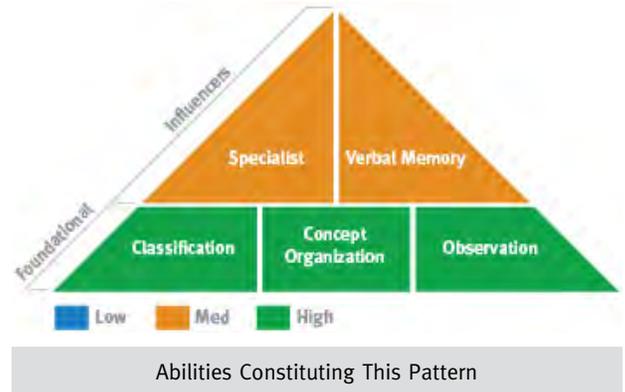
Sales and Related

[Sales Engineers](#)

[Securities, Commodities Sales](#)

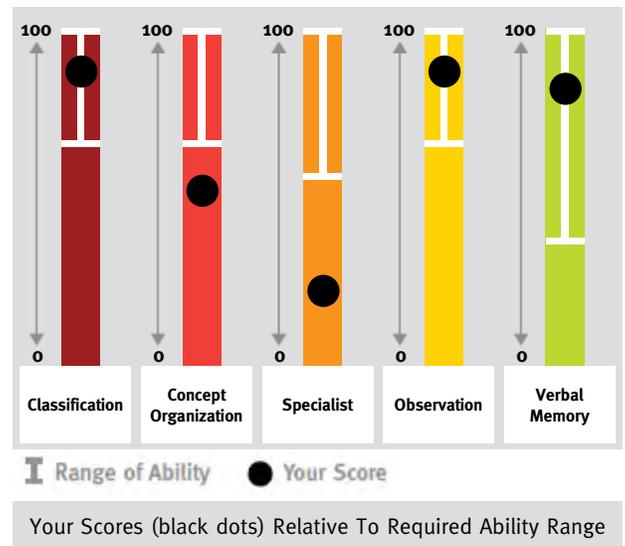
Investigating - Planning

This pattern combines a Specialist orientation with a Consultative problem solving style (Classification and Concept Organization), an ability to remember what is read (Verbal Memory) and acute Observation. People with this pattern naturally apply their foot-wide/mile deep approach to seeing details that others might miss and then quickly ascertaining how the pieces fit together. This combination results in a natural attentiveness to visual details related to plans, progress toward goals, or the creation of a scenario from limited pieces of visual information.



This complex set of abilities enables you to conduct investigations and inquiries. You are a logical thinker, able to take what you have observed and make the connections needed to begin the investigation. Next, you can create a plan of action and then communicate the results. Verbal Memory allows you to sift through written material and retain information. This is helpful as you use the diagnostic side of your problem solving (Classification) to make connections with information you have read.

You have strong abilities for investigation and work roles in criminal justice or the legal profession. Many other occupations might interest you as well. This ability pattern itself is a broad set of seemingly unrelated tools that can be used in industries as diverse as library science and zoology. Any career that depends on rapid and logical problem solving, keen observation, and the ability to dig deep into an idea will satisfy you. Review your personal style characteristics for clues about careers where you might feel some natural draw. An Introvert with a Specialist orientation might draw you to careers in writing, planning, or analysis, which depend on working independently. An Extrovert may be more comfortable in people-oriented careers such as financial planning or news reporting.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Investigating - Planning

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

Architecture and Engineering

[Civil Engineers](#)
[Environmental Engineers](#)
[Fire-Prevention Protection Engineers](#)
[Geodetic Surveyors](#)
[Industrial Safety, Health Engineers](#)
[Mechanical Engineers](#)
[Microsystems Engineers](#)
[Mining, Geological Engineers](#)
[Transportation Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analyst](#)
[Editor](#)
[Reporter & Correspondent](#)

Business and Financial Operations

[Auditors](#)
[Coroner](#)
[Credit Counselors](#)
[Energy Auditors](#)
[Environmental Compliance Inspector](#)
[Financial Analysts](#)
[Financial Examiners](#)

[Financial Quantitative Analysts](#)
[Government Property Investigator](#)
[Insurance Adjuster, Investigator](#)
[Personal Financial Advisors](#)

Computer and Mathematical

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

Education, Training, and Library

[Librarian](#)

Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

Healthcare Practitioners and Technical

[Psychiatrists](#)
[Speech Pathologist](#)

Legal

[Administrative Law Judges, Adjudicators, and Hearing Officers](#)
[Judicial Law Clerks](#)
[Lawyer](#)
[Paralegal](#)

Life, Physical, and Social Science

[Forensic Science Technician](#)
[Hydrologists](#)
[Soil and Plant Scientists](#)
[Urban & Regional Planner](#)
[Zoologist](#)

Management

[Emergency Management Planner](#)
[Geothermal Production Managers](#)
[Treasurers and Controllers](#)

Protective Service

[Criminal Intelligence Analysts](#)
[Fire Inspectors](#)
[Fire Investigators](#)
[Immigration & Customs Inspector](#)
[Intelligence Analyst](#)
[Police Detective](#)
[Private Detective & Investigator](#)

Sales and Related

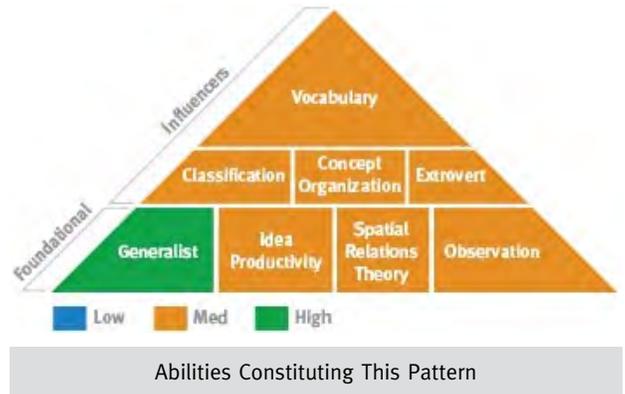
[Sales Agents, Financial Services](#)
[Sales Agents, Securities and Commodities](#)

Transportation and Material Moving

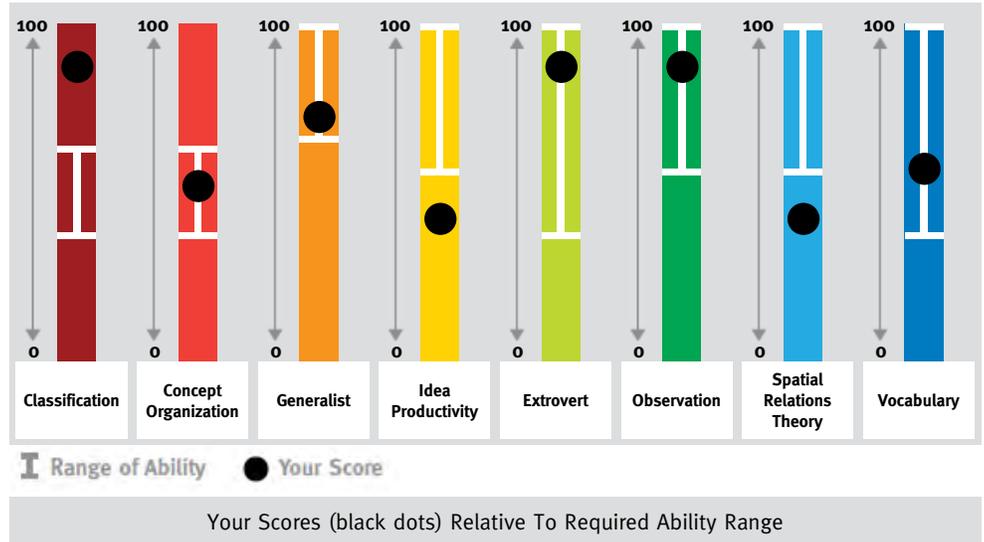
[Aviation Inspectors](#)

Mediating - Diplomatic

This pattern combines a Generalist orientation with at least moderate Extroversion with an idea-rich Flexible Problem Solving style (Idea Productivity, moderate Classification and Concept Organization), an ability to use visual cues (Observation), and to “see” the interrelationships within a system (Spatial Relations Theory). In this context, “Diplomatic” describes a role, not necessarily a specific job. The main function of this pattern is to communicate between two parties whose interests may be in conflict with one another. To do this a person must be able to understand each side’s point of view, and be able to explain it to the other side in such a way that they will understand. People with this pattern can see things from another’s perspective, and can also communicate ideas clearly using words that another person can understand. Feedback throughout the process is easily picked up through visual cues.



Any role that calls for communicating and mediating between people or organizations that are representing opposing viewpoints can be described as diplomatic. It is both an art and a science. Observation enhances awareness of the subtleties of body language, word choice, and meaning. People with this pattern have the natural abilities to be aware of the need for diplomacy and tend to be diplomatic in their approach to potential conflict. Further study of human nature will increase your awareness of the science of diplomacy. You will need practice in applying acquired skills to enhance the art of using it.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Mediating - Diplomatic

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

Arts, Design, Entertainment, Sports, Media

[Interpreters & Translators](#)
[Public Relations](#)

Business and Financial Operations

[Business Continuity Planners](#)
[Credit Counselors](#)
[Labor Relations Specialists](#)
[Equal Opportunity Representative](#)
[Fundraisers](#)

Community and Social Service

[Educational, Guidance Counselors](#)
[Marriage & Family Therapists](#)
[Social & Human Service Assistants](#)
[Mental Health Counselors](#)
[Substance Abuse Counselors](#)

Computer and Mathematical

[Information Technology Project Mgrs](#)

Education, Training, and Library

[Curators](#)
[Law Teachers, Postsecondary](#)
[Secondary School Teachers](#)

Legal

[Administrative Law Judges](#)

[Arbitrator, Mediator](#)
[Judges, Magistrate Judges](#)

Life, Physical, and Social Science

[Industrial Organizational Psychologist](#)
[School Psychologists](#)
[City & Regional Planning Aides](#)

Management

[Administrative Services Managers](#)
[Compliance Managers](#)
[Education Administrators](#)
[General & Operations Managers](#)
[Legislators](#)
[Property, Real Estate, & Assn Managers](#)
[Chief Sustainability Officers](#)
[Compensation & Benefits Managers](#)
[Construction Managers](#)
[Education Administrators](#)
[Education Administrators, Preschool](#)
[Green Marketers](#)

[Human Resource Manager](#)
[Loss Prevention Managers](#)
[Medical & Health Services Mgrs](#)
[Social & Community Service Mgrs](#)

Office and Administrative Support

[Customer Service Representative](#)
[Municipal Clerks](#)
[Secretaries & Administrative Assts](#)

Personal Care and Service

[Spa Managers](#)

Protective Service

[Police Detectives](#)
[Police Patrol Officers](#)

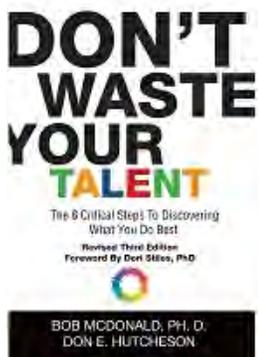
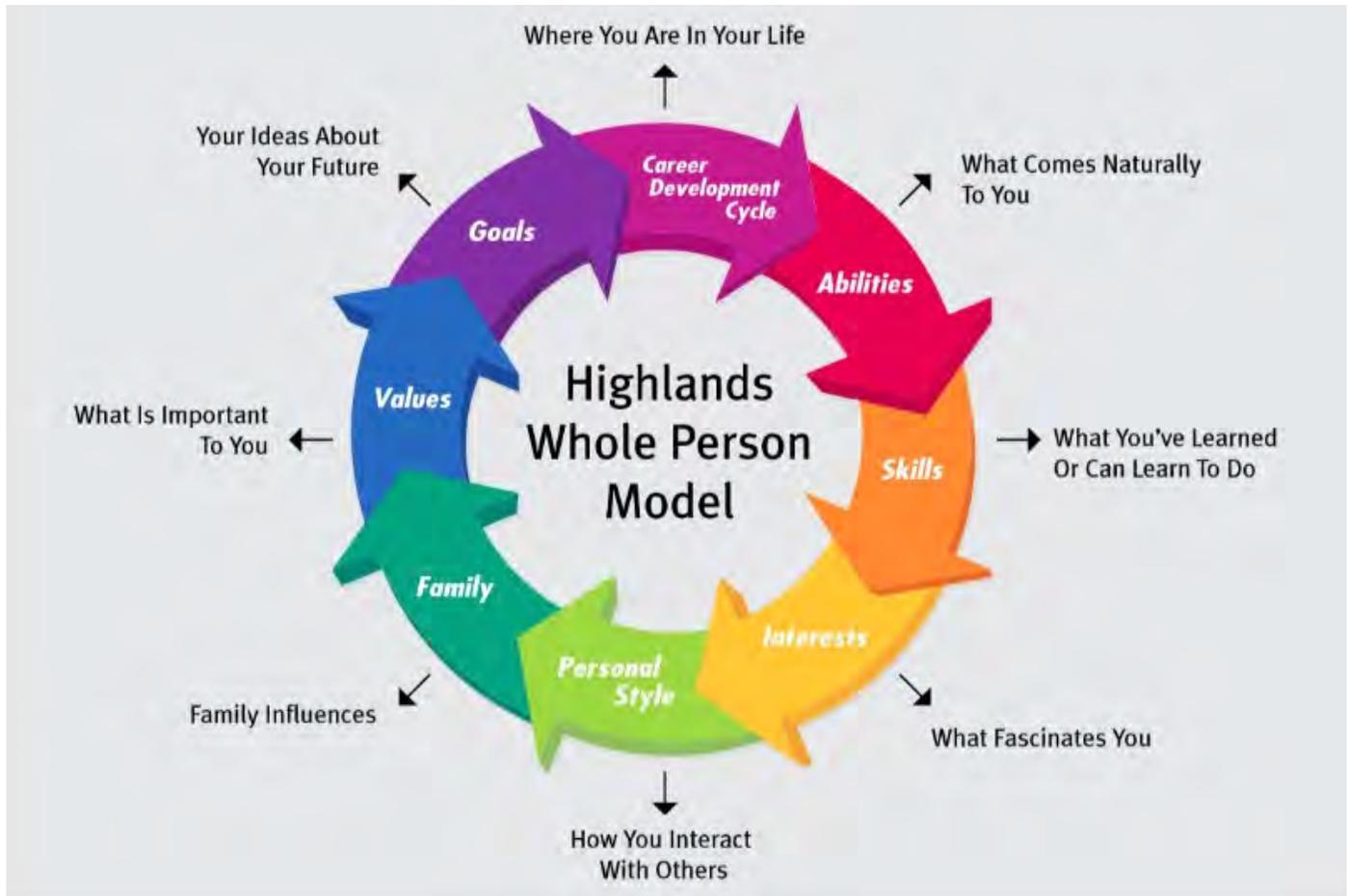
Sales and Related

[Real Estate Broker](#)
[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 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

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.

Use the knowledge that you have gained to intentionally select experiences for the insights they will provide, to change what you notice as you explore and to refine how you articulate your experiences. 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

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