



Discover  
What  
**You Do**  
Best

## Confidential Report

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# Highlands Career Exploration Supplement

Prepared for  
**Student Test 1**

## Take Charge of Your Career

Congratulations! You've taken the Highlands Ability Battery (HAB), an important step in discovering your natural talents. Now you're ready to make informed decisions as you begin to manage your own career.

Your Highlands Career Exploration Supplement (HCES) is a powerful tool that will take your career search to the next level. Turn what you know about your abilities into action and take charge of your career.

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

## HCES Report Overview

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

**I. Your Ability Profile**

**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.

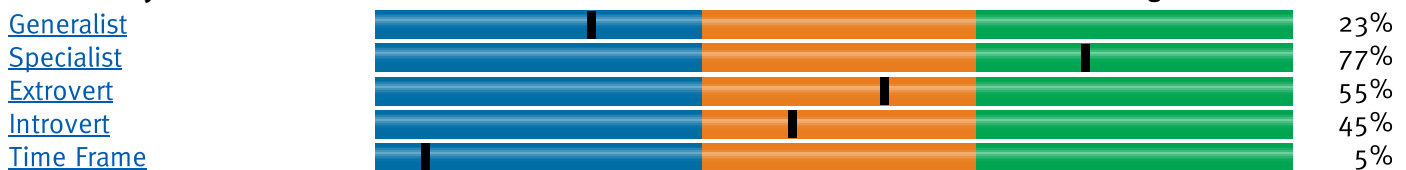
This report emphasizes how combinations of abilities work together. The combinations are unlimited. Once you learn the basic combinations or building blocks you can combine them yourself to create additional careers not mentioned in this report! You'll be able to integrate these combinations with your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



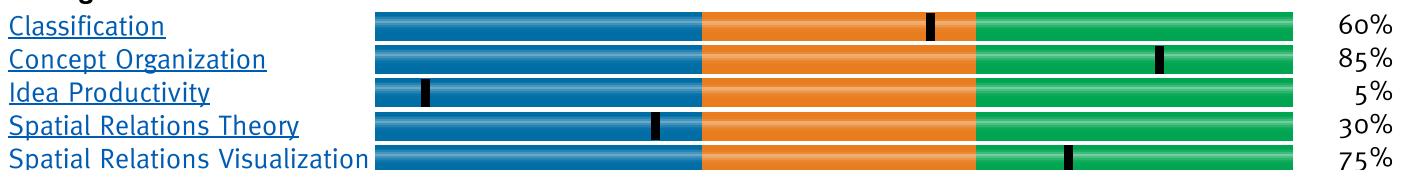
### Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations

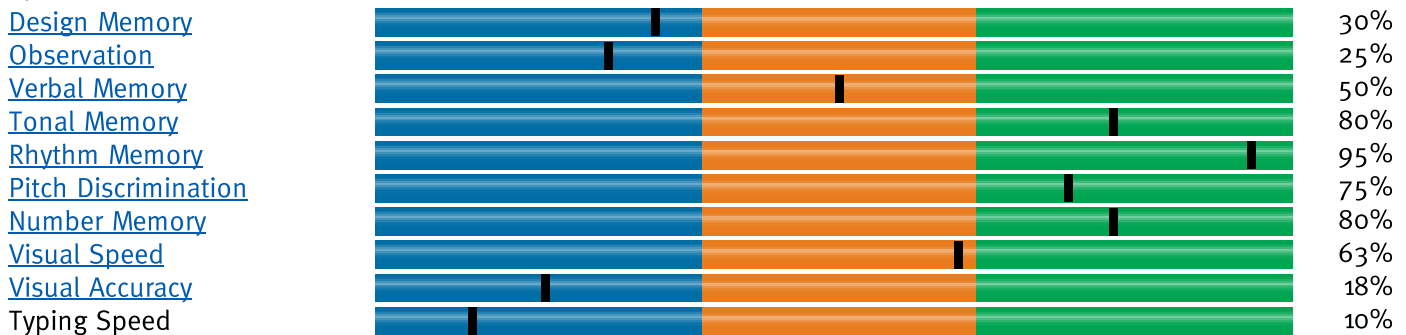
#### Personal Style



#### Driving Abilities



#### Specialized Abilities



#### Vocabulary

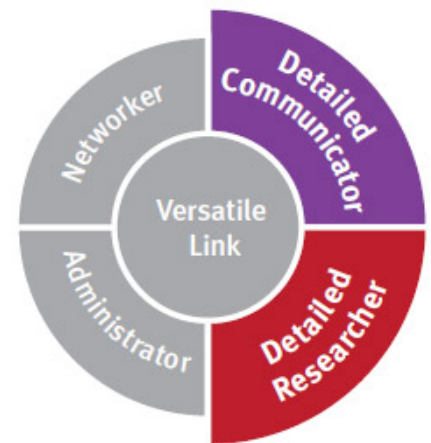


## II. Your Personal Style

### Between Detailed Communicator/Detailed Researcher

As a Specialist, you will likely gravitate toward activities that follow your own interests and knowledge. Your natural inclination is to focus on and acquire more and more information about a specific area of interest, and it's relatively easy for you to become more knowledgeable on a particular topic or issue than anyone else in the group. Because you fall in the mid-range on the Introversion-Extroversion scale, you can serve as a link between the two extremes on the scale.

*Since finding a balance between being alone and being with people will be important to you, you will likely find a good fit in tasks that require you to communicate to others your own specialized research. This might be the person who presents the results of a complex group project to the class.*



### Time Frame Orientation



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

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

### III. Your Reasoning Abilities

#### Problem Solving (Convergent Reasoning)

##### Between 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.*



##### Idea Productivity (Divergent Reasoning)

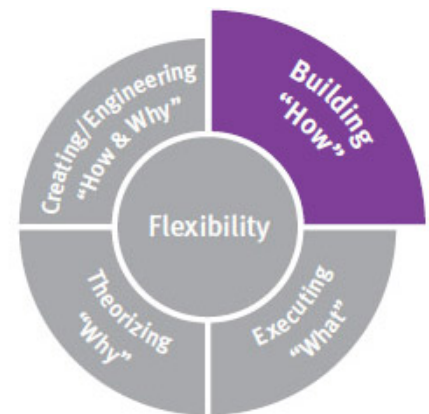
Your low Idea Productivity results in a naturally focused approach to thinking and working. You have the ability to stay focused on a goal or project until its completion, without the distraction of competing ideas in your mind. You are likely to excel in careers that draw on your strength to stay on 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

### Spatial Building

Your low SRT and strong SRV indicate you are naturally able to engineer or create using spatial reasoning in the physical world. 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, although you may not know (or care) why things need to be designed or produced in a particular way. In simple terms, you naturally understand the “how” of things, but not the “why”. As a result, you are able to follow instructions and set to work without necessarily knowing or learning the concepts or elements that resulted in the product you’re working on.



*You are more likely to enjoy working with concrete objects and facts, rather than the theories behind why they exist or how they are used. A student with this profile could be satisfied in majors that use hands-on learning techniques such as engineering technologies, cosmetology, dental hygiene, or computer hardware engineering.*

## 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><b>Kinesthetic Learning</b> <b>Rhythm Memory</b></p> <p>Low Med High</p>  <p>95%</p>	<ul style="list-style-type: none"> <li>• Using physical movement is a primary learning tool for you</li> <li>• Learn the meaning behind facial expressions and body movements</li> <li>• Respond to the natural demand for physical activity</li> <li>• Instruct your friends and classmates by physically demonstrating an activity</li> <li>• Remember that your classmates may have different learning styles</li> </ul>
<p><b>Learning Numbers</b> <b>Number Memory</b></p> <p>Low Med High</p>  <p>80%</p>	<ul style="list-style-type: none"> <li>• Relating information to numbers is a strong learning tool for you</li> <li>• Use this learning tool to arrange schedules and time-tables for projects</li> <li>• Investigate majors and careers that require instant access to facts and data</li> <li>• Remember that others may be slower at working with numbers</li> <li>• Take time to reduce what you learn to lists</li> </ul>
<p><b>Learning By Listening</b> <b>Tonal Memory</b></p> <p>Low Med High</p>  <p>80%</p>	<ul style="list-style-type: none"> <li>• Listening/hearing is a primary learning tool for you</li> <li>• Relative fluency in a foreign language is likely manageable</li> <li>• Speak with others face-to-face while allowing for differences in learning styles</li> <li>• Read important documents and communications aloud</li> <li>• Listen to audio books, lectures, podcasts, and other auditory sources of information</li> </ul>
<p><b>Learning By Reading</b> <b>Verbal Memory</b></p> <p>Low Med High</p>  <p>50%</p>	<ul style="list-style-type: none"> <li>• Reading is a relatively strong means of learning new material</li> <li>• Practice preparing and analyzing reports</li> <li>• Work at increasing your vocabulary</li> <li>• Learning the written portion of a foreign language is relatively moderately strong</li> <li>• Communicating in writing can be a positive experience</li> </ul>
<p><b>Image Learning</b> <b>Design Memory</b></p> <p>Low Med High</p>  <p>30%</p>	<ul style="list-style-type: none"> <li>• Recalling images or details on a map, chart, or graph may be difficult for you</li> <li>• Convert pictures and graphs into lists, memos or notes</li> <li>• Avoid majors and careers that depend on remembering details from graphics</li> <li>• Depend on others' expertise concerning the design of things</li> <li>• Use mnemonic devices (memory aids) to recall shapes and forms</li> </ul>

## VI. Vocabulary

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

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

*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
<b>Very Clear Connection to Abilities</b>
Hands-on Planning
Hands-on Troubleshooting
Specializing- Hands-on
<b>Somewhat Clear Connection to Abilities</b>
Analytical Hands-on Problem Solving
Specializing- Structural Consultative Problem Solving
Specializing- Focused Structural
Musical Connection
Investigating- Planning
Advising
Specializing- Advising
<b>Click Each Pattern Online for Full Description</b>

## 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**.

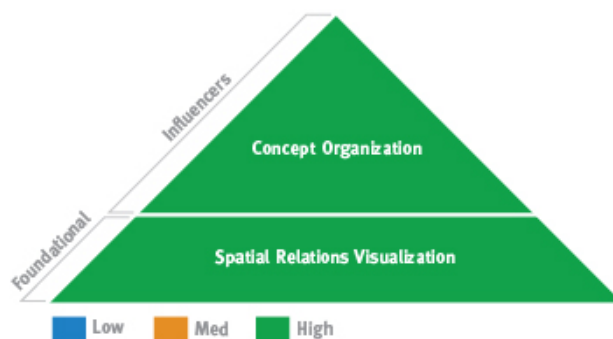
**PYRAMID OF BUILDING BLOCKS**- the pyramid shows the abilities that make up each Ability Pattern. The foundational abilities (most crucial) are at the bottom with influencing abilities layered on top.

**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.

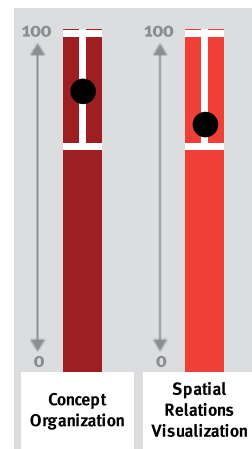
## Hands-on Planning

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.



## Careers to Explore:

[Architects](#)

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

[Bioinformatics Scientists](#)

[Computer & Information Research](#)

[Computer Systems Engineers/Architects](#)

[Cytotechnologists](#)

[Education Administrators](#)

[Education Teachers, Postsecondary](#)

[Energy Auditors](#)

[Engineering Teachers, Postsecondary](#)

[Environmental Compliance Inspectors](#)

[Environmental Economists](#)

[Environmental Restoration Planners](#)

[Family & General Practitioners](#)

[Forest & Conservation Workers](#)

[Genetic Counselors](#)

[Lawyers](#)

[Medical Scientists](#)

[Museum Technicians & Conservators](#)

[Music Composers & Arrangers](#)

[Musical Instrument Repairers & Tuners](#)

[Naturopathic Physicians](#)

[Neurologists](#)

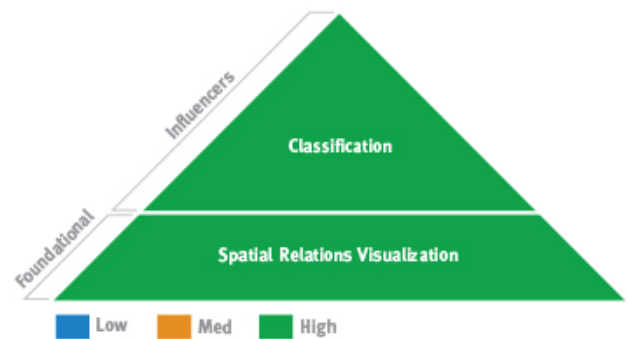
[Neuropsychologists](#)

[Urban & Regional Planners](#)

[MORE OCCUPATIONS ONLINE](#)  
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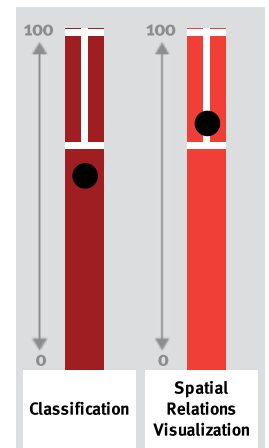
## Hands-on Troubleshooting

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.



### Careers to Explore:

[Aerospace Engineers](#)

[Airline Pilots, Copilots](#)

[Auditors](#)

[Biochemical Engineers](#)

[Biomedical Engineers](#)

[Cardiovascular Technologists & Tech](#)

[City & Regional Planning Aides](#)

[Coroners](#)

[Electrical Engineers](#)

[Electro-Mechanical Technicians](#)

[Energy Engineers](#)

[Environmental Compliance Inspectors](#)

[Environmental Restoration Planners](#)

[Environmental Science & Protection Tech](#)

[Industrial Engineering Technicians](#)

[Industrial Safety & Health Engineers](#)

[Insurance Appraisers, Auto Damage](#)

[Labor Relations Specialists](#)

[Naturopathic Physicians](#)

[Nuclear Engineers](#)

[Preventive Medicine Physicians](#)

[Product Safety Engineers](#)

[Regulatory Affairs Specialists](#)

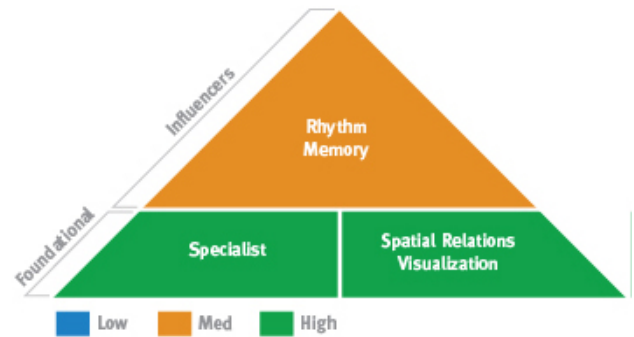
[Solar Energy Systems Engineers](#)

[Urban & Regional Planners](#)

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## Specializing- Hands-on

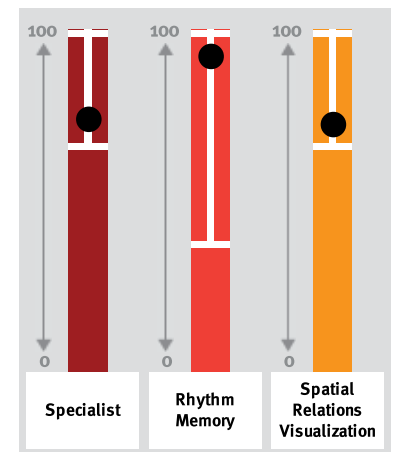
The combination of physical activity (Rhythm Memory), working with tangible items or concrete facts (Spatial Relations Visualization) and the personal style of a Specialist points to the basic pattern of Specializing-Hands-on. People with this pattern find outlets on and off the job and can include leisure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



### Careers to Explore:

[Aircraft Mechanic](#)

[Acupuncturists](#)

[Ambulance Drivers & Attendants](#)

[Athletic Trainers](#)

[Automotive Engineering Technicians](#)

[Biological Technicians](#)

[Cabinet Maker](#)

[Chef](#)

[Construction Carpenter](#)

[Criminal Investigators & Special Agents](#)

[Curators](#)

[Dental Hygienist](#)

[Dental Laboratory Technician](#)

[Electrical & Electronics Repairers, Commercial & Industrial Equipment](#)

[Emergency Medical Technicians & Paramedics](#)

[Gem & Diamond Workers](#)

[Hairdresser & Cosmetologist](#)

[Industrial Machinery Mechanics](#)

[Jewelers](#)

[Machinist](#)

[Magnetic Resonance Imaging Technologists](#)

[Massage Therapists](#)

[Model Makers, Metal & Plastic](#)

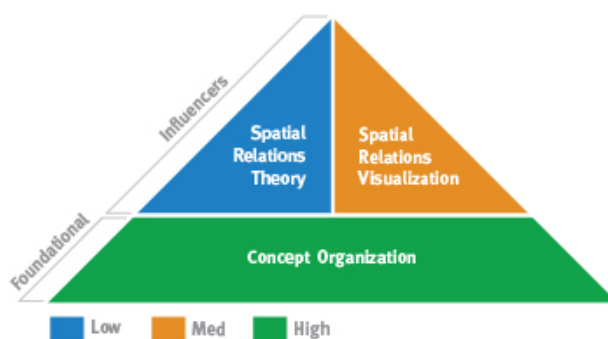
[Pharmacist](#)

[Surveyors](#)

[MORE OCCUPATIONS ONLINE](#)  
[CLICK HERE](#)

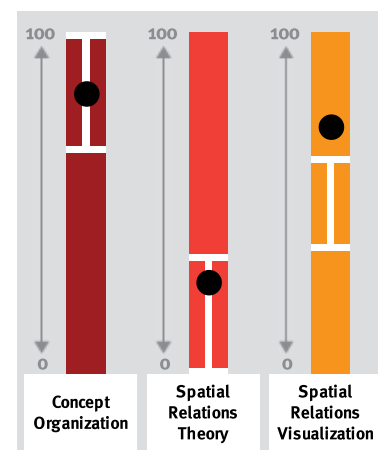
## Analytical Hands-on Problem Solving

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



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 are not going to relate well to mathematics or theoretical systems. 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.

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



### Careers to Explore:

[Administrative Services Managers](#)

[Budget Analysts](#)

[Business Continuity Planners](#)

[Business Intelligence Analysts](#)

[Compliance Managers](#)

[Copy Writers](#)

[Credit Analysts](#)

[Criminal Investigators](#)

[Environmental Restoration Planners](#)

[Financial Analysts](#)

[Fraud Examiners, Investigators](#)

[General & Operations Managers](#)

[Human Resources Managers](#)

[Information Security Analysts](#)

[Intelligence Analysts](#)

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

[Operations Research Analysts](#)

[Quality Control Analysts](#)

[Social & Community Service Managers](#)

[Supply Chain Managers](#)

[Tax Examiners & Collectors](#)

[Technical Directors/Managers](#)

[Training & Development Managers](#)

[Travel Agents](#)

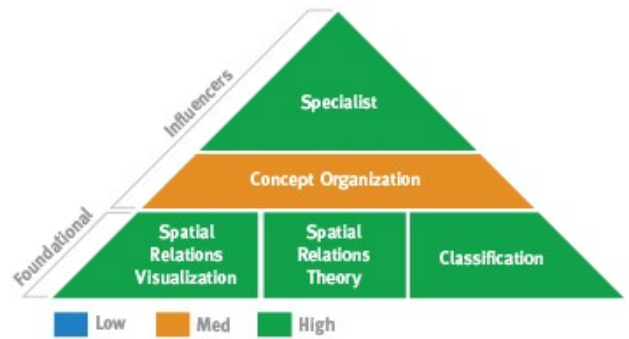
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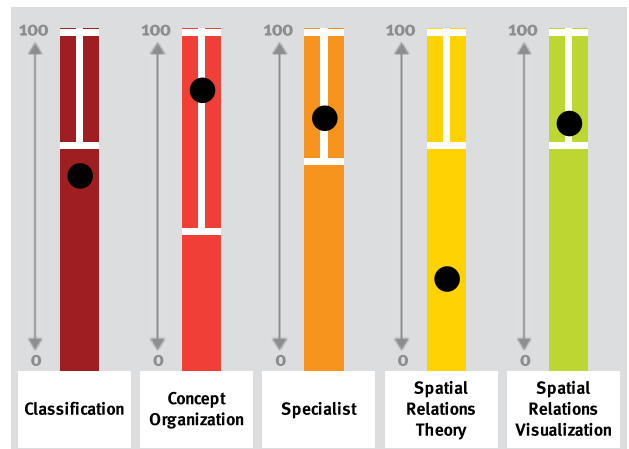
## Specializing- Structural Consultative Problem Solving

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.



### Careers to Explore:

[Aerospace Engineers](#)

[Aircraft Mechanic](#)

[Aircraft Structure Tech.](#)

[Automotive Engineers](#)

[Automotive Master Mechanic](#)

[Bioinformatic Scientist](#)

[Biological Technician](#)

[Civil Engineering Technicians](#)

[Computer Machine Repairers](#)

[Computer Hardware Engineer](#)

[Computer Systems Analyst](#)

[Construction & Building Inspector](#)

[Electromechanical Engineer Tech.](#)

[Electronics Engineering Technicians](#)

[Forensic Science Technician](#)

[Manufacturing Engineer](#)

[Materials Engineer](#)

[Mechanical Engineering Tech.](#)

[Mining & Geological Engineer](#)

[Mobil Heavy Equipment Mechanic](#)

[Nanosystems Engineer](#)

[Product Safety Engineer](#)

[Solar Energy Installation Managers](#)

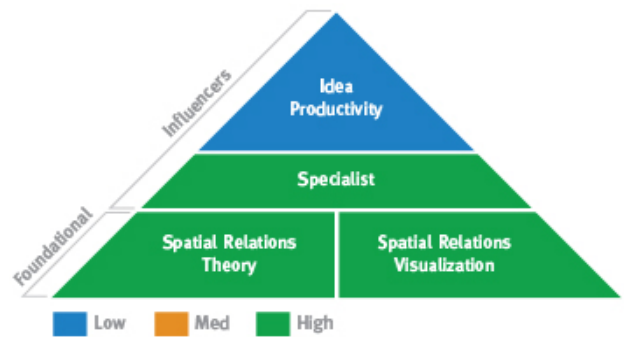
[Technical Education Teacher](#)

[Telecommunications Engineer Spec.](#)

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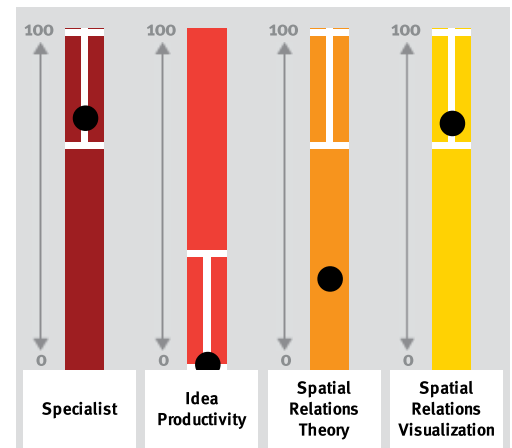
## Specializing- Focused Structural

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.



### Careers to Explore:

[Aircraft Mechanics & Service Tech](#)

[Anesthesiologists](#)

[Audio-Visual & Multimedia Specialists](#)

[Automotive Master Mechanics](#)

[Aviation Inspectors](#)

[Civil Engineers](#)

[Cytotechnologists](#)

[Database Administrators](#)

[Dental Laboratory Technicians](#)

[Electro-Mechanical Technicians](#)

[Electronic Equipment Installers](#)

[Electronic Home Entertainment Equip. Installers](#)

[Judicial Law Clerks](#)

[Logistics Engineers](#)

[Logistics Managers](#)

[Loss Prevention Managers](#)

[Magnetic Resonance Imaging Tech](#)

[Management Analysts](#)

[Mechanical Drafters](#)

[Mechanical Engineering Technicians](#)

[Mechanical Engineers](#)

[Mechatronics Engineers](#)

[Medical & Clinical Laboratory Tech](#)

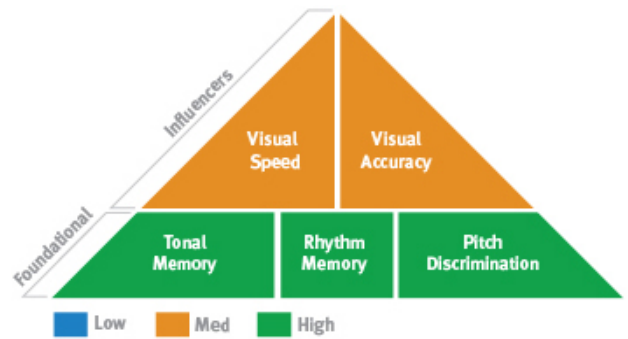
[Medical Scientists](#)

[Microbiologists](#)

[MORE OCCUPATIONS ONLINE](#)  
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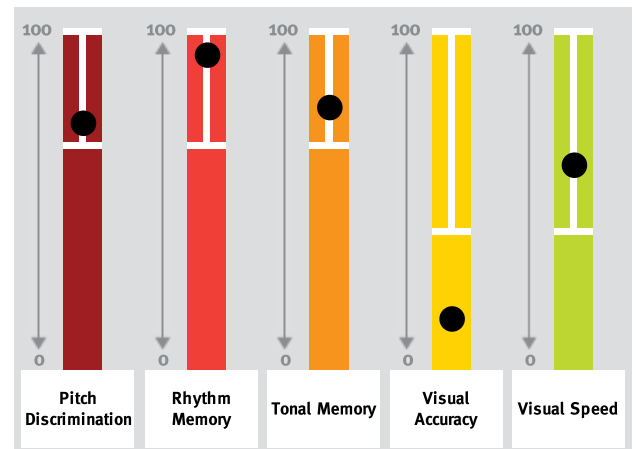
## Musical Connection

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.



### Careers to Explore:

[Art, Drama, Music Teacher](#)

[Dancers](#)

[Fashion Designers](#)

[Fitness Trainers & Instructors](#)

[Multimedia Artists & Animators](#)

[Music Composer](#)

[Music Directors](#)

[Music Therapists](#)

[Musical Instrument Repairer](#)

[Musicians, Instrumental](#)

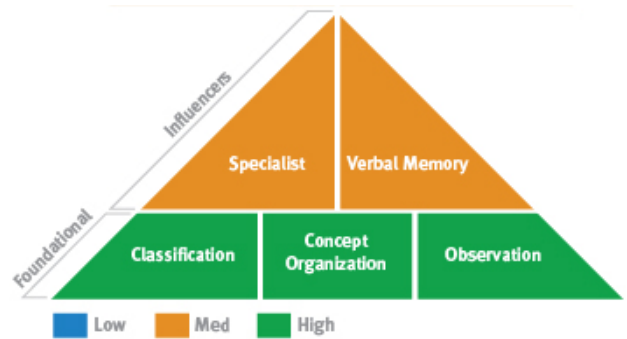
[Singer](#)

[Sound Engineer](#)

[Talent Directors](#)

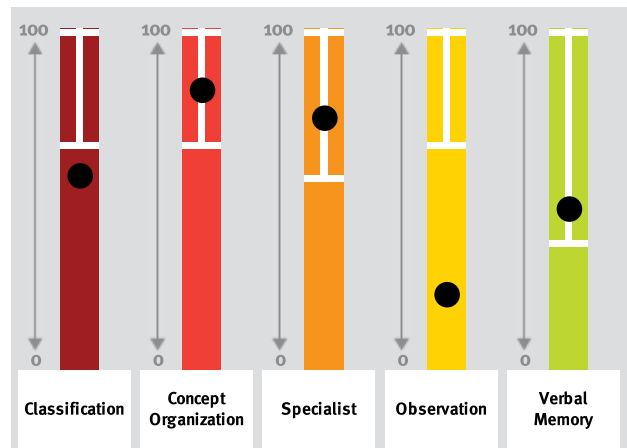
## Investigating- Planning

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.



### Careers to Explore:

[Actuaries](#)

[Archeologist](#)

[Auditors](#)

[Broadcast News Analyst](#)

[Business Continuity Planners](#)

[Business Intelligence Analyst](#)

[Claims Examiners](#)

[Compliance Managers](#)

[Coroner](#)

[Criminal Investigator](#)

[Economist](#)

[Editor](#)

[Emergency Management Planner](#)

[Energy Auditors](#)

[Environmental Restoration Planner](#)

[Financial Examiners](#)

[Fire Investigators](#)

[Forensic Science Technician](#)

[Fraud Examiners, Investigators](#)

[Insurance Adjuster, Investigator](#)

[Intelligence Analyst](#)

[Lawyer](#)

[Librarian](#)

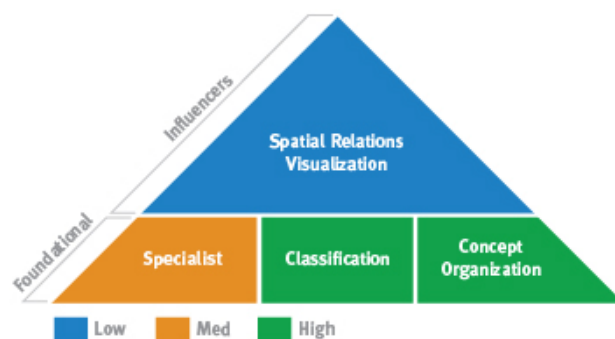
[Market Researcher](#)

[Police Detective](#)

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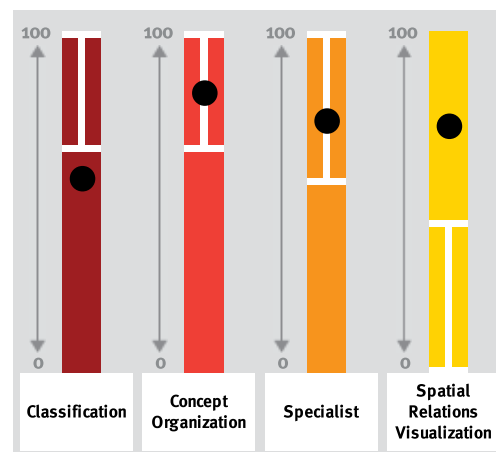
## Advising

This pattern combines a Specialist orientation with a Consultative Problem Solving style (Classification and Concept Organization) in the intangible world (lower Spatial Relations Visualization). People with this pattern have a way of reasoning their way through life. The hallmark of this pattern is making connections rapidly and organizing information easily. This Consultative Problem Solving style combines the ability to diagnose what is wrong, and prescribe solutions to fix it. People with this pattern are able to gather and understand a range of un-related information, organize it and present it in a factual and convincing manner. The ability to quickly identify problems, logically look at each step in the process, and then communicate findings in an articulate fashion allows them to work most effectively in a career that demands fast pace and rapid-fire problem solving.



Advising has many varied applications. You could be a doctor advising a patient on treatment or care, a lawyer advising a client on a contract, a financial planner advising a client on an investment strategy, a human resources manager advising an employer on an applicant to hire, or a marketing manager advising the company on what advertising strategies should be used. You have the natural ability to combine various components into a case or a pattern and to analyze causes. This is a highly valued skill in almost any industry.

With lower Spatial Relations Visualization, people with this pattern lean toward thinking intangibly and are comfortable dealing with laws, theories, concepts, and ideas, and do not require a tangible or concrete outcome of their work to feel satisfied. If you have a medium to high Spatial Relations Theory score, you may be especially good at working with intangible systems such as those used in Human Resources or Organizational Psychology.



## Careers to Explore:

[Business Intelligence Analyst](#)

[Compensation & Benefits Managers](#)

[Compliance Manager](#)

[Criminal Investigator](#)

[Dietician & Nutritionist](#)

[Director, Stage, Motion Picture](#)

[Educational Guidance Counselor](#)

[Financial Manager](#)

[Fraud Investigator](#)

[Human Resource Manager](#)

[Industrial-Organizational Psychologist](#)

[Judges & Magistrates](#)

[Lawyer](#)

[Loan Counselor](#)

[Marriage & Family Therapists](#)

[Occupational Health & Safety Spec.](#)

[Personal Financial Advisor](#)

[Public Relations Specialist](#)

[Rehabilitation Counselors](#)

[Reporter & Correspondent](#)

[Producer, TV, News](#)

[Retail Loss Prevention Specialists](#)

[School Psychologists](#)

[Secondary School Teachers](#)

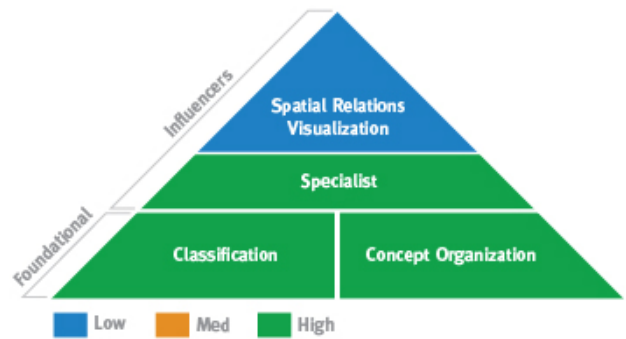
[Securities & Commodities Trader](#)

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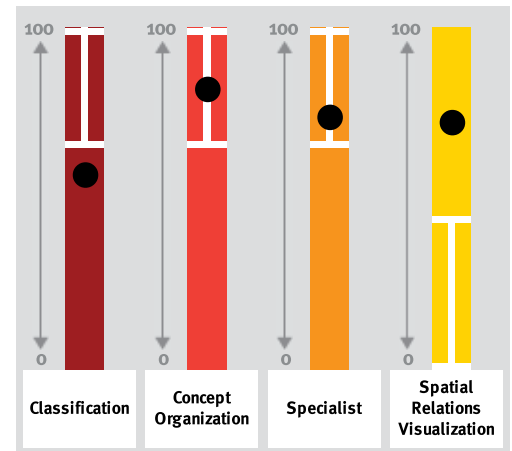
## Specializing- Advising

This pattern combines the Specialist orientation with Consultative Problem Solving (Classification and Concept Organization) and a deeper connection with the intangible world (lower Spatial Relations Visualization). People with this pattern make connections easily and can diagnose situations quickly. They can also create solutions to implement by putting a procedure or protocol in place. These abilities allow you to quickly identify problems, logically look at each step in the process, and communicate your findings with ease. You have the natural ability to combine various components into a pattern and analyze cause and effect. And, as a Specialist, you will likely know all of the pros and cons, ins and outs, and the myriad of consequences of any solution selected. You will work most effectively in a career that demands a fast pace and rapid-fire problem solving within a specific niche. You will relish the opportunity to synthesize information and analyze causes.



Your Spatial Relations Visualization indicates you lean toward the intangible and are comfortable dealing with laws, theories, concepts, and ideas. You probably do not require a tangible or concrete outcome of your work to feel satisfied. However, as a strong Specialist you will need to choose an area of expertise. Becoming an expert will be a driving force in your life and may require additional education.

Giving advice as an expert is an ability that is highly regarded in many industries. The research scientist or lawyer has a depth of expertise that those outside their fields admire. You will be motivated to delve deeply into your area of specialty and will be very comfortable informing others of changes in your industry. If you are an Extrovert, you might want to investigate public speaking or making presentations about your expertise. If you are an Introvert, you may want to take the lead in research writing and documentation or possibly write a book about your field.



### Careers to Explore:

[Administrative Law Judges](#)  
[Anthropologist](#)  
[Archeologist](#)  
[Atmospheric & Space Scientist](#)  
[Business Continuity Planners](#)  
[Climate Change Analyst](#)  
[Computer Systems Analyst](#)  
[Counseling Psychologist](#)  
[Criminal Investigator, Spec. Agent](#)  
[Economist](#)

[Financial Analyst](#)  
[Forensic Science Specialist](#)  
[Geoscientist](#)  
[Informatics Nurse Specialist](#)  
[Intelligence Analyst](#)  
[Investigator](#)  
[Lawyer](#)  
[Legislator](#)  
[Management Analyst](#)  
[Medical Scientist](#)

[Occupational Health Safety Spec.](#)  
[Personal Financial Advisor](#)  
[Securities, Commodities Agents](#)  
[School Psychologist](#)  
[Sociologist](#)

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## VIII. Next Steps

### Highlands' Whole-Person™ Approach

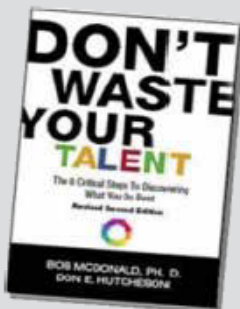
Highlands considers natural abilities *one* of 8 important factors you need to take into account while exploring your work options. In fact, we do not recommend making work-related decisions based on your abilities alone. We recommend you consider *your*:

- **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](http://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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