



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

HCES Report Overview

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

I. Your Ability Profile

II. Your Personal Style

III. Your Reasoning Abilities

IV. Your Specialized Abilities

V. How You Learn

VI. Vocabulary

VII. Exploring Occupations & Careers

VIII. Next Steps

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

I. Your Ability Profile

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

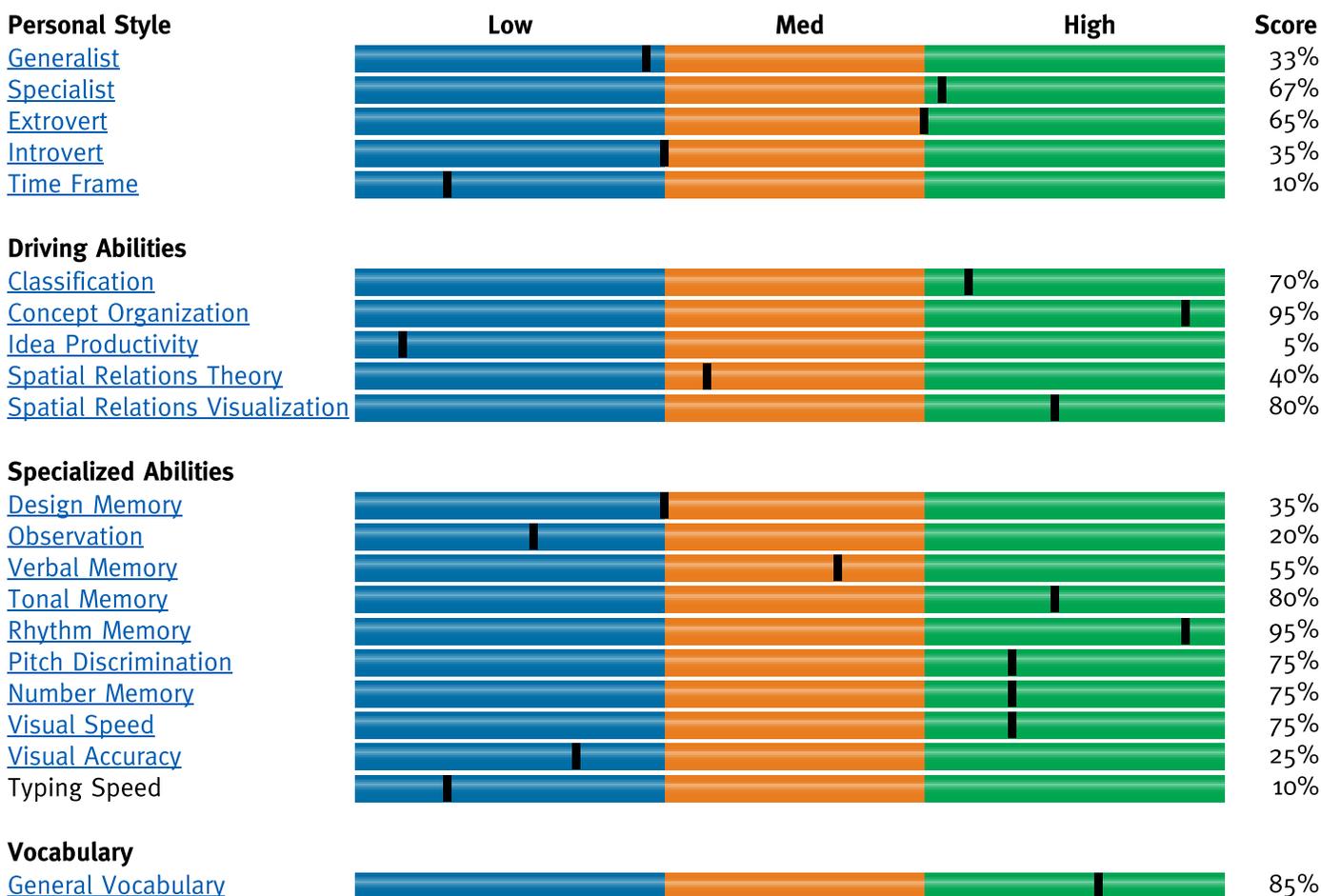
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific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

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



Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations

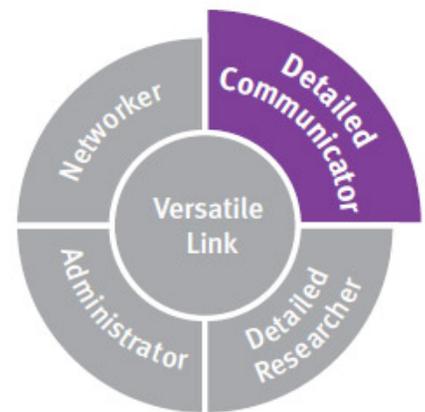


II. Your Personal Style

Detailed Communicator

As a Specialist with Extroversion, your personal style elements may feel slightly inconsistent or even incompatible. As a Specialist, you likely prefer to delve into areas that interest you on your own - you find that 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)

Consultative

Your strong Classification and strong Concept Organization indicate you are able to arrive at solutions quickly and then explain the logic behind your solutions clearly and persuasively. Your style draws you toward fast-paced work roles that require lots of problem-solving as well as explaining your solutions to others. Example work roles include a hospital emergency room, a criminal court room, and a political campaign.

Complex problem solving and the opportunity for implementation and monitoring of solutions are significant motivations for you. Delegation of duties in a group setting is an important tool for you to embrace. Examples of campus opportunities might include basketball point guard, Model UN delegate, or student council president.



Idea Productivity (Divergent Reasoning)

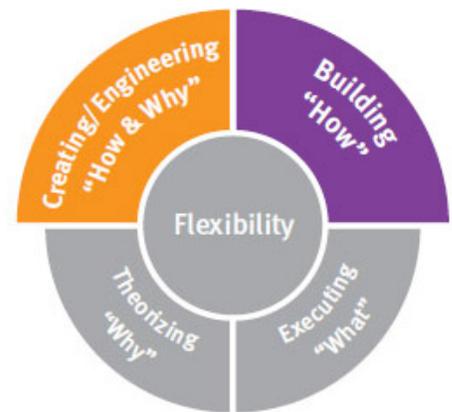
Your low Idea Productivity results in a naturally focused approach to thinking and working. You have the ability to stay focused on a goal or project until its completion, without the distraction of competing ideas in your mind. You are likely to excel in careers that draw on your strength to stay on task and possibly keep others focused on a single goal, in order to avoid distraction until a project is completed or a goal is attained. Because of your natural tendency to stay focused, you will prefer to work on one project at a time and you may have difficulty or feel stressed when multiple tasks need simultaneous attention for prolonged periods of time.

This means you would feel most comfortable in a career that values your ability to focus, helping others to focus, and the completion of one task before moving on to another.

Spatial Reasoning

Between Spatial Creating/Engineering and Spatial Building

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



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

IV. Your Specialized Abilities

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

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

Moderately Strong 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. You will likely find that hearing the language being spoken will facilitate your learning more rapidly than learning only from books.

V. How You Learn

| | |
|--|---|
| <p>Kinesthetic Learning Rhythm Memory Low Med High</p>  <p>95%</p> | <ul style="list-style-type: none"> Using physical movement is a primary learning tool for you Learn the meaning behind facial expressions and body movements Respond to the natural demand for physical activity Instruct your friends and classmates by physically demonstrating an activity Remember that your classmates may have different learning styles |
| <p>Learning By Listening Tonal Memory Low Med High</p>  <p>80%</p> | <ul style="list-style-type: none"> Listening/hearing is a primary learning tool for you Relative fluency in a foreign language is likely manageable Speak with others face-to-face while allowing for differences in learning styles Read important documents and communications aloud Listen to audio books, lectures, podcasts, and other auditory sources of information |
| <p>Learning Numbers Number Memory Low Med High</p>  <p>75%</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>55%</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>Image Learning Design Memory Low Med High</p>  <p>35%</p> | <ul style="list-style-type: none"> Recalling images or details on a map, chart, or graph may be difficult for you Convert pictures and graphs into lists, memos or notes Avoid majors and careers that depend on remembering details from graphics Depend on others' expertise concerning the design of things Use mnemonic devices (memory aids) to recall shapes and forms |

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.

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

VII. 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 70 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. Listed below are the patterns that are the closest match to your Ability Profile. A complete description for each of the patterns is provided in the print summary of your report. You can go online to view an extended list of occupations for each of these patterns.

| Ability Patterns - Connections to Abilities |
|---|
| Very Clear Connection to Abilities |
| Hands-on Troubleshooting |
| Hands-on Planning |
| Specializing- Hands-on |
| Specializing- Focused Structural |
| Specializing- Structural Consultative Problem Solving |
| Musical Connection |
| Somewhat Clear Connection to Abilities |
| Investigating- Planning |
| Diagnostic Networker |
| Pinpointing Details |
| Engineering- General |
| Click Each Pattern Online for Full Description |

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

Ability Patterns - Top Matches

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 a **SCORE GRAPH**.

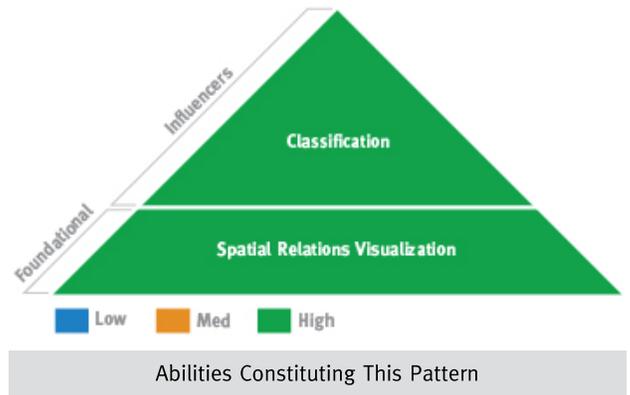
PYRAMID OF BUILDING BLOCKS- the pyramid shows the abilities that make up each Ability Pattern. The foundational abilities (most crucial) are at the bottom with influencing abilities layered on top.

SCORE GRAPH- the graph shows your ability scores relative to the range of scores for each ability 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.

Hands-on Troubleshooting

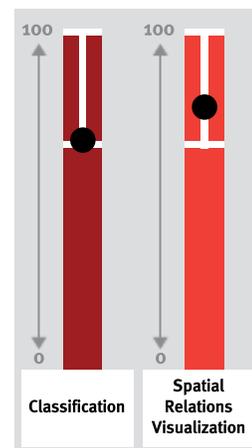
This pattern utilizes Diagnostic Problem Solving (Classification) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional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



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

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

See next page for CAREERS TO EXPLORE.



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

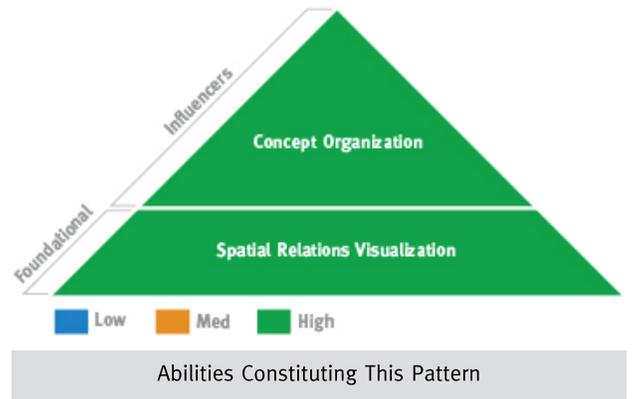
Careers to Explore for Hands-on Troubleshooting

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

| | | |
|--|---|--|
| Architecture and Engineering | Respiratory Therapists | Loss Prevention Managers |
| Electronic Drafters | Surgical Assistants | |
| Electrical Engineers | Surgical Technologists | Office and Administrative Support |
| Manufacturing Production Technicians | | Insurance Claims Clerks |
| | Healthcare Support | |
| Arts, Design, Entertainment, Sports, Media | Veterinary Assistants | Personal Care and Service |
| Film & Video Editors | | Hairdressers & Cosmetologists |
| Graphic Designers | Installation, Maintenance, and Repair | Manicurists & Pedicurists |
| Multimedia Artists & Animators | Electric Motor, Power Tool Repairer | |
| | Electrical & Electronics Installers | Production |
| Building, Grounds Cleaning, Maintenance | Electrical & Electronics Repairers | Bakers |
| Landscaping & Groundskeeping Workers | Electronic Equipment Installers | Ophthalmic Laboratory Technicians |
| | Life, Physical, and Social Science | Painters, Transportation Equipment |
| Business and Financial Operations | Forest & Conservation Tech | Patternmakers, Wood |
| Energy Auditors | Geological Sample Test Tech | |
| Environmental Compliance Inspectors | Environmental Science & Protection Tech | Protective Service |
| Insurance Appraisers, Auto Damage | | Fire Inspectors |
| Regulatory Affairs Specialists | Management | |
| | Education Administrators, Preschool | Transportation and Material Moving |
| Construction and Extraction | General & Operations Mgrs | Airline Pilots, Copilots |
| Electricians | Green Marketers | |
| Education, Training, and Library | | |
| Engineering Teachers | | |
| Healthcare Practitioners and Technical | | |
| Dietitians & Nutritionists | | |

Hands-on Planning

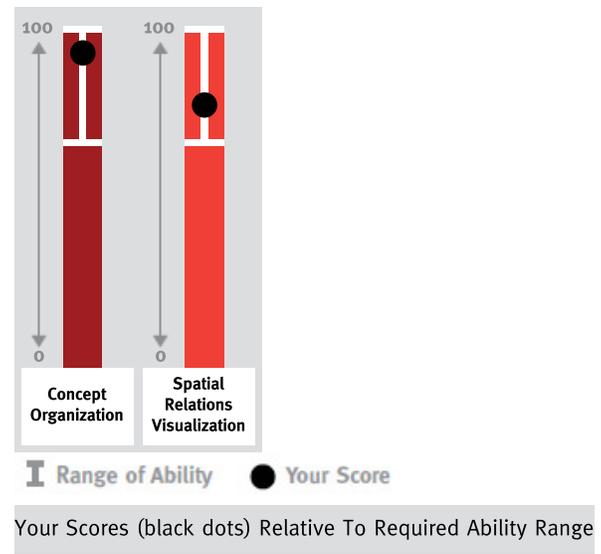
This pattern utilizes Analytical Problem Solving (Concept Organization) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three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



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

With your combination of strong abilities, you will in all likelihood be most satisfied and happy when you are using them regularly. This combination of driving abilities is seen quite often in people who consult as an expert for others. Medical doctors, architects, and consulting engineers all use this pattern of abilities. In addition, it is often used by research scientists, professors, and people who write, speak, or think for a living. This combination of abilities is also quite useful to engineers, city planners, and environmental experts and planners.

See next page for CAREERS TO EXPLORE.



Careers to Explore for Hands-on Planning

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

Architecture and Engineering

[Architectural Drafters](#)
[Environmental Engineering Tech](#)
[Environmental Engineers](#)
[Landscape Architects](#)
[Manufacturing Engineering Tech](#)

[Health Specialties Teachers](#)
[Kindergarten Teachers](#)
[Librarians](#)
[Middle School Teachers](#)
[Physics Teachers, Postsecondary](#)
[Special Education Teachers](#)
[Teacher Assistants](#)

[Medical Scientists](#)
[Urban & Regional Planners](#)
[Archeologists](#)
[Food Science Technicians](#)
[Industrial Ecologists](#)
[Park Naturalists](#)

Arts, Design, Entertainment, Sports, Media

[Interior Designers](#)

Farming, Fishing, and Forestry
[Forest & Conservation Workers](#)
[Agricultural Inspectors](#)

Management

[Education Administrators](#)
[Advertising & Promotions Mgrs](#)

Business and Financial Operations

[Energy Auditors](#)
[Environmental Compliance Inspectors](#)
[Logistics Analysts](#)
[Training & Development Spec.](#)

Healthcare Practitioners and Technical
[Cytotechnologists](#)
[Genetic Counselors](#)
[Internists, General](#)
[Occupational Health & Safety Spec.](#)
[Pharmacists](#)
[Surgical Technologists](#)

Office and Administrative Support

[Bookkeeping, Accounting Clerks](#)
[Legal Secretaries](#)

Computer and Mathematical

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

Personal Care and Service

[Travel Guides](#)

Construction and Extraction

[Brickmasons & Blockmasons](#)
[Solar Photovoltaic Installers](#)

Healthcare Support

[Home Health Aides](#)

Production

[Fabric & Apparel Patternmakers](#)
[Multiple Machine Tool Setters](#)

Education, Training, and Library

[Area, Ethnic, & Cultural Teachers](#)
[Education Teachers, Postsecondary](#)
[Engineering Teachers, Postsecondary](#)
[Museum Technicians & Conservators](#)
[Architecture Teachers, Postsecondary](#)
[Elementary School Teachers](#)

Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)
[Electronic Equipment Installers](#)

Protective Service

[Forest Fire Fighting Supervisors](#)
[Municipal Firefighters](#)

Life, Physical, and Social Science

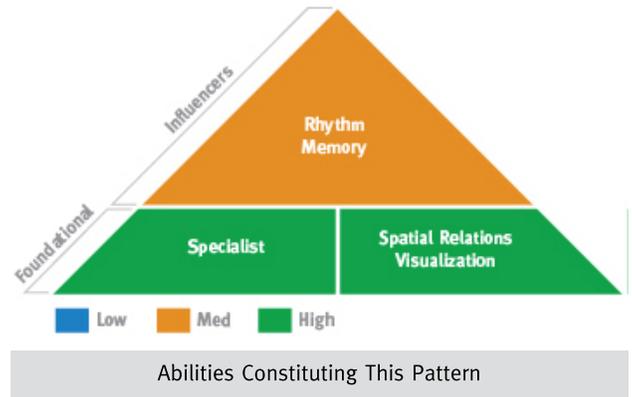
[Environmental Economists](#)
[Environmental Restoration Planners](#)

Transportation and Material Moving

[Flight Attendants](#)

Specializing- Hands-on

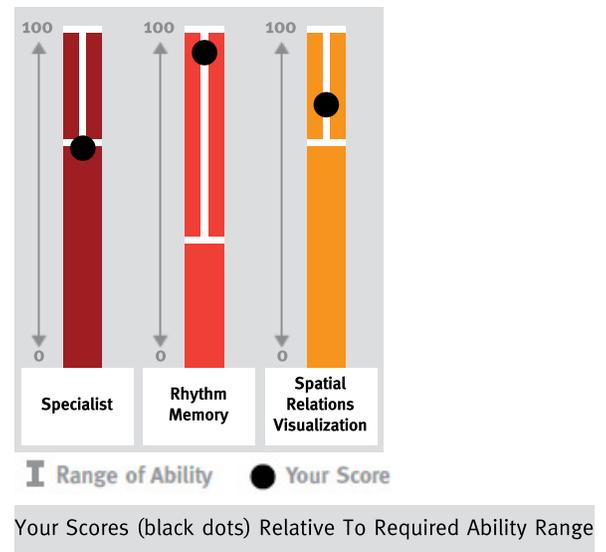
The combination of physical activity (Rhythm Memory), working with tangible items or concrete facts (Spatial Relations Visualization) and the personal style of a Specialist points to the basic pattern of Specializing-Hands-on. People with this pattern find outlets on and off the job and can include leisure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



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

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

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Specializing- Hands-on

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

Architecture and Engineering

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

Arts, Design, Entertainment, Sports, Media

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

Construction and Extraction

[Construction Carpenter](#)
[Brickmasons & Blockmasons](#)
[Painters, Construction, Maintenance](#)
[Plumber](#)
[Sheet Metal Workers](#)
[Stonemasons](#)
[Tile & Marble Setter](#)
[Weatherization Installers & Techs](#)

Education, Training, and Library

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

Farming, Fishing, and Forestry

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

Food Preparation and Serving Related

[Chef](#)
[Baristas](#)

Healthcare Practitioners and Technical

[Acupuncturists](#)
[Athletic Trainers](#)
[Dental Hygienist](#)
[EMTs and Paramedics](#)

[MRI Technologists](#)
[Dietetic Technicians](#)

[Neurodiagnostic Technologists](#)
[Nuclear Medicine Technologists](#)
[Recreational Therapists](#)
[Veterinary Technologists & Techs](#)

Healthcare Support

[Massage Therapists](#)
[Home Health Aides](#)
[Medical Transcriptionists](#)
[Veterinary Assts & Animal Caretakers](#)

Installation, Maintenance, and Repair

[Electrical & Electronics Repairers, Commercial & Industrial Equipment](#)
[Industrial Machinery Mechanics](#)
[Automotive Body & Related Repairers](#)
[Bus & Truck Mechanics & Diesel Specialists](#)
[Computer & Office Machine Repairers](#)
[Farm Equipment Mechanics](#)
[Heating and Air Conditioning Mechanic](#)
[Medical Equipment Repairers](#)
[Mobil Heavy Mechanic](#)
[Motor Boat Mechanic](#)
[Motorcycle Mechanic](#)
[Refrigeration Mechanic](#)
[Telecommunications Equip. Installers](#)

Life, Physical, and Social Science

[Biological Technicians](#)
[Food Science Technicians](#)
[Forest & Conservation Technicians](#)
[Park Naturalists](#)

Management

[Emergency Management Directors](#)

Office and Administrative Support

[Bioinformatics Technicians](#)
[Word Processors & Typists](#)

Personal Care and Service

[Hairdresser & Cosmetologist](#)

Embalmers

[Make up Artist](#)
[Manicurists & Pedicurists](#)
[Skincare Specialists](#)

Production

[Cabinet Maker](#)
[Dental Laboratory Technician](#)
[Gem & Diamond Workers](#)
[Machinist](#)
[Model Makers, Metal & Plastic](#)
[Biomass Plant Technicians](#)
[Electrical Equip. Assemblers](#)
[Structural & Metal Fabricator](#)
[Tailors, Dressmakers](#)
[Tool & Die Makers](#)
[Welder](#)

Protective Service

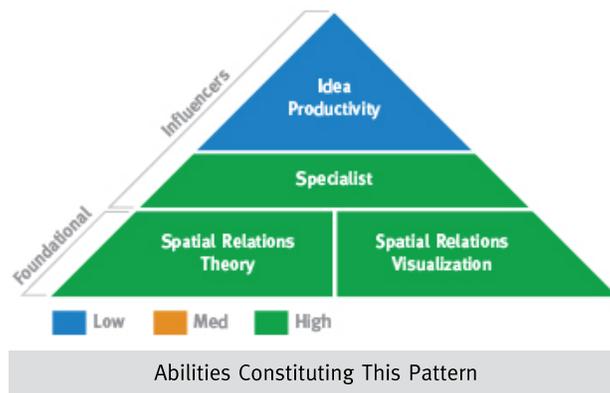
[Criminal Investigators & Special Agents](#)
[Animal Control Workers](#)
[Lifeguards & Protective Service](#)
[Police Patrol Officers](#)
[Security Guards](#)

Transportation and Material Moving

[Ambulance Drivers & Attendants](#)
[Automotive Service Attendants](#)
[Bus Drivers, Transit & Intercity](#)
[Crane & Tower Operators](#)

Specializing- Focused Structural

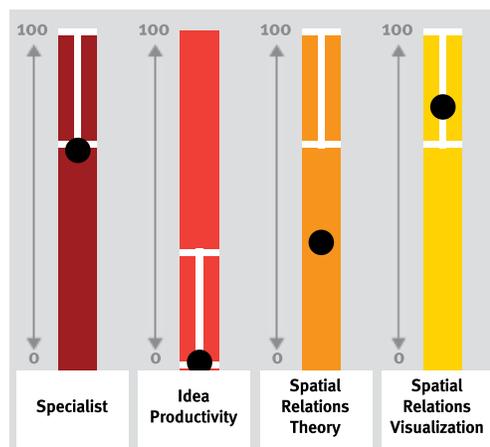
This pattern combines a Specialist orientation with focused structural abilities (Spatial Relations Theory and Visualization and lower Idea Productivity). People with strong Spatial Relations Visualization tend to be more concrete thinkers, meaning they like things that have a tangible or finished product outcome. Typically, people with this pattern are more comfortable in fields that are supported by facts and figures or black or white outcomes versus theories and ideas that have no verifiable outcome or basis. Because of this, many are drawn to technical, mechanical, scientific, medical, or sometimes artistic fields. When Spatial Relations Visualization is very strong, it almost always points to a career or work roles that involve some hands-on activities as part of your daily work tasks.



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

Congruent with the Specialist orientation, relatively low Idea Productivity generates the focus required to stay on task and develop an expertise. This allows you to concentrate without distraction and even learn specialized terminology. This combination can be found in work roles within civil engineering. Be aware that movement into supervisory or managerial roles probably require some additional skill-building.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Specializing- Focused Structural

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

Architecture and Engineering

[Civil Engineers](#)
[Electro-Mechanical Technicians](#)
[Mechanical Drafters](#)
[Mechanical Engineering Technicians](#)
[Mechanical Engineers](#)
[Mechatronics Engineers](#)
[Biochemical Engineers](#)
[Biomedical Engineers](#)
[Electronics Engineering Technicians](#)
[Electronics Engineers](#)
[Manufacturing Engineering Tech](#)
[Manufacturing Engineers](#)
[Manufacturing Production Tech](#)
[Mechanical Engineering Tech](#)
[Robotics Engineers](#)
[Robotics Technicians](#)
[Software Quality Assurance Engineers](#)
[Solar Energy Systems Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Technical Directors/Managers](#)

Business and Financial Operations

[Management Analysts](#)
[Auditors](#)

Computer and Mathematical

[Database Administrators](#)
[Biostatisticians](#)
[Computer & Information Research Scientists](#)
[Computer Systems Analysts](#)
[Computer Systems Engineers/Architects](#)

Construction and Extraction

[Solar Energy Installation Managers](#)
[Solar Photovoltaic Installers](#)

Education, Training, and Library

[Audio-Visual & Multimedia Specialists](#)
[Geography Teachers, Postsecondary](#)

Healthcare Practitioners and Technical

[Anesthesiologists](#)
[Cytotechnologists](#)
[Magnetic Resonance Imaging Tech](#)
[Medical & Clinical Laboratory Tech](#)

Installation, Maintenance, and Repair

[Aircraft Mechanics & Service Tech](#)
[Automotive Master Mechanics](#)
[Electronic Equipment Installers](#)
[Electronic Home Entertainment Equip. Installers](#)
[Automotive Specialty Technicians](#)
[Bus & Truck Mechanics Specialists](#)
[Manufactured Building & Mobile Home Installers](#)
[Refrigeration Mechanics & Installers](#)

Life, Physical, and Social Science

[Medical Scientists](#)
[Microbiologists](#)
[Atmospheric & Space Scientists](#)
[Biochemists & Biophysicists](#)
[City & Regional Planning Aides](#)
[Geological Sample Test Technicians](#)

Management

[Loss Prevention Managers](#)
[Emergency Management Directors](#)

Production

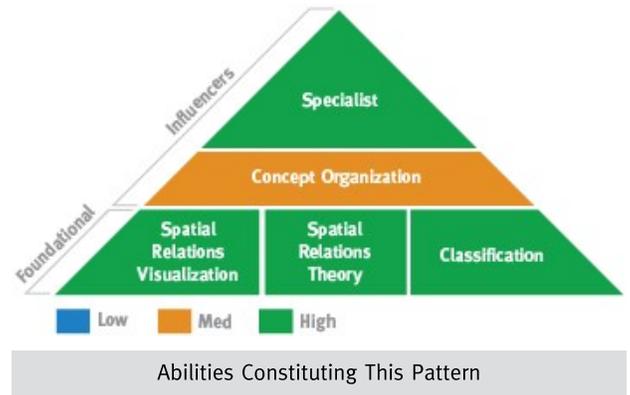
[Dental Laboratory Technicians](#)
[Cabinetmakers & Bench Carpenters](#)
[Model Makers, Metal & Plastic](#)
[Model Makers, Wood](#)
[Team Assemblers](#)

Transportation and Material Moving

[Aviation Inspectors](#)
[Air Traffic Controllers](#)

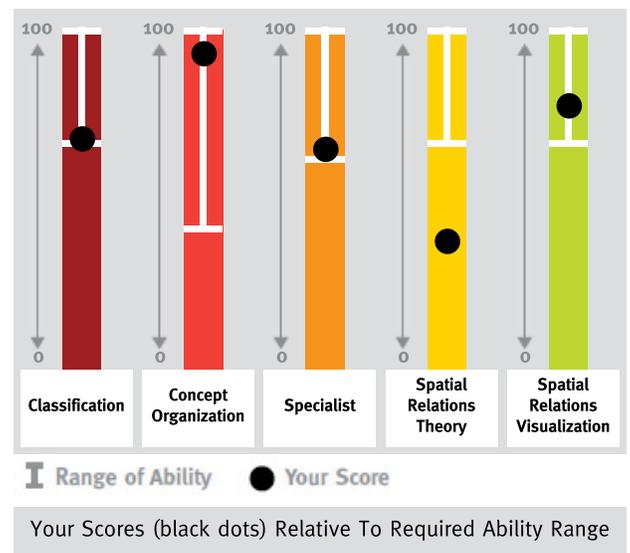
Specializing- Structural Consultative Problem Solving

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



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

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Specializing- Structural Consultative Problem Solving

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

Architecture and Engineering

[Aerospace Engineers](#)
[Automotive Engineers](#)
[Civil Engineering Technicians](#)
[Computer Hardware Engineer](#)
[Electromechanical Engineer Tech.](#)
[Electronics Engineering Technicians](#)
[Manufacturing Engineer](#)
[Materials Engineer](#)
[Mechanical Engineering Tech.](#)
[Mining & Geological Engineer](#)
[Nanosystems Engineer](#)
[Product Safety Engineer](#)

[Agricultural Engineer](#)
[Fire-Prevention Engineer](#)
[Marine Engineer](#)

[Automotive Master Mechanic](#)
[Computer Machine Repairers](#)
[Mobile Heavy Equipment Mechanic](#)

Computer and Mathematical

[Computer Systems Analyst](#)
[Telecommunications Engineer Spec.](#)

Life, Physical, and Social Science

[Bioinformatic Scientist](#)
[Biological Technician](#)
[Forensic Science Technician](#)

Construction and Extraction

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

Production

[Aircraft Structure Tech.](#)

Education, Training, and Library

[Technical Education Teacher](#)

Transportation and Material Moving

[Air Traffic Controller](#)

Healthcare Practitioners and Technical

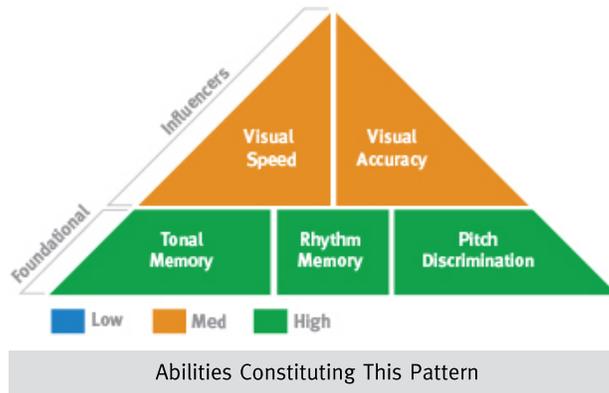
[Emergency Medical Technicians & Paramedics](#)
[Veterinarians](#)
[Veterinary Technologists & Technicians](#)

Installation, Maintenance, and Repair

[Aircraft Mechanic](#)

Musical Connection

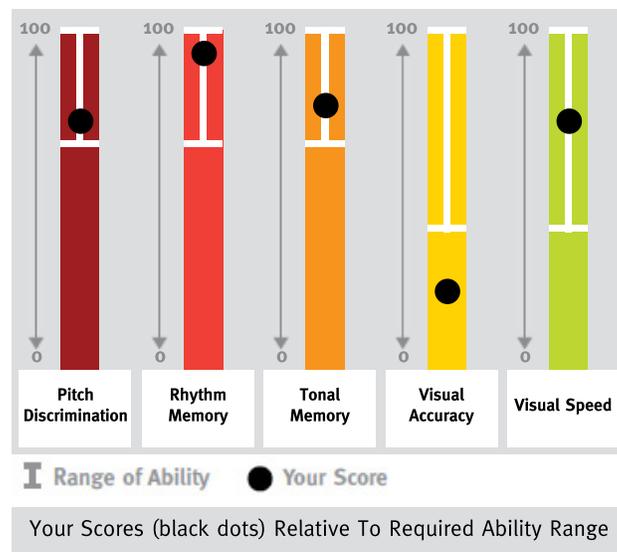
The Musical Connection pattern combines natural Musical ability (Tonal Memory, Rhythm Memory, Pitch Discrimination) with relatively strong Visual Proficiency (Visual Speed and Accuracy). While this pattern can accommodate any personal style, Specialist/Introverts may have an edge in the highly competitive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



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

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

See next page for CAREERS TO EXPLORE.



Careers to Explore for Musical Connection

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

Arts, Design, Entertainment, Sports, Media

[Art, Drama, Music Teacher](#)

[Dancers](#)

[Multimedia Artists & Animators](#)

[Music Composer](#)

[Music Directors](#)

[Musicians, Instrumental](#)

[Singer](#)

[Sound Engineer](#)

[Talent Directors](#)

Healthcare Practitioners and Technical

[Music Therapists](#)

Installation, Maintenance, and Repair

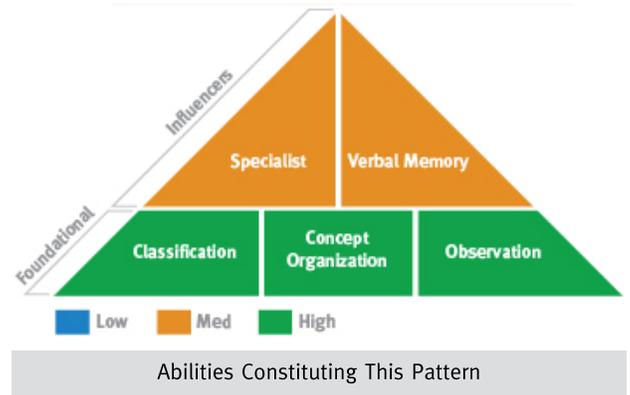
[Musical Instrument Repairer](#)

Personal Care and Service

[Fitness Trainers & Instructors](#)

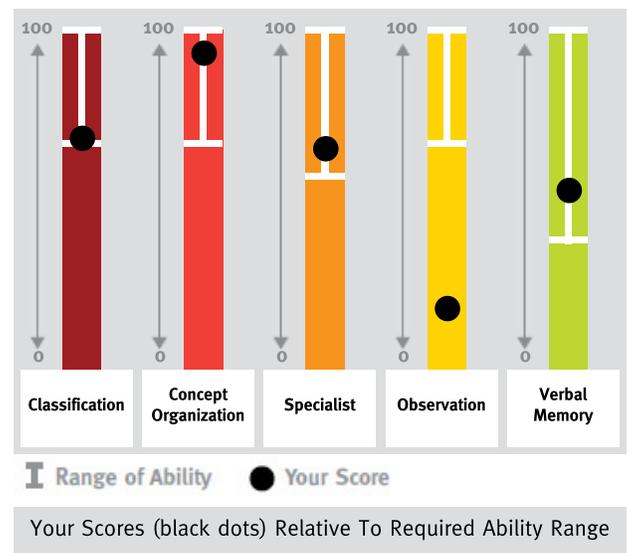
Investigating- Planning

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.

Arts, Design, Entertainment, Sports, Media [Business Intelligence Analyst](#)

[Broadcast News Analyst](#)

[Editor](#)

[Reporter & Correspondent](#)

Business and Financial Operations

[Auditors](#)

[Business Continuity Planners](#)

[Claims Examiners](#)

[Coroner](#)

[Energy Auditors](#)

[Financial Examiners](#)

[Fraud Examiners, Investigators](#)

[Insurance Adjuster, Investigator](#)

[Market Researcher](#)

[Credit Analysts](#)

[Environmental Compliance Inspector](#)

[Financial Analyst](#)

[Government Property Investigator](#)

Computer and Mathematical

[Actuaries](#)

[Biostatisticians](#)

Education, Training, and Library

[Librarian](#)

[Criminal Justice Teachers](#)

Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

Healthcare Practitioners and Technical

[Speech Pathologist](#)

Legal

[Lawyer](#)

[Paralegal](#)

[Title Examiner](#)

Life, Physical, and Social Science

[Archeologist](#)

[Economist](#)

[Environmental Restoration Planner](#)

[Forensic Science Technician](#)

[Anthropologist](#)

[Transportation Planner](#)

[Urban & Regional Planner](#)

[Zoologist](#)

Management

[Compliance Managers](#)

[Emergency Management Planner](#)

[Geothermal Production Managers](#)

Office and Administrative Support

[Bill & Account Collectors](#)

[Billing, Cost, & Rate Clerks](#)

[Brokerage Clerks](#)

Protective Service

[Criminal Investigator](#)

[Fire Investigators](#)

[Intelligence Analyst](#)

[Police Detective](#)

[Fire Inspectors](#)

[Immigration & Customs Inspector](#)

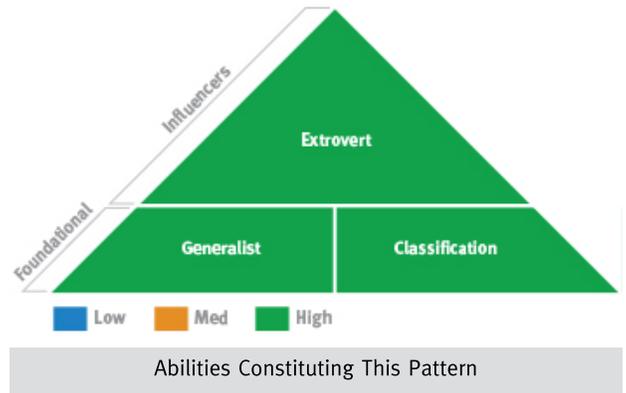
[Private Detective & Investigator](#)

Transportation and Material Moving

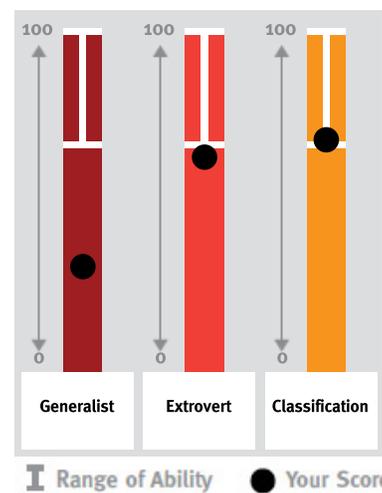
[Aviation Inspectors](#)

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.

Arts, Design, Entertainment, Sports, Media [Social & Human Service Assistants](#)

[Broadcast News Analysts](#)

[Public Relations Specialists](#)

[Reporters & Correspondents](#)

[Camera Operators, Television, Video](#)

[Talent Directors](#)

Business and Financial Operations

[Agents & Business Managers of Artists](#)

[Business Continuity Planners](#)

[Fundraisers](#)

[Insurance Adjusters & Investigators](#)

[Labor Relations Specialists](#)

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

[Government Property Inspectors](#)

Community and Social Service

[Healthcare Social Workers](#)

Education, Training, and Library

[History Teachers, Postsecondary](#)

[Teacher Assistants](#)

Healthcare Practitioners and Technical

[Athletic Trainers](#)

[Recreational Therapists](#)

[Dietitians & Nutritionists](#)

Life, Physical, and Social Science

[Epidemiologists](#)

Management

[Chief Executives](#)

[Fitness & Wellness Coordinators](#)

[Human Resources Managers](#)

[Legislators](#)

[Public Relations & Fundraising Mgrs](#)

[Social & Community Service Managers](#)

Office and Administrative Support

[Customer Service Representatives](#)

[Eligibility Interviewers, Govt Programs](#)

[Customer Service Representatives](#)

[Human Resources Assistants](#)

Personal Care and Service

[Travel Guides](#)

Production

[Chemical Plant & System Operators](#)

Protective Service

[Police Patrol Officers](#)

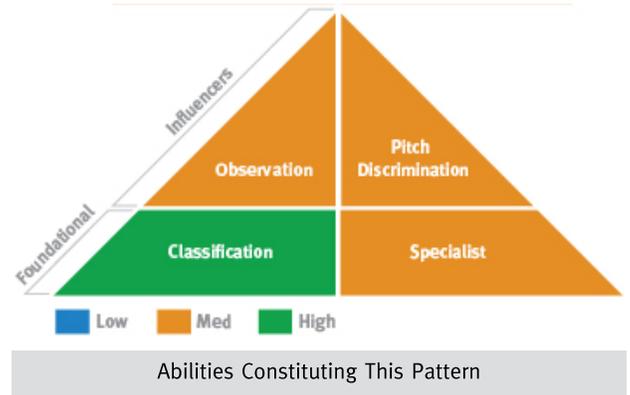
Sales and Related

[Real Estate Brokers](#)

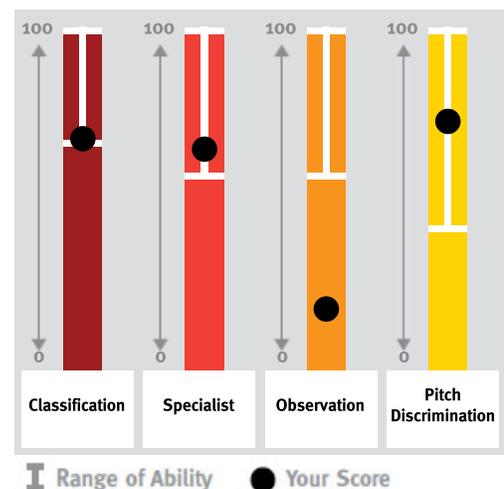
[Real Estate Sales Agents](#)

Pinpointing Details

This pattern combines the in-depth focus of a Specialist with the rapid problem identification of a Diagnostician (Classification) and a heightened sensitivity to sensory experiences (Pitch Discrimination), especially visual cues (Observation). It represents both a way of thinking and a foundation for certain careers. Classification, which is the diagnostic reasoning ability, is the ability to see patterns and relationships among seemingly unrelated elements. With the natural ability to almost instantly notice what is wrong or inconsistent with normal expectations, people with this pattern can quickly assess and draw conclusions. As a Specialist, there is an intense focus on the specific details. This ability is required in many careers where there is limited time to gather information and convert it into an understandable pattern.



People with this pattern might also have the tendency to see problems in every situation, and if left un-checked, may be considered pessimistic or negative. Observation, also part of this pattern, enables you to automatically notice things out of place. With the addition of Pitch Discrimination, you will do the same thing with what you hear. You are simply much quicker than most people at seeing and hearing every piece of the puzzle and can put the pieces together in your mind to see the complete picture. Pitch Discrimination and Observation work against a desire to be oblivious to things around you and might make you a perfect candidate to offer a critique of any sensory experience.



Your Scores (black dots) Relative To Required Ability Range

Introversion/Extroversion can influence your comfort with work roles and work environments when utilizing this pattern. For instance, if you are more of an Introvert, look for opportunities where interaction with others is mainly through written communication such as reports, articles, or dossiers. A career such as an editor, critic, or political analyst might be more comfortable for you. As an Extrovert, you might feel the need to interact with others verbally, and that need might be supported through presentations, consultations, or discussions. You might want to investigate a career as a negotiator, investigative journalist, or financial planner.

See next page for CAREERS TO EXPLORE.

Careers to Explore for Pinpointing Details

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](#)
[Editor](#)
[Film & Video Editor](#)
[Reporter & Correspondent](#)
[Umpire, Sports Official](#)

Business and Financial Operations

[Assessors](#)
[Auditors](#)
[Environmental Compliance Inspector](#)
[Financial Examiner](#)
[Fraud Examiner & Investigator](#)
[Management Analyst](#)
[Personal Financial Advisor](#)
[Appraisers, Real Estate](#)
[Energy Auditors](#)
[Financial Analyst](#)

[Insurance Adjuster](#)
[Loan Officer](#)
[Security Management Specialist](#)
[Tax Consultant](#)

Computer and Mathematical

[Business Intelligence Analyst](#)
[Computer Systems Analyst](#)
[Computer & Information Research Scientists](#)
[Information Security Analyst](#)
[Statistician](#)

Education, Training, and Library

[Archivists](#)

Healthcare Practitioners and Technical

[Diagnostic Medical Sonographers](#)
[Pathologist](#)
[Allergists & Immunologists](#)
[Occupational Health & Safety Tech.](#)

Life, Physical, and Social Science

[Chemists](#)

[Clinical Psychologist](#)
[Forensic Technician](#)
[Counseling Psychologist](#)
[Medical Scientist](#)

Management

[Chief Sustainability Officers](#)

Office and Administrative Support

[Proof Reader, Copy Writer](#)

Protective Service

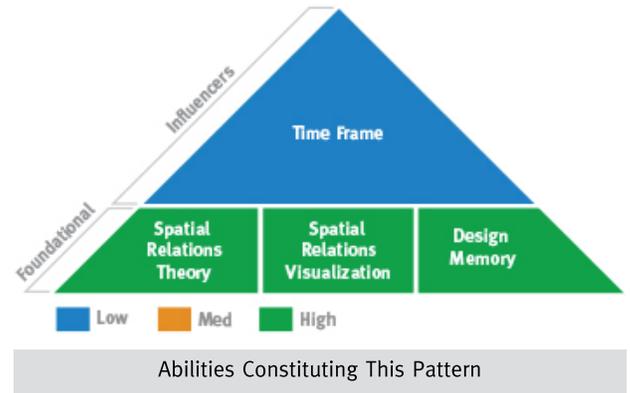
[Criminal Investigators](#)
[Detective, Investigator](#)
[Fire Investigator](#)
[Intelligence Analyst](#)
[Immigration & Customs Inspector](#)
[Police Detective](#)

Transportation and Material Moving

[Airfield Operations Specialists](#)

Engineering- General

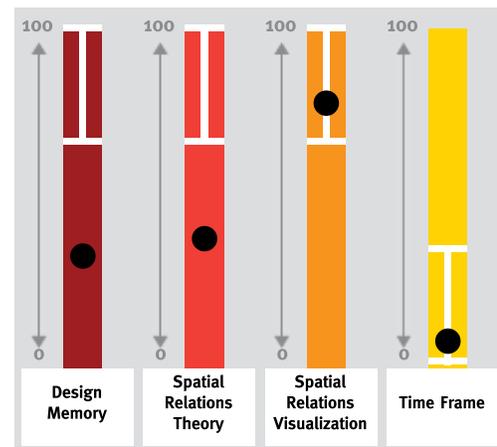
This pattern is a combination of the structural abilities (Spatial Relations Theory and Visualization) and the ability to work with two-dimensional designs (Design Memory). People with this pattern are able to understand the theoretical underpinnings of science and physics. However, theoretical ideas may not feel as compelling or interesting compared to physically handling a machine or working with a computer in the actual design phase. Spatial Relations Theory enables people to imagine solutions to a three dimensional problem, while Spatial Relations Visualization enables them to build what they envision. With the addition of Design Memory, people with this pattern are able to translate patterns and layouts into tangible designs.



Many different types of industries use professionals with this ability pattern. Any industry that designs physical things or systems of connected ideas will need people with this ability pattern to create the desired product or system. Computer aided design, used across the spectrum of industries, has created a need for people with this ability pattern more than ever.

Having a strong match in this basic engineering pattern should at least motivate you to investigate career options in different industries for interesting engineering-oriented paths. Not all engineers are created equal however. Investigate what different engineers do. Ask questions in order to discover all the options related to this broad ability pattern. You should take into consideration your personal style patterns as well. A person who is a Generalist/Extrovert for instance may be better suited for management than the Specialist/Introvert, and many companies have different career paths geared toward professionals with these special personal style traits.

See next page for CAREERS TO EXPLORE.



I Range of Ability ● Your Score

Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Engineering- General

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

Architecture and Engineering

[Aerospace Engineering](#)
[Agricultural Engineer](#)
[Architect](#)
[Biomedical Engineer](#)
[Civil Engineering Technician](#)
[Electrical Engineering Technicians](#)
[Environmental Engineer](#)
[Industrial Engineering Technologists](#)
[Industrial Safety & Health Engineers](#)
[Mapping Technicians](#)
[Marine Engineers](#)
[Photonics Engineers](#)
[Product Safety Engineers](#)
[Robotics Engineers](#)
[Solar Energy Systems Engineers](#)
[Transportation Engineers](#)
[Automotive Engineering Technicians](#)
[Chemical Engineers](#)
[Civil Drafter](#)
[Computer Hardware Engineers](#)
[Electro-Mechanical Technicians](#)

[Electronics Engineering Technicians](#)
[Fire-Prevention & Protection Engineers](#)
[Industrial Engineers](#)
[Landscape Architect](#)
[Manufacturing Engineers](#)
[Marine Architects](#)
[Mining & Geological Engineers](#)
[Nuclear Engineers](#)
[Petroleum Engineers](#)
[Water/Wastewater Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Sound Engineering Technicians](#)
[Commercial & Industrial Designers](#)
[Craft Artists](#)

Computer and Mathematical

[Software Developer](#)
[Telecommunications Engineering](#)
[Software Quality Assurance Engineer](#)

Construction and Extraction

[Boilermakers](#)
[Cement Masons & Concrete Finishers](#)

Education, Training, and Library

[Architecture Teachers, Postsecondary](#)

Farming, Fishing, and Forestry

[Agricultural Equipment Operators](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

[Physical Therapist](#)

Installation, Maintenance, and Repair

[Avionics Technicians](#)
[Industrial Machinery Mechanics](#)

Life, Physical, and Social Science

[Archaeology](#)
[Physicists](#)
[Agricultural Technicians](#)
[Chemical Technicians](#)

Management

[Computer Technologist](#)
[Construction Contractor](#)
[Architectural & Engineering Managers](#)
[Biofuels Technology & Product Development](#)

Production

[Ophthalmic Laboratory Technicians](#)
[Chemical Equipment Operators & Tenders](#)
[Chemical Plant & System Operators](#)
[Tool & Die Makers](#)

Transportation and Material Moving

[Aviation Inspector](#)
[Automotive & Watercraft Service Attendants](#)

VIII. Next Steps

Highlands' Whole-Person™ Approach

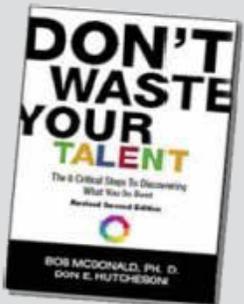
Highlands considers natural abilities *one* of 8 important factors you need to take into account while exploring your work options. In fact, we do not recommend making work-related decisions based on your abilities alone. We recommend you consider *your*:

- **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 et. al., 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 et. al., DWYT)

CREDITS

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