



Highlands Career Exploration Supplement

Adult Version



Do ^{What}
You Do
Best

Customized Career Exploration Report

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Highlands Career Exploration Supplement

Prepared for
Highlands Sample 6

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.

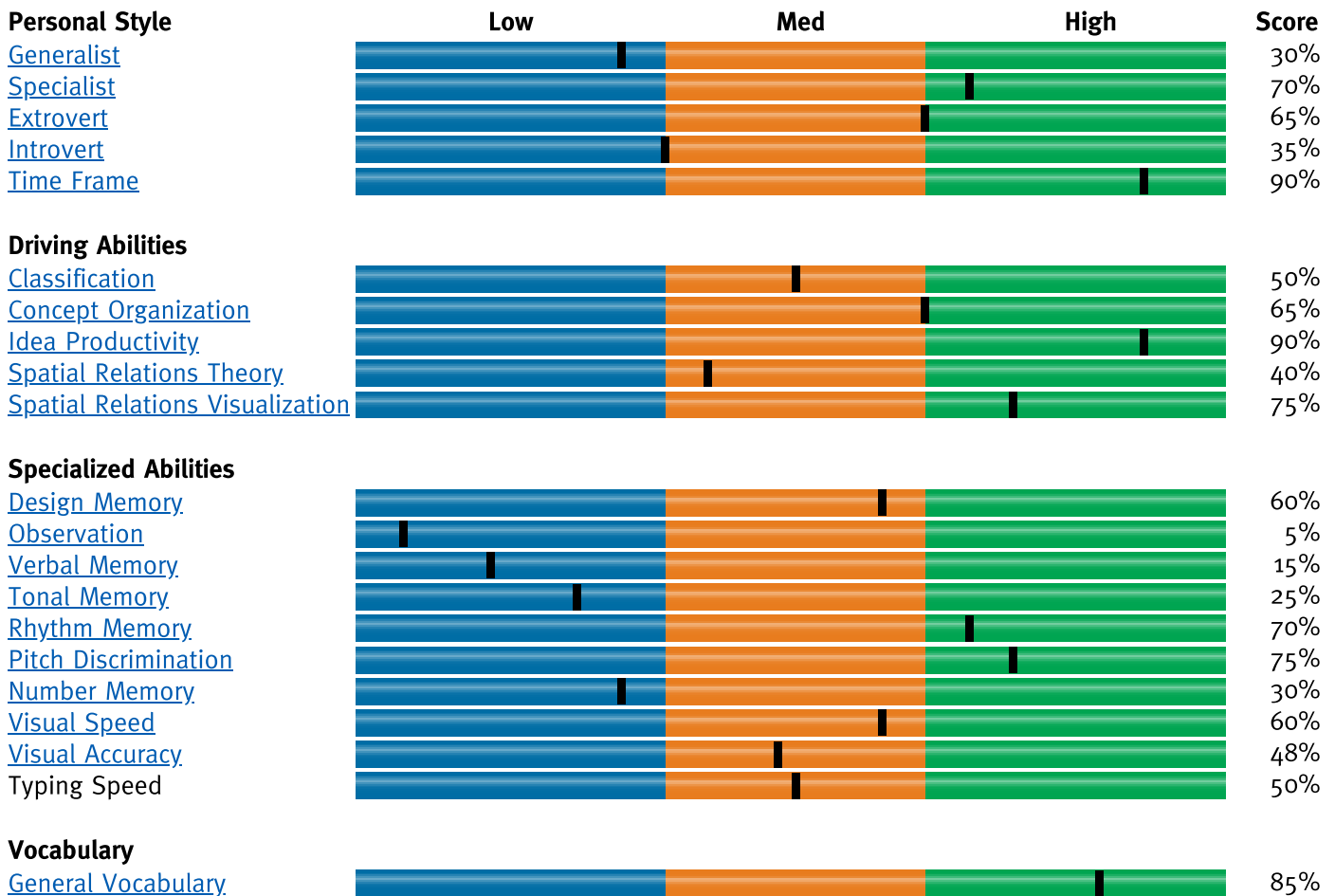
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific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

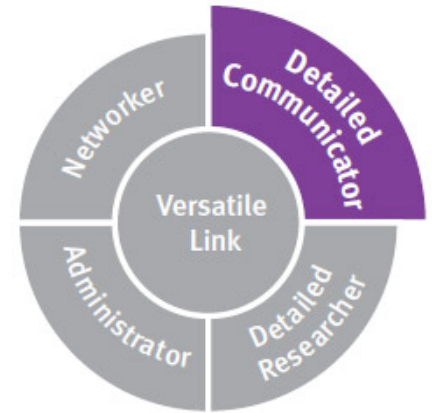


II. Your Personal Style

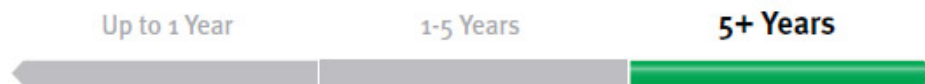
Detailed Communicator

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 you may need or want to know a topic in more detail than others 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 organizations or projects that schedule group presentations will be appealing to you. You may enjoy teaching or training others in your area of specialization, making presentations to clients or colleagues, performing in musical or theatrical performances, or trial work in the field of law.



Time Frame Orientation



Long-range: Combined with a long completion date (5+ years), education or work that is connected to the future such as long-range plans, goals, or visions may feel more motivating and meaningful.

You are drawn to activities that take time to achieve. You may feel that immediate, short-term tasks hold little meaning or may feel less motivating to you unless you can see the connection to something you care about in the distant future. You are able to consider possibilities and plan for activities even when they are more than 5 years into the future. This time orientation lends itself to thinking about long-term social/societal, environmental, scientific, or structural issues. Your long time horizon pushes you to take time to consider as many possibilities as time will allow and, therefore, may result in procrastination. You may frequently need to use short-term deadlines to finish tasks. Especially rewarding will be education or work connecting you to long-term results such as planning communities, research identifying long-term trends, and anticipating the long-term impact of specific interventions, medicines, and artistic creations.

III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Between Analytical and Consultative

Your mid-range Classification and strong Concept Organization indicate you are able to arrive at your solutions through a series of well-organized steps or a logic track and your solutions are well-conceived and thorough. In new situations, you are less likely to provide solutions on the spot. You ask for and need the answers to a lot of questions before you are comfortable taking action or announcing a decision. After the solution to a problem is identified and adopted, you excel at the process by which the solution is kept on track and implemented.

You will perform best and feel most comfortable in areas where thoughtful, measured attention can be given to solving problems in a moderately-paced environment. Your interest in having some problems to solve creates the possibility for restlessness in more static or quiet environments. You may enjoy which require understanding the situation and being able to work out a step by step process to accomplish a goal.



Idea Productivity (Divergent Reasoning)

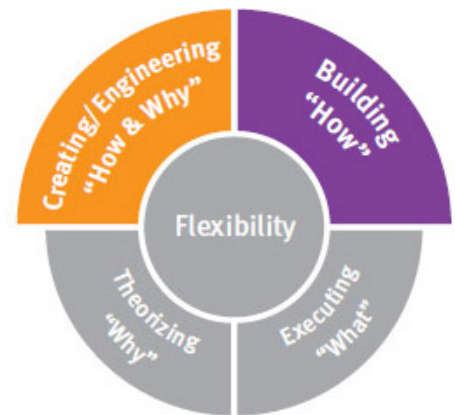
Your strong Idea Productivity, or divergent thinking, results in a continuous stream of sometimes related and frequently unrelated ideas. This type of thinking can contribute to both your ability to solve problems and to communicate. Your continuous, rapid flow of ideas can help you generate multiple ways to solve a particular problem. It can also help you adjust your communication so that if one explanation doesn't work, you can quickly think of another way to explain.

This means you need a career that values generating ideas of your own, helping others to produce ideas, and facilitating discussion about the selection of creative and useful ideas. You may feel effective and satisfied in any field in which your role includes persuasion or influencing others.

Spatial Reasoning

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. You may enjoy work roles in “hands on” fields such as construction, landscaping, farming, mechanical repair, surgery, dentistry, computer hardware development and construction, architecture, product development, and many others.






IV. Your Specialized Abilities

Some Musical Influences. Music abilities include Tonal Memory, Rhythm Memory and Pitch Discrimination. Your combination of scores indicates you have some natural musical ability. You will want to have some connection to these abilities such as learning to play an instrument on your own, taking part in some musical expression like a choir, playing music in the background while you study or work, or incorporating music into events or presentations. Depending on which one or two of these abilities is strongest, you may be more sensitive to particular elements of sound and may find alternative outlets.

Moderately Strong Visual Proficiency. Visual proficiency (or dexterity) includes both Visual Speed and Visual Accuracy. Your combination of scores indicates **moderately strong** visual ability related to paper work tasks such as proofing, working with numbers, coding, and tracking inventory. You can accomplish paper works tasks especially when given moderate quantities and/or sufficient time to complete the project.

Moderately Strong Creative Orientation. The HAB does not have a direct measure of creativity or artistic ability. The combination of Idea Productivity (thinking of many ways of doing something), Design Memory (remembering the overall pattern of something), and Pitch Discrimination (a sensitivity to small nuances of change and the effects of such a change) indicate a creative or artistic orientation. In addition to visual art, these abilities allow you to be creative with any kind of task you do. Your combination of scores indicates you have a **moderately strong** natural artistic/ creative orientation and you will want to choose work roles and other activities that allow you to express your creative side – especially your ideas.

V. How You Learn

<p>Kinesthetic Learning Rhythm Memory Low Med High</p>  <p>70%</p>	<ul style="list-style-type: none"> Using physical movement is a primary learning tool for you Learn the meaning behind facial expressions and body movements Respond to the natural demand for physical activity Instruct others by physically demonstrating an activity Remember that your colleagues may have different learning styles
<p>Image Learning Design Memory Low Med High</p>  <p>60%</p>	<ul style="list-style-type: none"> Learning through graphics and charts is relatively easy for you Explore which occupations use plans, maps, designs, diagrams, or flowcharts often Helpful in many scientific, technical and artistic tasks Communicating with others who also use visual design is relatively easy for you Following directions using maps and visual plans is probably comfortable for you
<p>Learning Numbers Number Memory Low Med High</p>  <p>30%</p>	<ul style="list-style-type: none"> Retaining numerical data in your mind may be difficult for you List and memorize the facts and figures you need every day Record important data in an easily accessible source Utilize proven techniques to enhance number memory Seek work roles with low dependence on number memory for success
<p>Learning By Listening Tonal Memory Low Med High</p>  <p>25%</p>	<ul style="list-style-type: none"> Remembering what you hear may be difficult for you Take careful notes when you attend classes or meetings Communicate with others in writing Ask others to communicate with you in writing Learning any language through spoken communication alone may be difficult for you
<p>Learning By Reading Verbal Memory Low Med High</p>  <p>15%</p>	<ul style="list-style-type: none"> Reading may be a relatively slow way for you to learn Give yourself plenty of time when working with written material Read important documents aloud or manipulate the data to use a stronger learning channel Supplement your reading with audio books and podcasts Take good notes and keep them organized

VI. Vocabulary

Your general vocabulary provides you with the foundation for the breadth and depth with which you learn and communicate. Vocabulary is a personal tool developed by each individual over time, rather than a natural ability, but the range of your vocabulary will affect how effectively you can use some of your abilities. The Highlands Ability Battery tests vocabulary in isolation, which means there are no context clues in a paragraph to help you know what a word means, only a group of synonyms from which to choose. Many universities/colleges require an adequate general vocabulary for entry, and yours will be measured further by entrance exams and potentially later for entry to graduate school.

For adults, a strong general vocabulary can be a gateway to working with a wider variety of fields, working with more sophisticated clients or in professional fields that require the usage of a wider range of communication. A strong vocabulary can even influence gaining access to opportunities at higher levels of career development (management, supervision, teaching at graduate levels, law).

Regardless of your current vocabulary level, knowing how to develop your vocabulary can help you. Many careers require a specific or technical vocabulary, so discovering how you best learn new words and ideas will support you in any career you choose. Also, over time, focusing on the development of a specialized or technical vocabulary may divert developing and/or practicing your general vocabulary which may decline with disuse. If you ever decide to increase your vocabulary, use your most efficient learning channels (Design Memory, Verbal Memory, Tonal Memory, Rhythm Memory, and Number Memory) to assist you with building this skill.

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

VII. Use Your Abilities to Explore or Change Your Career

You now have a wealth of customized information at your fingertips. Depending on your objectives, we offer three avenues to help you direct your efforts:

For Career Explorers

If you are exploring careers, either as a student for the first time or as an adult returning to work after a hiatus, our interactive HAB-O*NET Career Exploration Tool is a great next step. Highlands' research-based career fit algorithms align your HAB-measured abilities with the Department of Labor's extensive database of occupations to identify careers individualized to your unique profile of abilities.

Smart Start

For Experienced Career Changers

If you have years of employment experience and you are considering how to modify or enhance your current job or change roles within your career field, exploring our Ability Patterns will be an effective next step for you. Highlands' career professionals with decades of experience in career development have identified patterns of abilities that reveal how you naturally approach your roles and responsibilities. Understanding your Ability Patterns can help you select aspects of your work to emphasize and de-emphasize as you grow in your career.

Ready for Change

For Personal Vision Coaching

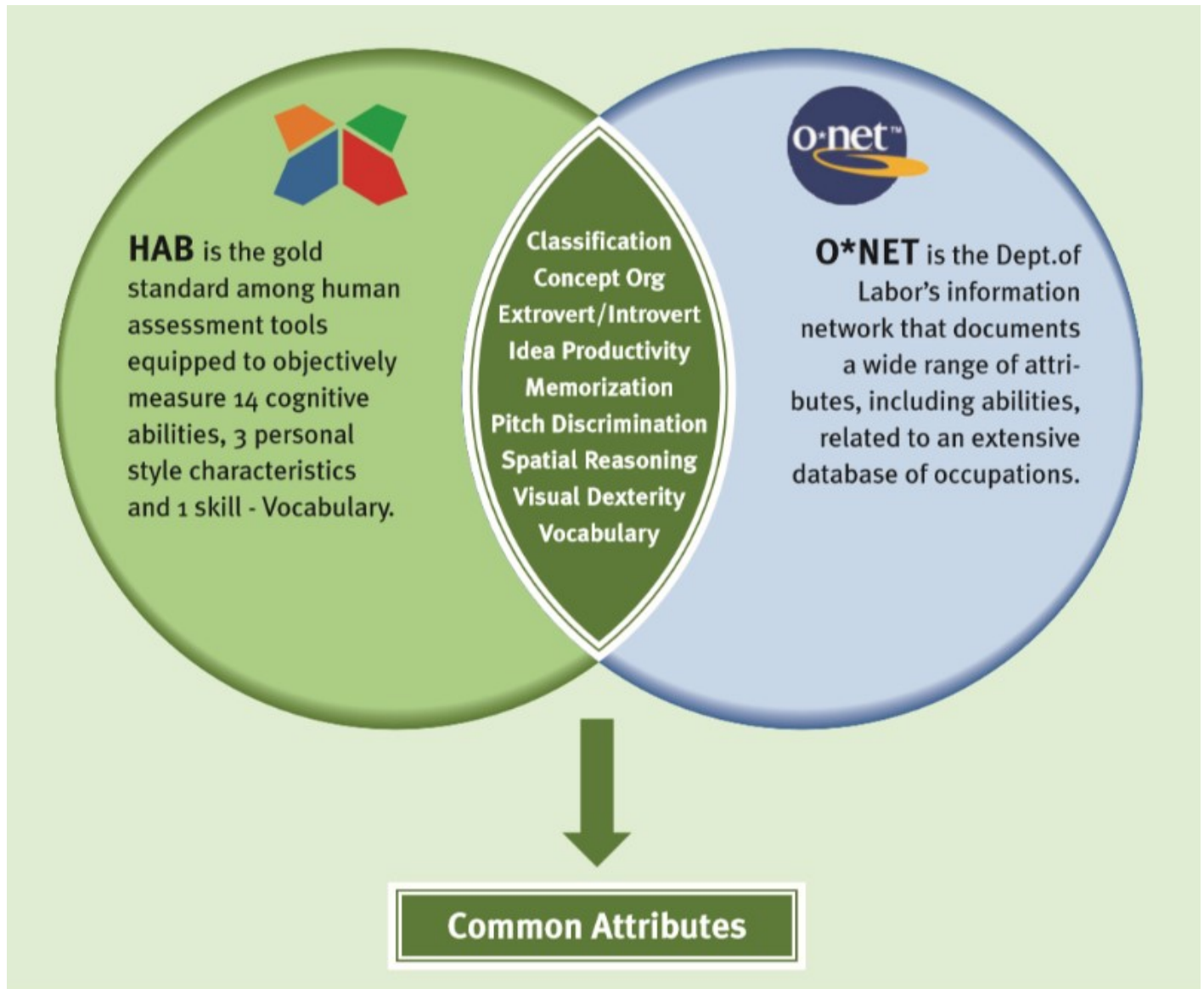
If you're ready to take a deep dive into our Whole Person approach to career and life decision-making, consider working with one of our highly trained Highlands Certified Consultants to explore the other seven essential factors that make up the whole person. Factors such as skills, interests, personal style, family, values, goals and career development all contribute to making you the individual person you are today.

Your Whole Self



Interactive HAB –O*NET Career Exploration Tool

The Highlands Company has partnered with a team of O*NET consultants from HumRRO, an independent, non-profit research and consulting firm with expertise in vocational assessment and career exploration, to develop the Highlands Ability Battery (HAB) Person-to-Occupation Fit matching tool.



The Ability Battery Person-to-Occupation Fit programming uses the set of Common Attributes to generate a list of 50 O*NET occupations that most closely align with your unique HAB profile.

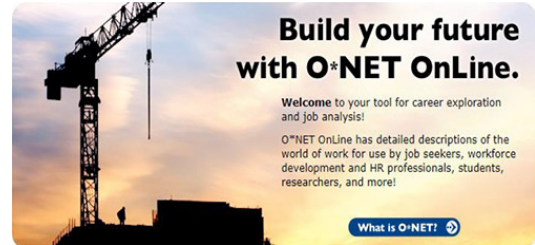
The Interactive HAB –O*NET Career Exploration Tool will sort your list of 50 occupations by **Job Family**, **Career Cluster**, **Interest** and **Rank Order** to enhance your career exploration.

Job Family

Job Family



O*NET OnLine



The HAB-O*NET Career Exploration Tool shows your top 50 occupation matches organized by Job Family or groups of occupations based upon work performed, skills, education, training and credentials, for ease of finding or eliminating your options.

*Click on the name of each occupation for data including a brief description, anticipated future growth, how your abilities relate to O*NET attributes and to link to Occupational Information.*

Architecture and Engineering

[Aerospace Engineers](#)
[Electrical Engineers](#)
[Agricultural Engineers](#)
[Energy Engineers](#)
[Nuclear Engineers](#)
[Biochemical Engineers](#)
[Fuel Cell Engineers](#)
[Nanotechnology Engineering Technologists](#)
[Ergonomists](#)

Arts, Design, Entertainment, Sports, and Media

[Editors](#)
[Directors-Motion Pictures, Television](#)

Business and Financial Operations

[Regulatory Affairs Specialists](#)
[Market Research Analysts](#)
[Business Continuity Planners](#)

Computer and Mathematical

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

[Geospatial Information Scientists](#)
[Applications Software Developers](#)
[Cybersecurity, Cloud Product Director](#)
[Information Technology Engineers](#)

Education, Training, and Library

[Curators](#)
[Instructional Coordinators](#)

Healthcare Practitioners and Technical

[Podiatrists](#)

Legal

[Lawyers](#)
[Administrative Law Judges](#)

Life, Physical, and Social Science

[Remote Sensing Scientists](#)
[Environmental Scientists](#)
[Industrial-Organizational Psychologists](#)
[Geneticists](#)
[Zoologists, Wildlife Biologists](#)
[Meteorologist, Space Scientists](#)
[Hydrologists](#)

Geoscientists

[Geographers](#)
[Transportation Planners](#)
[Food Scientists, Technologists](#)
[Environmental Restoration Planners](#)
[Soil, Water Conservationists](#)
[Soil and Plant Scientists](#)
[Urban and Regional Planners](#)

Management

[Natural Sciences Managers](#)
[Redevelopment Specialists](#)
[Industrial Production Managers](#)
[Corporate Sustainability Officers](#)
[Biofuels Technology Managers](#)
[Education Administrators, Postsecondary](#)
[Advertising, Promotions Managers](#)

Protective Service

[Police Detectives](#)

Sales and Related

[Securities, Commodities Sales](#)
[Sales Engineers](#)

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Sort your matches by: Interest • Rank Order • Career Cluster

Ability Patterns: Manage The Fit Between You And Your Work



Ability Patterns describe how your abilities interact. They reveal your natural approach to completing roles and responsibilities and are not tied to a single occupation.



Rather than considering one ability at a time, think of your Patterns as a way to customize or manage the fit between you and your work. By discovering your Patterns, you can modify or enhance your current job, change roles within your career field, and identify similar roles in new fields.



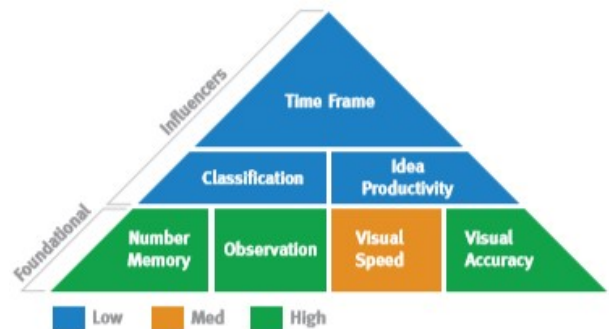
Over time, many satisfied (and dissatisfied) workers look for ways to emphasize and deemphasize particular aspects of their employment. Understanding your Patterns equips you with solid evidence for the changes you might want to make -putting you in the driver's seat of your career.

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

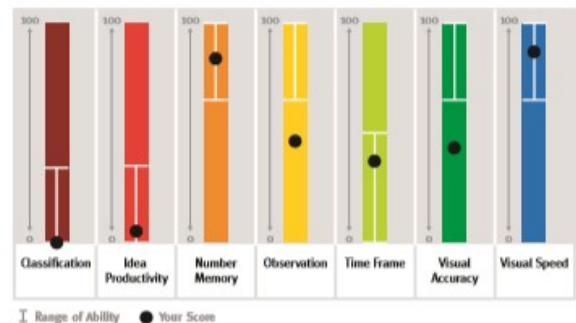
Ability Patterns - Connections to Abilities
Very Clear Connection to Abilities
Specializing - Hands-on
Planning - Hands-on
Communicating - Specialized
Creating - Culinary Arts
Problem Solving - Hands-on Consultative
Problem Solving - Hands-on Diagnostic
Initiating - Pursuing
Troubleshooting - Hands-on
Specializing - Structural Consultative Problem Solving
Somewhat Clear Connection to Abilities
Problem Solving - Analytical, Idea-rich, Hands-on
Click Each Pattern Online for Full Description

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

Click on each Pattern to see a:



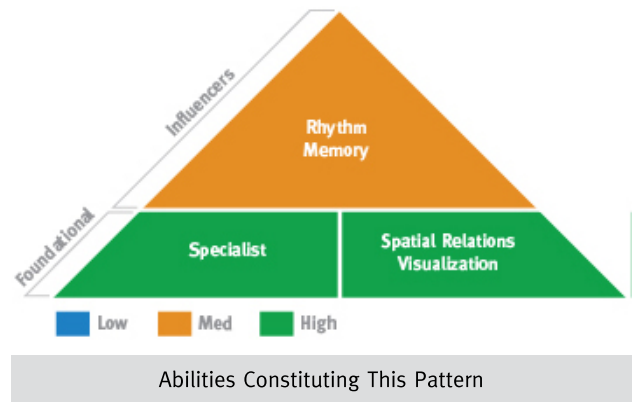
Visual Formula of this Pattern.



Score Graph of your ability scores relative to the Pattern.

Specializing - Hands-on

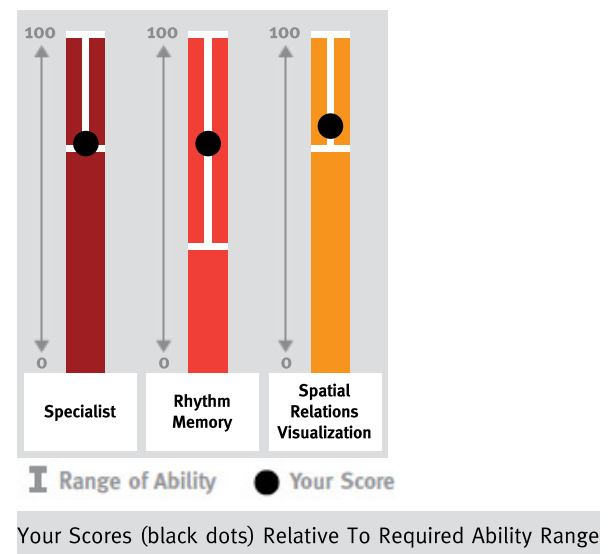
The combination of physical activity (Rhythm Memory), working with tangible items or concrete facts (Spatial Relations Visualization) and the personal style of a Specialist points to the basic pattern of Specializing-Hands-on. People with this pattern find outlets on and off the job and can include leisure 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](#)
[Manufacturing Engineering Tech](#)
[Solar Energy Systems Engineers](#)
[Surveyors](#)

Arts, Design, Entertainment, Sports, Media

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

Construction and Extraction

[Construction Carpenter](#)
[Plumber](#)
[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](#)

Healthcare Practitioners and Technical

[Acupuncturists](#)
[Athletic Trainers](#)
[Dental Hygienist](#)
[EMTs and Paramedics](#)
[MRI Technologists](#)
[Neurodiagnostic Technologists](#)
[Nuclear Medicine Technologists](#)
[Veterinary Technologists & Techs](#)

Healthcare Support

[Massage Therapists](#)

Installation, Maintenance, and Repair

[Automotive Body & Related Repairers](#)
[Computer & Office Machine Repairers](#)
[Heating and Air Conditioning Mechanic](#)
[Industrial Machinery Mechanics](#)
[Medical Equipment Repairers](#)
[Motorcycle Mechanic](#)

[Telecommunications Equip. Installers](#)

Life, Physical, and Social Science

[Biological Technicians](#)
[Forest & Conservation Technicians](#)

Management

[Emergency Management Directors](#)

Personal Care and Service

[Hairdresser & Cosmetologist](#)
[Make up Artist](#)

Production

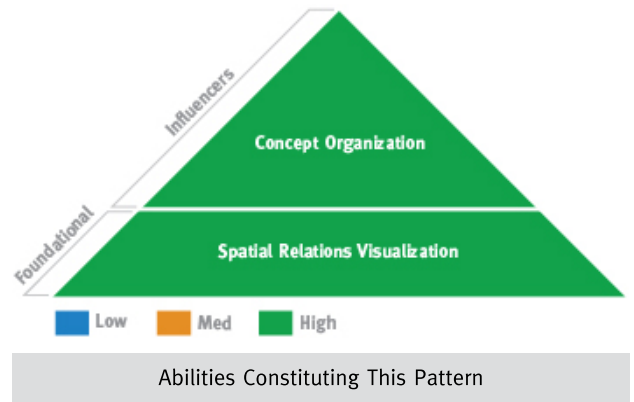
[Biomass Plant Technicians](#)
[Cabinet Maker](#)
[Dental Laboratory Technician](#)
[Electrical Equip. Assemblers](#)
[Gem & Diamond Workers](#)
[Machinist](#)

Transportation and Material Moving

[Automotive Service Attendants](#)

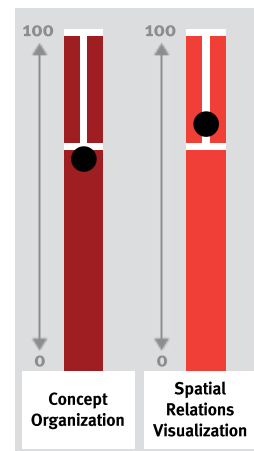
Planning - Hands-on

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 work roles requiring the anticipation of consequences in the 3-D world. Responsibilities can include planning, communicating/explaining, analyzing, and creating processes. Use your knowledge of your personal style such as your Generalist/Specialist and Extrovert/Introvert nature to guide you to your specific work roles.



I Range of Ability ● Your Score

Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Planning - Hands-on

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

Architecture and Engineering

[Architectural Drafters](#)
[Biomedical Engineers](#)
[Electrical Engineers](#)
[Electronics Engineering Technologists](#)
[Environmental Engineering Tech](#)
[Environmental Engineers](#)
[Geodetic Surveyors](#)
[Landscape Architects](#)
[Manufacturing Engineering Tech](#)

Arts, Design, Entertainment, Sports, Media

[Interior Designers](#)

Business and Financial Operations

[Energy Auditors](#)
[Environmental Compliance Inspectors](#)
[Logistics Analysts](#)

Computer and Mathematical

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

Construction and Extraction

[Solar Photovoltaic Installers](#)

Education, Training, and Library

[Architecture Teachers, Postsecondary](#)
[Area, Ethnic, & Cultural Teachers](#)
[Engineering Teachers, Postsecondary](#)
[Health Specialties Teachers](#)
[Museum Technicians & Conservators](#)
[Physics Teachers, Postsecondary](#)

Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

Healthcare Practitioners and Technical

[Advanced Psychiatric Nurses](#)
[Cytotechnologists](#)
[Exercise Physiologists](#)
[Occupational Health & Safety Spec.](#)
[Radiologists](#)
[Recreational Therapists](#)

Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)

Life, Physical, and Social Science

[Archeologists](#)
[Environmental Restoration Planners](#)
[Food Science Technicians](#)
[Industrial Ecologists](#)
[Urban & Regional Planners](#)

Production

[Multiple Machine Tool Setters](#)

Protective Service

[Criminal Intelligence Analysts](#)
[Forest Fire Fighting Supervisors](#)
[Municipal Firefighters](#)

Transportation and Material Moving

[Flight Attendants](#)

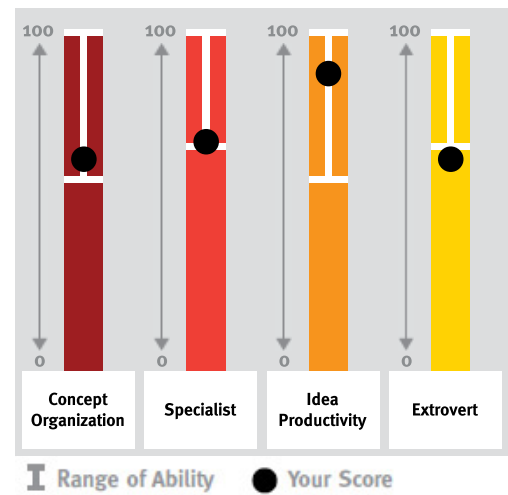
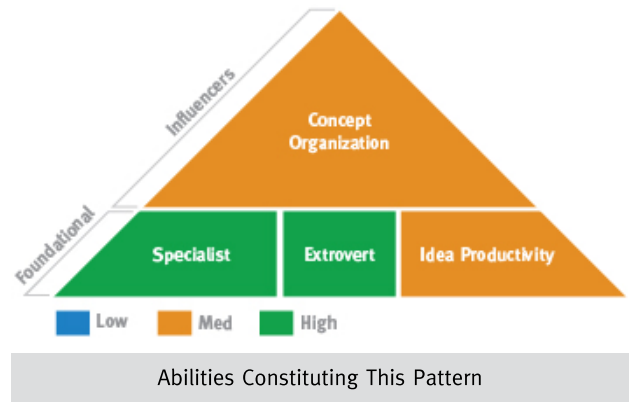
Communicating - Specialized

The Communication - Specialized pattern combines the Detailed Communicator Personal style (Specialist, Extrovert) with the communication drivers of Concept Organization and Idea Productivity. This combination presses you to explain and gives you the ability to think quickly on your feet, to respond, react, and adjust to the flow of the conversation or performance and to convey specialized information logically.

People with this pattern can typically adapt to different settings and need variety. Seek variety in personal interaction and variety in any long term environment by using your Specialist orientation to dig deep into areas where a company might require some help with training its employees or contractors, or presenting new ideas or campaigns.

Your strength is your ability to constantly adjust to the flow of conversation and to add new information to the discussion to lead people towards your point of view. While this may sound exclusively like a sales ability, it is not the only field where communicators with this pattern are needed. Any career where you explain specialized information to others in order to entertain, inform, or train will be a natural for you. Many industries have in-house trainers or information specialists that operate as an expert. Others utilize consultants and independent product trainers. Honing your skills of learning new ideas and deepening your knowledge in areas of interest create a readiness for you to share necessary information with others.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Communicating - Specialized

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

Architecture and Engineering

[Automotive Engineering Technicians](#)

[Industrial Engineering Technicians](#)

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Directors-Motion Pictures, Television](#)

[Public Relations Specialist](#)

[Reporter & Correspondent](#)

[Videographers](#)

Business and Financial Operations

[Cost Estimators](#)

[Fundraisers](#)

[Logisticians](#)

[Meeting, Convention, Event Planners](#)

[Training & Development Specialist](#)

Education, Training, and Library

[Audio-Visual, Multimedia Specialists](#)

[Criminal Justice Teachers](#)

[Economics Teachers](#)

[Teacher, Adult Basic, Secondary Ed.](#)

[Teacher, Career/Technical Education](#)

[Teacher, Communications](#)

[Teacher, Secondary Schools](#)

[Teacher, Self Enrichment](#)

[Teacher, Special Education](#)

Healthcare Practitioners and Technical

[Athletic Trainer](#)

[Clinical Nurse Specialists](#)

[Physician Assistants](#)

[Radiation Therapists](#)

[Recreational Director](#)

Healthcare Support

[Occupational Therapy Assistants](#)

Life, Physical, and Social Science

[Industrial-Organizational Psychologist](#)

Management

[Educational Administrators](#)

[Marketing Manager](#)

[Security Managers](#)

Personal Care and Service

[Recreation Worker](#)

Protective Service

[Criminal Investigators, Special Agents](#)

[Police, Detectives Supervisors](#)

Sales and Related

[Advertising Sales Agents](#)

[Real Estate Sales Agents](#)

[Sales Supervisors](#)

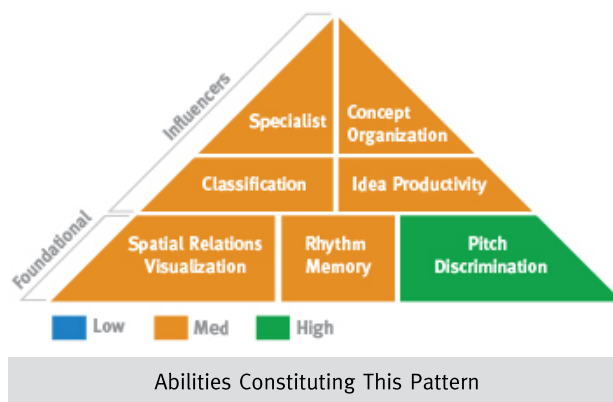
[Sales, Financial Services](#)

[Sales, Securities & Commodities](#)

[Solar Sales Representative](#)

Creating - Culinary Arts

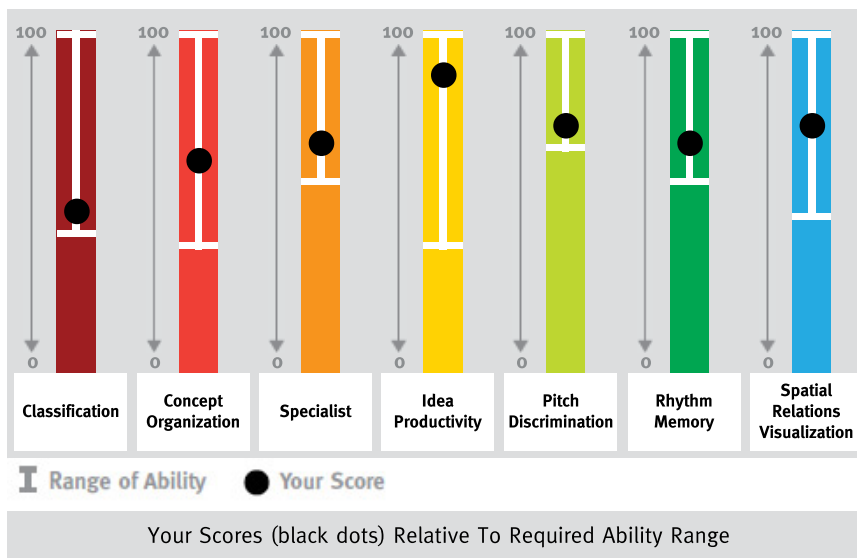
This pattern combines a Specialist orientation with hands-on, physical abilities (Spatial Relations Visualization, Rhythm Memory), idea-rich, relatively strong Problem Solving abilities (Idea Productivity, Classification, Concept Organization), and strong sensory sensitivities (Pitch Discrimination). The natural abilities that come together to form the Culinary Arts pattern are specialized physical, sensory and problem solving abilities. Pitch Discrimination reflects sensitivity across all senses, so the higher the pitch the greater the capacity to distinguish different flavors, smells, feel textures, see variants of colors, and be affected by sounds that might not register at all with a person lower on the Pitch scale. Even the very fine knife-work used in high-end food preparation and design is enhanced by this pattern of abilities. People with this pattern are driven to create an end “product” and must use physical energy as well as creativity to achieve it.



Several other abilities come into play to complete the profile. Running a kitchen is a very fast paced environment with minute-by-minute changes and challenges, which translates to the need for relatively quick problem solving abilities. A certain level of Classification and Concept Organization are suitable to thrive in this environment, as they are perfect problem solving abilities in a fast-paced and chaotic workplace. Concept Organization is also very helpful in the planning of menus, pricing, and ordering supplies.

Often on their feet, those in culinary arts typically move for a large part of the day, so Rhythm Memory can provide fuel to cope with the physical demands of the job. Raw creativity is also a big part of the Culinary Arts pattern, so Idea Productivity will help in stretching you to achieving new and more dynamic creations.

Don't forget, Spatial Relations Visualization is also critical for this profile, as you will be very “hands on” and the final result will be a very physical and tangible creation. Your Specialist orientation is helpful in the drive for excellence, and to be the very best at what you do. This drive is necessary to reach the heights of “Executive Chef”.



If you have particularly strong Concept Organization and strong Classification you may also want to consider being a Food & Wine Writer or Critic, a Leisure & Lifestyle Writer, or Travel & Leisure Writer. Concept Organization is the key planning and writing ability and Classification enables you to critique results. Pitch Discrimination provides the unique ability to distinguish between good and excellent, and to describe sensations that may be unrecognizable to a person with lower abilities in these areas.

See next page for CAREERS TO EXPLORE.
Prepared for: Highlands Sample 6

Careers to Explore for Creating - Culinary Arts

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

Food Preparation and Serving Related

[Chef](#)

[Food Prep Supervisor](#)

Healthcare Practitioners and Technical

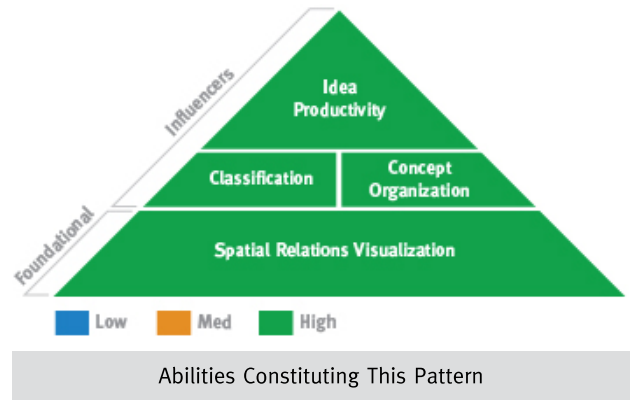
[Dietician](#)

Life, Physical, and Social Science

[Food Scientists & Technologists](#)

Problem Solving - Hands-on Consultative

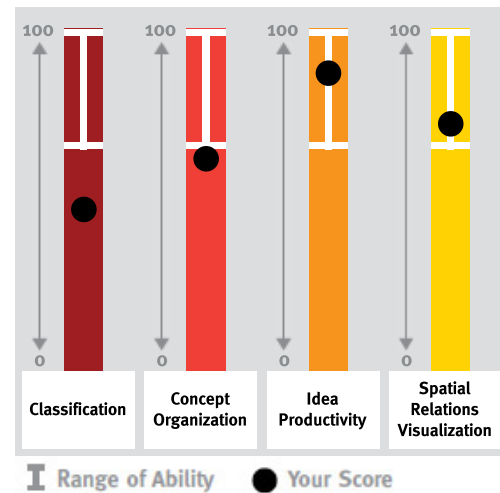
This pattern combines the Consultative Problem Solving abilities (Classification and Concept Organization) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern have very powerful abilities in many diverse areas of functioning. A potential problem with this is that it is nearly impossible for any one job to use all of these talents. It is generally true that we experience dissatisfaction on the job, not because of abilities we do not have, but because of abilities we do have that we are not using. The wide variety of strong abilities in this pattern suggests the need to seek outlets off the job as well as on. Think of your career in terms of expansion. At any given step, think of how you can use the experience and expertise you are gaining now to move to a wider area of influence. You may wish to develop one or more themes to your career, so that when you move from one area to another, you move along a related path of jobs or careers.



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 Classification and Concept Organization, you are able to solve problems quickly and well, and can communicate your ideas to other people in a way that they can easily understand. People with this particular combination of abilities often enjoy functioning in a consultative role. They are able to deal with problems quickly and help others understand the solution. They can combine more rapid non logical problem solving with more rigorous, logical and linear problem solving.

Idea Productivity can help with problem solving, since it allows you to come up with many possibilities, and also with communicating, since you are more easily able to think of different ways to express your ideas so that people will understand them. This can help in situations in which you are teaching or convincing others of the rightness of your ideas.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Hands-on Consultative

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

Architecture and Engineering

[Architects](#)
[Architectural Drafters](#)
[Cartographers, Photogrammetrists](#)
[Civil Engineering Technician](#)
[Computer Hardware Engineers](#)
[Electro-Mechanical Technicians](#)
[Electronics Engineering Technicians](#)
[Nanotechnology Engineering Tech](#)
[Robotics Technicians](#)
[Surveyor](#)

Arts, Design, Entertainment, Sports, Media

[Art Directors](#)
[Audio & Video Equipment Tech](#)
[Commercial & Industrial Designers](#)
[Directors- Stage, Motion Pictures](#)

Computer and Mathematical

[Computer & Information Research](#)
[Geospatial Information Scientist](#)
[Multimedia Developer](#)

[Video Game Designers](#)

Construction and Extraction

[Electricians](#)

Healthcare Practitioners and Technical

[Allergists & Immunologists](#)
[Art Therapists](#)
[Chiropractors](#)
[Cytogenetic Technologists](#)
[Emergency Medical Technicians](#)
[Family & General Practitioners](#)
[Nurse Anesthetists](#)
[Occupational Health Specialists](#)
[Occupational Therapists](#)
[Orthodontists](#)
[Physical Therapists](#)
[Radiologists](#)
[Surgeons](#)

Life, Physical, and Social Science

[Animal Scientists](#)
[Biochemists & Biophysicists](#)

[Biologists](#)

[Food Scientists & Technologists](#)
[Forensic Science Technicians](#)
[Forest & Conservation Technicians](#)
[Precision Agriculture Technicians](#)

Management

[Advertising & Promotions Managers](#)
[Computer & Information Systems Mgrs](#)
[Construction Managers](#)
[Emergency Management Directors](#)

Office and Administrative Support

[Bioinformatics Technicians](#)

Protective Service

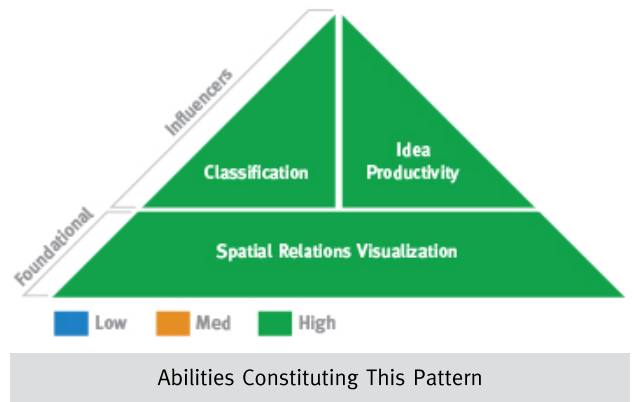
[Police Detectives](#)

Transportation and Material Moving

[Airfield Operations Specialists](#)
[Airline Pilots, Copilots, Flight Engineers](#)

Problem Solving - Hands-on Diagnostic

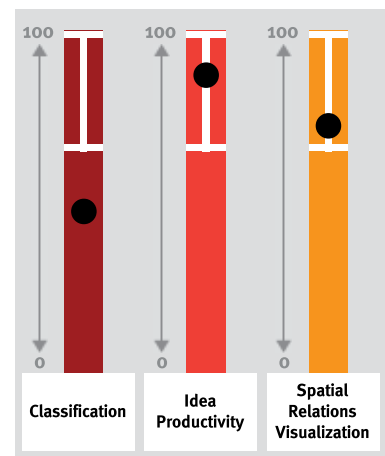
This pattern combines Diagnostic Problem Solving (Classification) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern have very powerful abilities in many diverse areas of functioning. A potential problem with this is that it is nearly impossible for any one job to use all of these talents. It is generally true that we experience dissatisfaction on the job, not because of abilities we do not have, but because of abilities we do have that we are not using. The wide variety of strong abilities in this pattern suggests the need to seek outlets off the job as well as on. Think of your career in terms of expansion. At any given step, think of how you can use the experience and expertise you are gaining now to move to a wider area of influence. You may wish to develop one or more themes to your career, so that when you move from one area to another, you move along a related path of jobs or careers.



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.

Strong Idea Productivity can help with problem solving since it allows you to come up with many possibilities. This can help in situations in which there is a premium on the speed of resolution rather than on explaining. Your Idea Productivity can also drive you to seek variety in your work.



Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Hands-on Diagnostic

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

Architecture and Engineering

[Automotive Engineering Tech](#)
[Cartographers & Photogrammetrists](#)
[Civil Drafters](#)
[Electromechanical Engineering Tech](#)
[Electro-Mechanical Technicians](#)
[Electronics Engineering Technicians](#)
[Environmental Engineering Technicians](#)
[Geodetic Surveyors](#)
[Industrial Engineering Technicians](#)
[Industrial Safety & Health Engineers](#)
[Mechanical Engineering Technologists](#)
[Mining, Geological Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Camera Operators, Video](#)
[Choreographers](#)
[Craft Artists](#)
[Creative Directors](#)

[Set & Exhibit Designers](#)

Business and Financial Operations

[Environmental Compliance Inspectors](#)
[Insurance Appraisers, Auto Damage](#)

Education, Training, and Library

[Farm & Home Management Advisors](#)

Healthcare Practitioners and Technical

[Emergency Medical Technicians](#)
[Oral & Maxillofacial Surgeons](#)
[Orthotists & Prosthetists](#)
[Preventive Medicine Physicians](#)
[Radiation Therapists](#)

Installation, Maintenance, and Repair

[Aircraft Mechanics & Service Tech](#)
[Avionics Technicians](#)

Life, Physical, and Social Science

[Biological Technicians](#)
[Chemists](#)
[Forensic Science Technicians](#)
[Geophysical Data Technicians](#)
[Geoscientists](#)

[Neuropsychologists](#)

[Remote Sensing Scientists](#)

Management

[Architectural, Engineering Managers](#)
[Construction Managers](#)
[Emergency Management Directors](#)
[Geothermal Production Mgrs](#)
[Histotechnologists & Histologic Tech](#)

Production

[Ophthalmic Laboratory Tech](#)

Protective Service

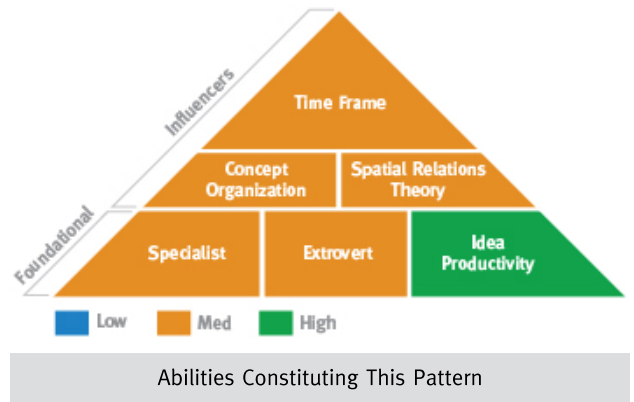
[Municipal Firefighters](#)
[Police Detectives](#)

Transportation and Material Moving

[Airfield Operations Specialists](#)
[Aviation Inspectors](#)

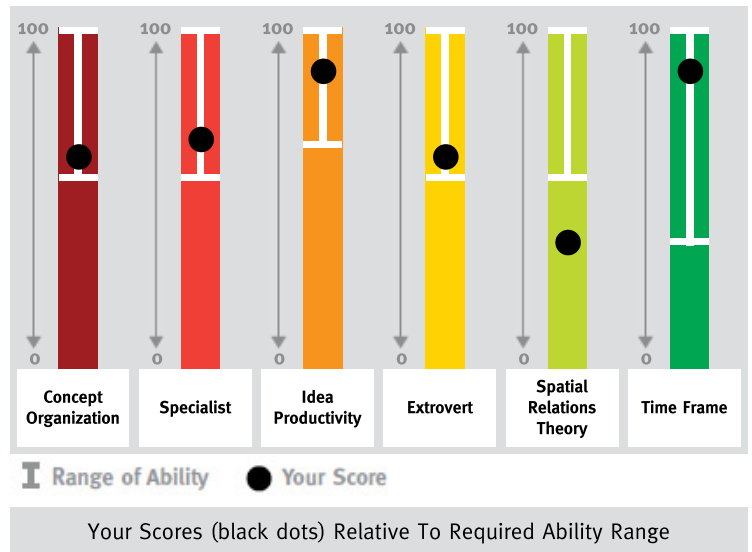
Initiating - Pursuing

The foundation of this pattern is the personal style of a Detailed Communicator (Extroverted Specialist) with idea-rich Analytical Problem Solving (Idea Productivity, Concept Organization) and an ability to see the interrelationships between pieces within a system (Spatial Relations Theory) over a period of time (moderate to long Timeframe Orientation). People with this pattern most likely combine extensive knowledge and expertise in a particular area of competence with a facility for initiating interaction with others. The addition of high Idea Productivity enhances their capacity to react and respond quickly. And, the addition of Concept Organization and Spatial Relations Theory provide an edge when organizing any system or activity.



A Specialist orientation enables you to view the world from a unique point of view, so that you can often see a solution to a problem that a Generalist might not recognize. This can give you an edge for creating new products and services. Extroversion often results in ease in connecting with people that can make you comfortable discussing your ideas with others. High Idea Productivity can spark ideas about many different products and services to offer and a variety of ways to use them.

Concept Organization helps you plan and organize the wide range of tasks involved in beginning something new, whether a company or product line. You are able to map out an appropriate sequence for developing a new company, inventing new products, or improving existing ones. Spatial Relations Theory helps you see how your products or services, or the company itself, fit into the overall scope of the business world and what impact your activity will have on your industry. These activities usually involve taking calculated risks, so it is important to evaluate your attitude and values related to risk taking before embarking on a totally new or independent adventure.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Initiating - Pursuing

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

Arts, Design, Entertainment, Sports, Media

[Actor](#)

[Public Relations Specialist](#)

Business and Financial Operations

[Agent & Business Manager](#)

[Fundraiser](#)

Legal

[Lawyer](#)

Management

[Advertising & Promotions Mgr](#)

[Education Administrator](#)

[Legislator](#)

[Marketing Manager](#)

Sales and Related

[Advertising Sales Agent](#)

[Insurance Sales](#)

[Real Estate Broker](#)

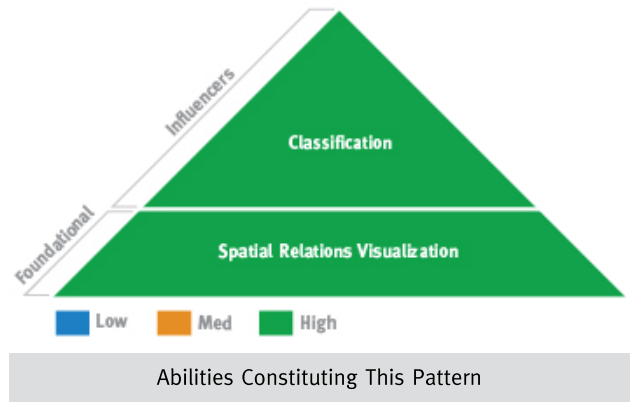
[Real Estate Sales Agent](#)

[Sales Rep, Wholesale & Mfg](#)

[Solar Sales Representative](#)

Troubleshooting - Hands-on

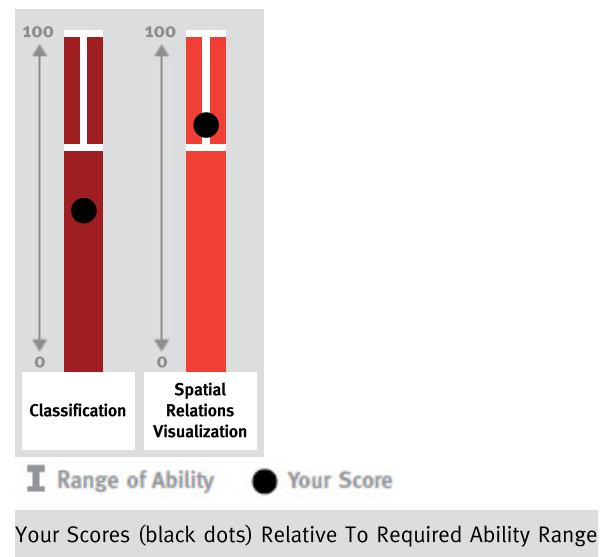
This pattern utilizes Diagnostic Problem Solving (Classification) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this ability means greater satisfaction when involved in and with the three dimensional 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. People 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.

See next page for CAREERS TO EXPLORE.



Careers to Explore for Troubleshooting - Hands-on

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

Architecture and Engineering

[Electronic Drafters](#)

[Geodetic Surveyors](#)

[Industrial Engineering Technologists](#)

[Manufacturing Production Technicians](#)

[Mechanical Engineering Technologists](#)

[Microsystems Engineers](#)

[Robotics Technicians](#)

[Surveyors](#)

[Government Property Inspectors](#)

[Insurance Appraisers, Auto Damage](#)

[Regulatory Affairs Specialists](#)

Construction and Extraction

[Electricians](#)

Education, Training, and Library

[Engineering Teachers](#)

[Precision Agriculture Technicians](#)

Management

[Biofuels Technology Managers](#)

[Biomass Power Plant Managers](#)

[Construction Managers](#)

[Quality Control Systems Managers](#)

Office and Administrative Support

[Bioinformatics Technicians](#)

Arts, Design, Entertainment, Sports, Media Healthcare Practitioners and Technical

[Coaches and Scouts](#)

[Commercial Industrial Designers](#)

[Creative Directors](#)

[Directors-Motion Pictures, Television](#)

[Film & Video Editors](#)

[Graphic Designers](#)

[Multimedia Artists & Animators](#)

[Athletic Trainers](#)

[Clinical Nurse Specialists](#)

[Dietitians & Nutritionists](#)

[Nurse Anesthetists](#)

[Occupational Health Specialists](#)

[Registered Nurses](#)

[Respiratory Therapists](#)

[Surgical Assistants](#)

[Surgical Technologists](#)

Personal Care and Service

[Hairdressers & Cosmetologists](#)

Production

[Ophthalmic Laboratory Technicians](#)

Protective Service

[Fire Fighting, Prevention Supervisors](#)

[Fire Inspectors](#)

[Police Detectives](#)

Business and Financial Operations

[Energy Auditors](#)

[Environmental Compliance Inspectors](#)

Life, Physical, and Social Science

[Environmental Science & Protection Tech](#)

[Forest & Conservation Tech](#)

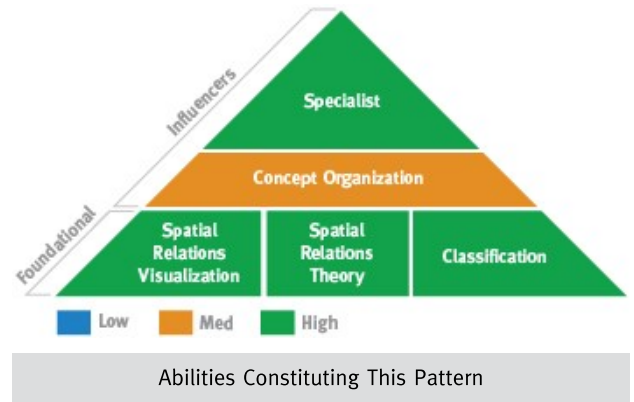
[Geological Sample Test Tech](#)

Transportation and Material Moving

[Airline Pilots, Copilots](#)

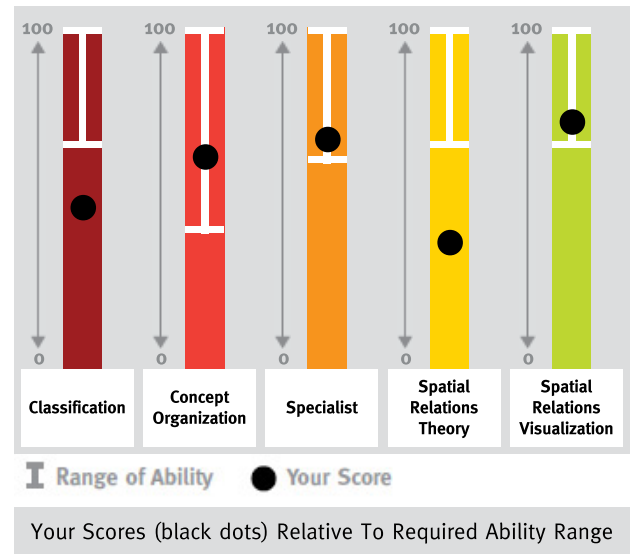
Specializing - Structural Consultative Problem Solving

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](#)
[Agricultural Engineer](#)
[Automotive Engineers](#)
[Civil Engineering Technicians](#)
[Computer Hardware Engineer](#)
[Electrical Engineers](#)
[Electromechanical Engineer Tech.](#)
[Electronics Engineering Technicians](#)
[Energy Engineers](#)
[Environmental Engineers](#)
[Fire-Prevention Engineer](#)
[Industrial Engineering Technologists](#)

[Industrial Engineers](#)
[Manufacturing Engineer](#)
[Marine Engineer](#)
[Materials Engineer](#)
[Mechanical Engineering Tech.](#)
[Mechatronics Engineers](#)
[Microsystems Engineers](#)
[Mining & Geological Engineer](#)
[Nanosystems Engineer](#)
[Petroleum Engineers](#)
[Product Safety Engineer](#)

Computer and Mathematical

[Computer Systems Analyst](#)

[Telecommunications Engineer Spec.](#)

Construction and Extraction

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

Installation, Maintenance, and Repair

[Aircraft Mechanic](#)
[Automotive Master Mechanic](#)

Life, Physical, and Social Science

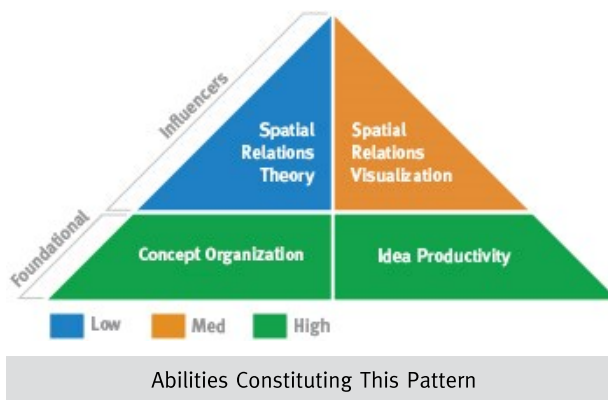
[Chemists](#)
[Environmental Restoration Planner](#)
[Hydrologists](#)

Transportation and Material Moving

[Air Traffic Controller](#)

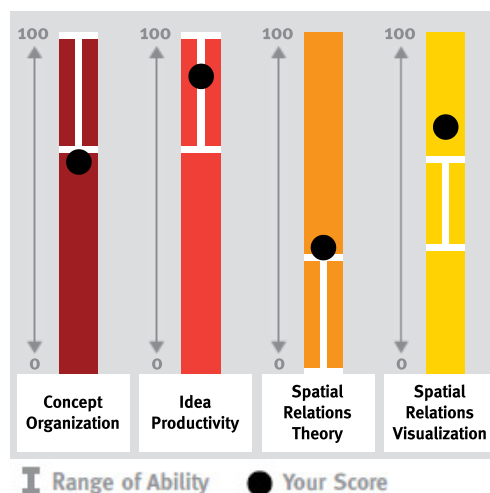
Problem Solving - Analytical, Idea-rich, Hands-on

This pattern utilizes idea-rich (Idea Productivity) Analytical Problem Solving (Concept Organization) within the hands-on world (Spatial Relations Visualization). The first ability to take into account is your Concept Organization. With strong Concept Organization, you are able to solve problems most easily by projecting logical consequences into the future. This ability also enables you to communicate your ideas to other people in a way that they can easily understand. People with this particular combination of abilities often enjoy functioning in planning roles. They are able to deal with problems in a rigorous, logical and linear manner that lends itself easily to projections and forecasting the future.



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

Your score in Spatial Relations Visualization makes it easy for you to relate to both the tangible and intangible world. This makes you the perfect interpreter between abstract and concrete people. Your lower score in Spatial Relations Theory indicates that your moderate score in Spatial Relations Visualization may or may not need an outlet. Pay attention to your history, interests, and behavior to decide if a work role feels too intangible or tangible to you. If you enjoy working with tools, have a native understanding of machines, are interested in science or technology, or just enjoy the look, shape and feel of things, you may well prefer work roles that keep you connected to the concrete, tangible world. If, on the other hand, you don't care much about technology, have no seeming native ability with machines, or you don't care much about working with tools or things, you may be more at home with intangible work.



Your Scores (black dots) Relative To Required Ability Range

This combination of driving abilities is seen quite often in people who consult as an expert for others. People with this pattern are often more comfortable making long range interventions and plans than they are with crisis management. It is often used by people who write, speak, or think for a living. Use your knowledge of your personal style such as Generalist/Specialist and Extrovert/Introvert nature to guide you to your specific work roles.

See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Analytical, Idea-rich, Hands-on

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

Architecture and Engineering

[Biochemical Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Broadcast News Analysts](#)

[Broadcast Technicians](#)

[Craft Artists](#)

[Editors](#)

Business and Financial Operations

[Fraud Examiners, Investigators & Analysts](#)

[Government Property Inspectors](#)

[Labor Relations Specialists](#)

Community and Social Service

[Educational, Guidance Counselors](#)

Computer and Mathematical

[Applications Software Developers](#)

[Business Intelligence Analysts](#)

[Video Game Designers](#)

[Web Developers](#)

Education, Training, and Library

[Architecture Teachers, Postsecondary](#)

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

[Economics Teachers, Postsecondary](#)

[Education Teachers, Postsecondary](#)

[Environmental Science Teachers](#)

[Philosophy & Religion Teachers](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

[Clinical Nurse Specialists](#)

[Dermatologists](#)

[Genetic Counselors](#)

[Internists, General](#)

[Neurologists](#)

[Nuclear Medicine Physicians](#)

[Veterinary Technologists & Technicians](#)

Installation, Maintenance, and Repair

[Security & Fire Alarm Systems Installers](#)

Life, Physical, and Social Science

[Biological Technicians](#)

[City & Regional Planning Aides](#)

[Environmental Restoration Planners](#)

[Remote Sensing Technicians](#)

[Urban & Regional Planners](#)

Management

[Biofuels Production Managers](#)

[Education Administrators, Postsecondary](#)

[Education Administrators](#)

[Public Relations & Fundraising Mgrs](#)

Personal Care and Service

[Fitness Trainers & Aerobics Instructors](#)

Protective Service

[Police Detectives](#)

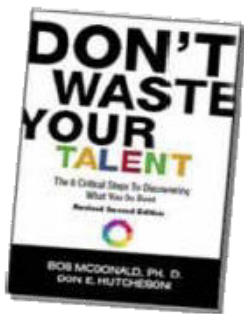
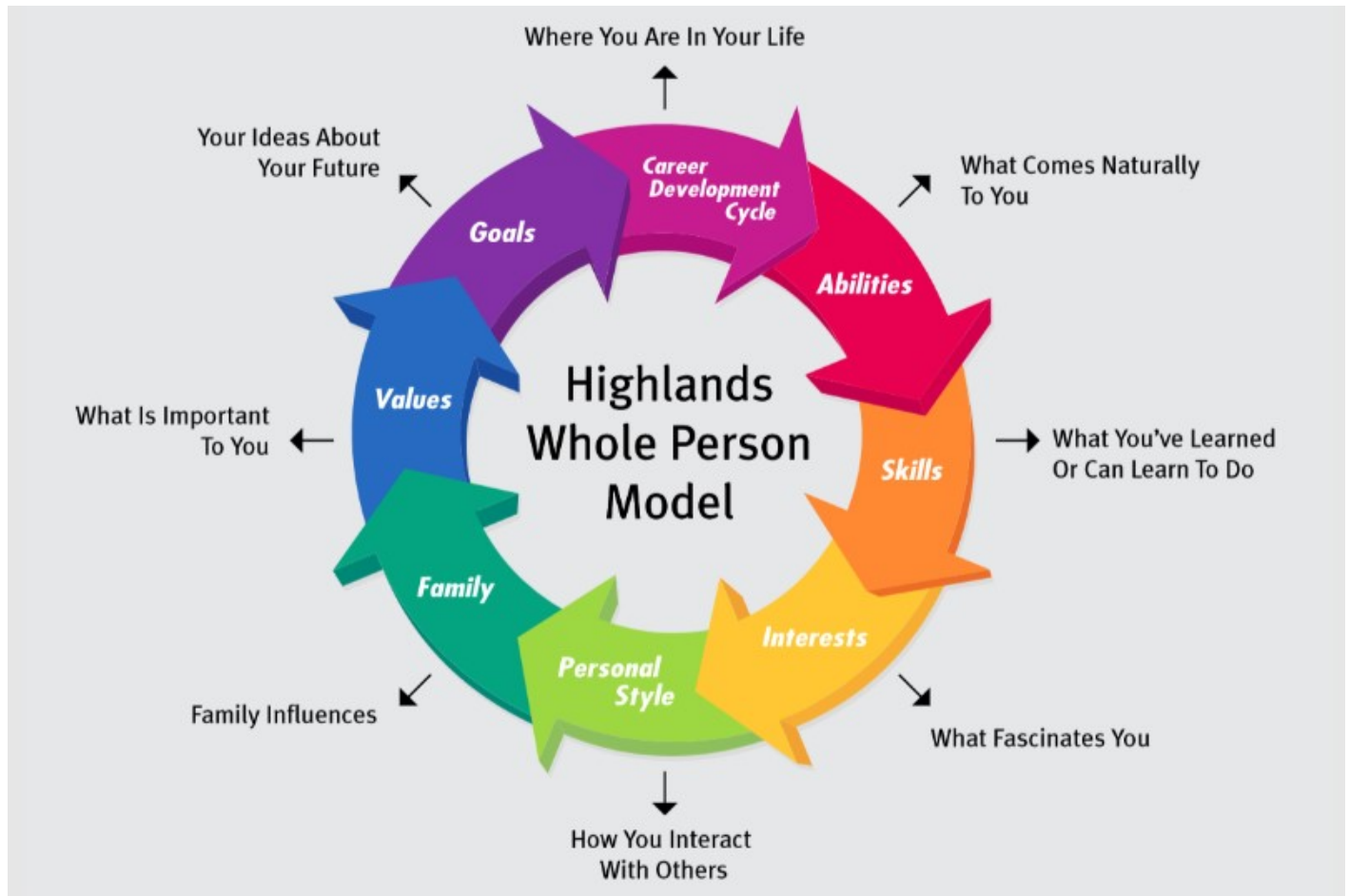
Sales and Related

[Insurance Sales Agents](#)

VIII. Next Steps

The **Don't Waste Your Talent: Personal Vision Coaching Program** is the next step in the Highlands' Whole Person Method, a holistic approach to create your personal vision to life and career fulfillment.

The single greatest predictor of success, a Personal Vision statement, is an articulated, detailed description of who you are and how you want to live your life. A powerful differentiator, this mission statement is a unique expression of what is important to you and will equip you to deal with any setbacks or obstacles that life may present.



Creating a Personal Vision Statement requires careful thought and reflection in exploring each of the 8 essential factors of the Whole Person Model.

Your Highlands Certified Consultant will guide you to create your Personal Vision of your ultimate goals and how to take practical steps to identify and pursue the career that best aligns with that vision.

Don't Waste Your Talent: The 8 Critical Steps to Discovering What You Do Best -

A Highlands' publication. Order your copy [here](#)

Consult Your Highlands Affiliate

Your Highlands Affiliate is an active partner in your career exploration. The more effort you put in, the more your Affiliate can help. Your Affiliate will help you understand the benefits of making the following shifts in how you approach your results, and how you can make educational and career choices now and in the future:

Move from thinking	Move to thinking
There is an answer or formula that an expert can provide to tell me what I should be or do	By understanding myself in terms of my abilities and other factors, I can choose and explore multiple options to determine the best fit
There is one “right”, “best” or “ideal” ability profile	It is important that I understand my profile and how to best use my strengths
There is a perfect job/career	There is a job or career path that may fit me now and as I grow in my career
There is only one way to do a job	What is my best way of accomplishing specific job responsibilities
Jobs don’t change	Because jobs and careers can change, I need to be aware of how my strengths fit and what, if any, skills I need to build
Personal circumstances don’t change	Because personal circumstances can and do change I need to be aware of my personal style and abilities to learn to adapt to changing circumstances
The right job will just show up	I need to take action and explore options

Explore Your Interests

Abilities and interests go hand in hand. Abilities provide the potential for doing things well and interests provide the motivation and energy to use those abilities. Most of the time, a strong ability will assert itself and you will use it in a variety of ways without ever thinking about it. Sometimes, however, a strong ability may remain dormant due to lack of interest in applying it or lack of experience in using it. Conversely, a strong interest can provide the motivation to develop a particular skill even if your aptitude is low or moderate.

Take playing basketball as an example. Those who have a natural ability to play, and an interest in doing so, may play the game well with little effort. Those who have the natural talent and have never tried playing may not know their capability, while others with this natural talent may have no interest in playing. Either way, their natural talent for playing basketball will not be demonstrated. There is also a group of people who become very good basketball players through practice, practice, practice even though their natural talent is low to moderate.

If you've never explored your interests or if you are curious about the alignment of your abilities with your interests, you can begin by going to the free Interest Inventory published by the US Department of Labor on the O*Net website at <http://www.mynextmove.org/explore/ip>. The O*NET is the nation's primary source of occupational information. You can also work with your Highlands Affiliate who may have additional inventories and activities to explore your interests.

Seek Out Experiences Or Talk To People With Experience

Building self-awareness is key to your success. Success in college, success in the world and how much you enjoy your life will be determined by how well you know yourself. Knowledge about your natural abilities is at the foundation. Knowledge about other internal factors is key.

Awareness of how each factor works for you and how all factors work together will only come from seeing them in action. That's why proactively seeking out experience is critical.

You may consider volunteer work, clubs, committees, work-study programs, co-op programs, job shadowing, informational interviewing/surveying, part-time jobs, community service, and non-credit classes. You can tinker with computers, machines, equipment, instruments, artistic mediums, and other hands-on materials. You can run for office in a club, try your hand at public speaking or perform in a school or community play. Whatever experiences you have will help you expand or refine your career exploration.

Alternatively, take every opportunity you get to talk to people who are working in career fields that interest you. Develop a list of questions that will help provide you with the information you need to expand or narrow your search. Whether you take advantage of job fairs and speakers, or ask friends and family for people to talk to, this is an important way to gather realistic information and may even provide additional avenues to explore.

Your Highlands Affiliate can help you be proactive in your choices. Work with your affiliate to identify options to explore based on your unique self. You can feel confident about the talents identified by the HAB. You are equipped with a language to connect what you know about yourself to the world of work. Now it's up to you to use it!

“Some people use their talents: others ignore them. Our philosophy is this: TAP INTO YOUR TALENTS – DON'T WASTE THEM, they are your hard-wired key to personal and professional success” (McDonald et. al., DWYT)

CREDITS

The Highlands Career Exploration Supplement (HCES) is copyrighted by The Highlands Company 2014, all rights reserved. Material for this report comes from the knowledge and experience of all Highlands Affiliates. Developed for this report by primary author Dori Stiles, PhD with significant contributions by co-authors Tami Peterson, Leslie Martin and Robert Wall. HCES team members include Andrew Neiner, PhD – statistician and Natalie Pepper – editing.