



Discover
What
You Do
Best

Confidential Report

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www.HighlandsLifeandCareerCenter.com



Highlands Career Exploration Supplement

Prepared for
Student Sample

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 abilities stabilize at an early age, and they are different from skills which are acquired. 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 | V. How You Learn |
| II. Your Personal Style | VI. Exploring Occupations & Careers |
| III. Your Reasoning Abilities | VII. Next Steps |
| IV. Your Specialized Abilities | |

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

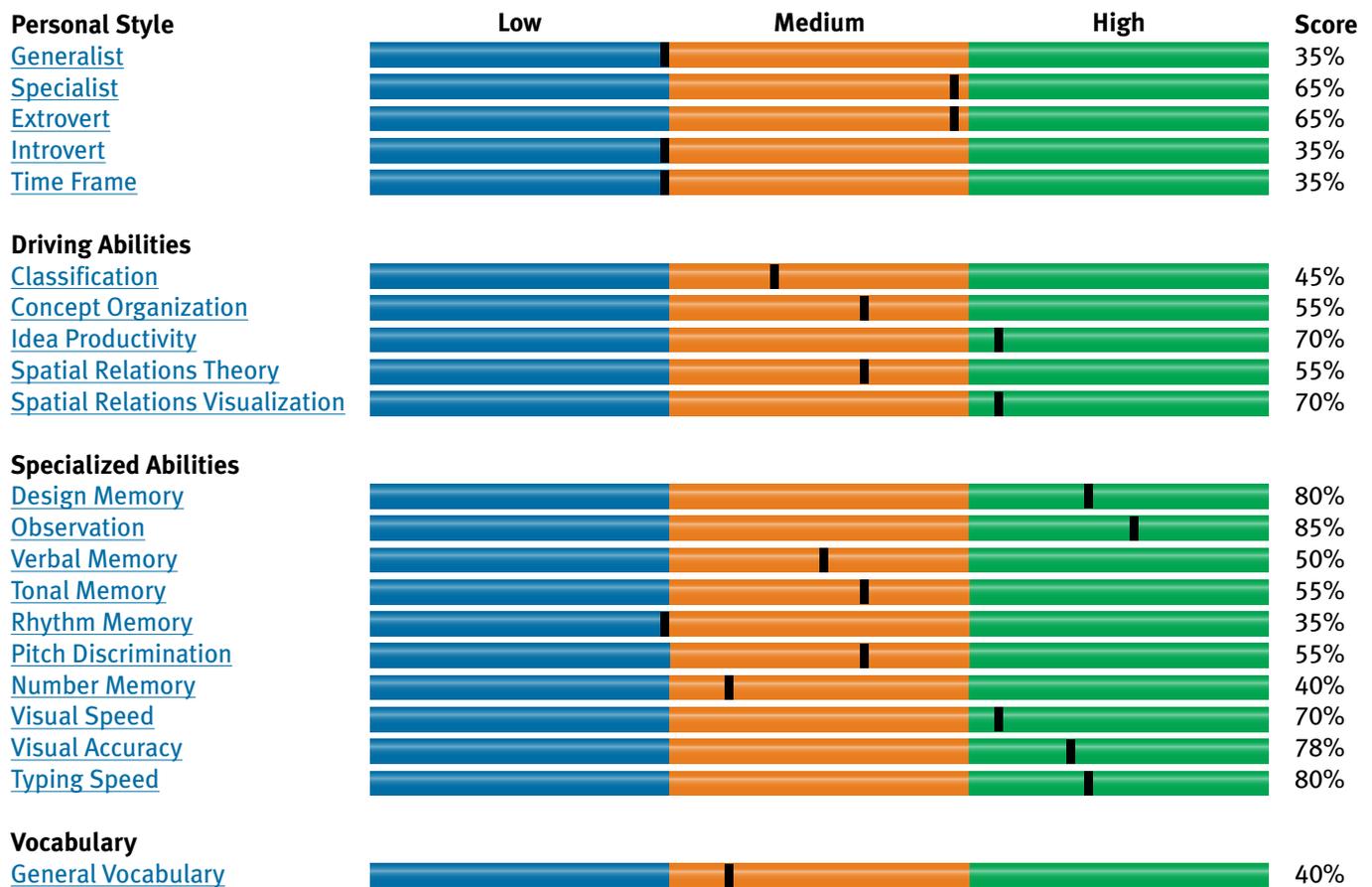
Your HAB results were determined by using timed worksamples and are reported as percentile ranking scores. Worksamples are performance-based rather than self-report assessments. Percentile ranking scores are your score relative to tens of thousands of others in the Highlands database of test takers.

Your results from the HAB are displayed below [click here to access your full Student Report]. 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.



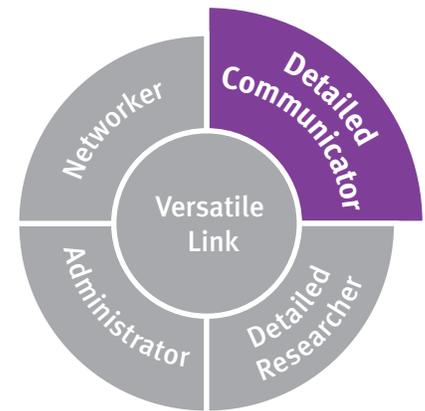
Your Highlands Ability Profile



II. Your Personal Style

Detailed Communicator

As a Specialist with Extroversion, your personal style elements may feel slightly inconsistent or even incompatible. As a Specialist, you likely prefer to delve into areas that interest you on your own - you find that others do not need or want to know a topic in as much detail as you do. Your Extroversion pulls you toward sharing your special knowledge as soon as you have enough information to feel comfortable talking about it - you become energized by the process of sharing what you know with others. You prefer to be in the forefront in order to communicate and explain processes or policies to others.



You will likely find a good fit in tasks that showcase your individuality and specialized knowledge. Your unique perspective will help you succeed in positions where oral communication is necessary. You will be most satisfied with work in an area of extreme interest where you can interact with other specialists in your field or make presentations. Leadership in specialized clubs that schedule group presentations will be appealing to you, such as a movie club that hosts group discussions or competitive teams such as the debate club.

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.

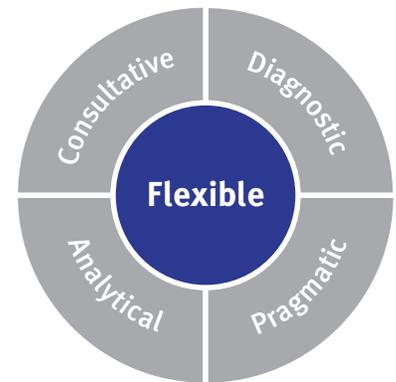
III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Flexible

Your mid-range Classification and mid-range Concept Organization indicate you can move from CO to CL to combine inspiration with orderly planning. You can be the most flexible of all problem-solvers because you can draw on both abilities at the same time. Your score in CO will lead you to seek a process or a plan and your relative strength in CL will enable you to choose the ingredients in the process.

You are the true combination of inspiration and planning. You will be able to help with problem solving by translating the solution into practical processes at a moderate pace. After the solution to a problem is identified and adopted, you can keep up with the process by which the solution is kept on track and implemented.



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.

Spatial Reasoning

Between Spatial Creating/ Engineering and Spatial Directing

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



You will be drawn to work that allows you to physically handle materials. You may be interested in the reason behind the task, but completion of the project in the real world will be your goal.

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.

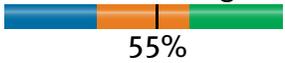
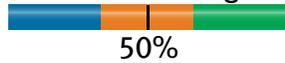
Strong Visual Proficiency. Visual proficiency (or dexterity) includes both Visual Speed and Visual Accuracy. Your combination of scores indicates **powerful** visual abilities related to tasks such as proofing, working with numbers, coding and tracking inventory. You have a facility for handling paper work.

Reasonable 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 **moderate** natural ability to learn a foreign language. The combination of using books *and* hearing the language being spoken will facilitate your learning.

Influential 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 **strong** natural artistic/creative orientation and you will

want to choose work roles and other activities that allow you to express your creative side.

V. How You Learn

<p>Image Learning Design Memory</p> <p>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>Learning By Listening Tonal Memory</p> <p>Low Med High</p>  <p>55%</p>	<ul style="list-style-type: none"> • Remembering what you hear will be relatively easy for you • Utilize lectures, podcasts, and discussions to learn new information • Learning a foreign language through speaking and listening can be relatively easy for you • Including some music in your life can be a positive experience • Spoken communications, whether face-to-face or over the telephone are likely effective means for communication
<p>Learning By Reading Verbal Memory</p> <p>Low Med High</p>  <p>50%</p>	<ul style="list-style-type: none"> • Reading is a relatively strong means of learning new material • Practice preparing and analyzing reports • Work at increasing your vocabulary • Learning the written portion of a foreign language is relatively moderately strong • Communicating in writing can be a positive experience
<p>Learning Numbers Number Memory</p> <p>Low Med High</p>  <p>40%</p>	<ul style="list-style-type: none"> • Remembering essential numbers and data is relatively easy for you • May not be conscious of the importance of remembering numbers • Can use this ability when you have to remember details quickly • Have some advantage in roles requiring working with numbers • Use this ability to arrange schedules and time tables
<p>Kinesthetic Learning Rhythm Memory</p> <p>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

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 colleges require an adequate general vocabulary for entry, and yours will be measured further by college entrance exams such as the SAT or ACT, and later for entry to graduate school through the GRE, GMAT, or LSAT.

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. Exploring Occupations & Careers

Ability Patterns

Your *combination* of abilities reveal patterns which will provide a deeper understanding of careers and work roles that will align with your ability profile.

You have read about each of your individual abilities in Section I of your HCES report (go to [Your Ability Profile](#) on-line and click on each ability). You have also learned how pairs of your abilities combine in sections II, III and IV. Now take it to a higher level and compare your unique blend of abilities to more than 50 Ability Patterns. Highlands Affiliates have identified patterns of abilities from decades of experience in career development. Using statistical analyses, we have compared the Ability Patterns to your profile and rank ordered them from strongest to weakest fit. The top three are provided in the print summary of your report. You can go online to view many, many more.

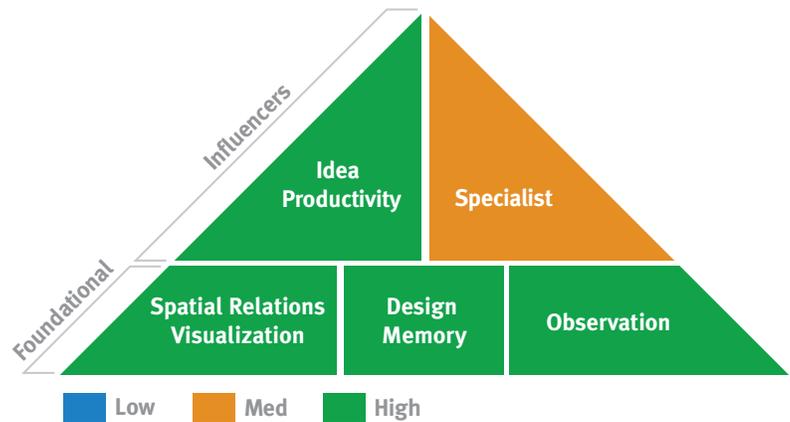
The Ability Patterns will equip you with the information you need to identify some of the many possibilities available; they are not intended to be prescriptive or confining. Remember, this is a Career Exploration Supplement, not a job selection tool. It is up to you to make good use of it! Careers to explore are provided for each Ability Pattern with hotlinks to the **O*NET** where you can search over 900 careers. Each career heading has hundreds of variations and specialties. Investigating one career may uncover additional options of interest to you.

[Based on your current experience you may not be able to see yourself in some of these roles, however approach each with an open mind, further investigation may reveal a career that has great appeal.]

Each pattern is represented by a pyramid of building blocks and graph. Building blocks- the foundational abilities (most crucial) are at the bottom with influencing abilities layered on top. Graph- the graph shows your ability scores relative to the range of scores associated with each pattern. This provides a visual representation of the degree of “fit” with each of your abilities within the pattern. Some people may have abilities that fit within the parameters of many patterns; some may not have any at all. If all but one ability falls within the ranges, you can choose to build skills in that area. Work with your Highlands Affiliate to fully understand the Ability Patterns and how they relate to you.

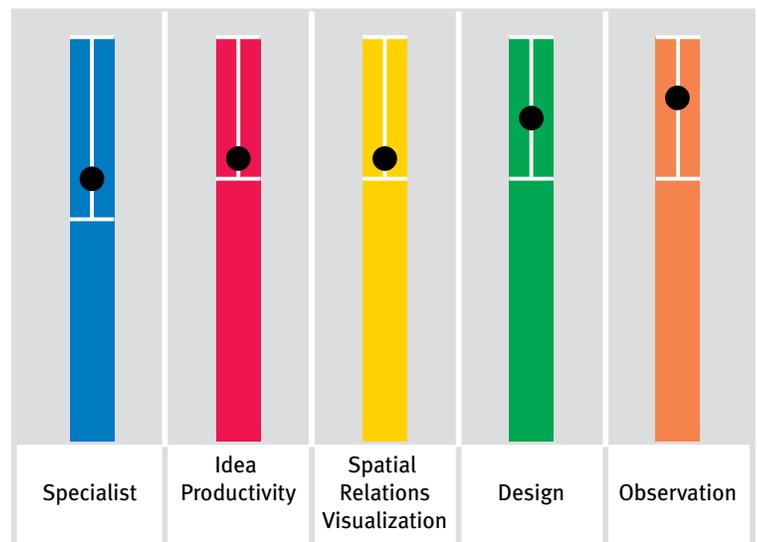
Designer

The Designer pattern is a combination of Specialist, Spatial Relations Visualization, Design Memory, and Idea Productivity. Design professionals are the visual communicators of our world, conveying a million words in a single picture. They may be graphic designers, illustrators, animators, cartoonists, screen designers, web designers or any other manipulators of images. They can see an end product and have the ability to produce it as well. Designers have a passion for seeing an idea come to reality, whether it is a physical product, a printed image, or a digital image.



Design professionals can be found working in almost every industry imaginable. Natural employers are companies based solely on designing ideas for others, such as design studios, advertising and marketing firms, publishing houses, printers, and film and digital entertainment companies. Designers can use their skills in anything from advertising, marketing and packaging, to newspapers, magazines, films, animation, and books. Wherever there is communication, there is a need for design professionals to come up with creative solutions.

Your interests can determine your direction of design. If you have a strong interest in computers and computer games investigate computer design or 3-D modeling. If your interest is in mechanics and engineering, investigate industrial design. If you have an interest in art or graphics your search might lead to a career in multi-media, advertising, or graphic design. If your interests lean more toward the fashion world, clothing, furniture, or fine art you may want to investigate fashion design, furniture design, or interior design.



If you have natural gifts in these creative and constructive abilities, you may not see your work as work at all, because the process of creating something and seeing the finished product actually produced will be highly satisfying.

Careers to Explore:

[Interior Designer](#), [Photographer](#), [Website Designer](#), [Urban Planner](#), [Landscape Architect](#), [Video Game Designer](#), [Art Director](#), [Advertising](#), [Environmental Engineer](#), [Computer Network Consultant](#), [Graphic Designer](#), [Film and Video Editor](#), [Multimedia Artist & Animator](#), [Craft Artist](#), [Fabric & Apparel](#)

[Patternmakers, Makeup Artist, Painting Coating & Decorating Workers](#), 3-D Modeler, Prototype Designer, Animatronics Specialist, Mechanical Designer

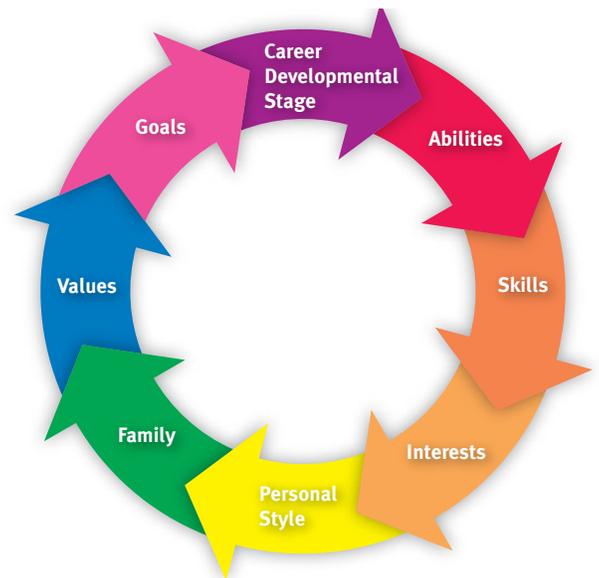
VIII. Next Steps

Highlands' Whole-Person™ Approach

Highlands considers natural abilities *one* of 8 important factors you need to take into account while exploring your work options. In fact, we do not recommend making work-related decisions based on your abilities alone.

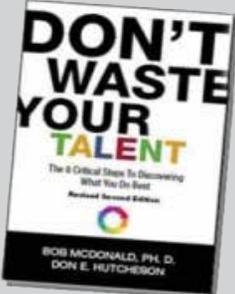
We recommend you consider *your*:

- **Natural Abilities** – what comes naturally to you
- **Skills** – what you've learned or can learn how to do
- **Interests** – what fascinates you
- **Personal Style**- how you interact with others
- **Family of Origin** – family influences
- **Values** – what is important to you
- **Goals** – your ideas about your future
- **Stage of Career Development** – where you are in your life and education as well as the amount of experience in the work place



“Our Program is multidimensional. We don’t settle for a simple picture of who you are. You are more than your personality, more than your interests, more than your values, even more than your natural talents. If you don’t take a whole picture of yourself into account, you run the serious risk of getting into a job or career that will end up feeling as though it doesn’t fit you at all.” (McDonald, DWYT)

For a fuller description of the Highlands Whole-Person™ approach, see the Highlands book:



Don't Waste Your Talent:
The Eight Critical Steps To Discovering What You Do Best

www.HighlandsLifeandCareerCenter.com

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, 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.