



Do ^{What}
You Do
Best

Confidential Report

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Highlands Career Exploration Supplement

Prepared for
Jane Smith

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.

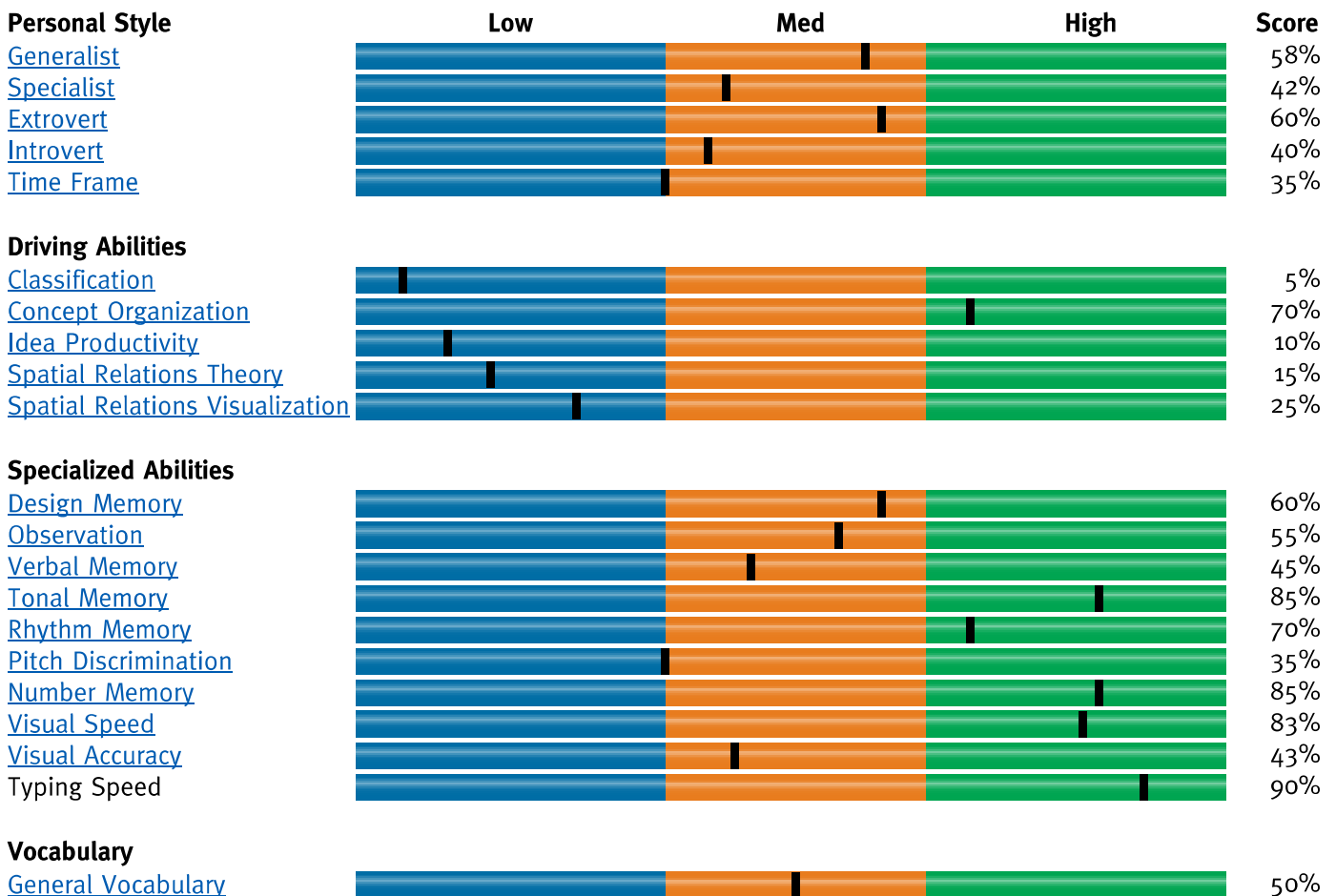
Your results from the HAB are displayed below. When accessing this HCES online, you can click on any of the abilities below to find examples of how that ability can be used in a variety of work roles/career fields. Doing this can help you better understand an ability; it is not meant to suggest a specific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

Versatile Link

As a mid-range Generalist-Specialist you are a bridge or connector between personal styles and you may find it difficult to identify with any one style. As a bridge, you often provide a perspective that is necessary but underrepresented. You are a natural interpreter between extreme Generalists and extreme Specialists and will do so one-on-one or in group settings.

You will likely find a good fit with tasks or responsibilities that allow you to moderate or interpret different points of view. You most likely will feel comfortable facilitating groups, large and small, as well as meeting one-on-one. It is easy for you to adopt different styles, depending on the circumstances, or to be a link between extreme personal styles. Your ability to understand, clarify, and explain others' ideas will be highly valued.



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. On longer term projects, creating short term intermediate goals may be more satisfying and effective.

III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Analytical

Your low Classification and strong Concept Organization indicate you **to arrive at your solutions through a series of well-organized steps or a logic track**. You can understand and implement the steps in a process and systematically get from point A to point Z. You will be drawn toward work roles that require patience in creating solutions that are wellconceived and thorough. You are less likely to feel comfortable providing solutions on the spot.

Your curiosity about task completion steps will be helpful in any situation where methodical progress needs to be made. 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 may find satisfaction in those fields that involve research, planning, scheduling, logical analysis, or communication with clients and colleagues. You may want to avoid those careers that are constantly crisis oriented or demand immediate attention.



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 may find your ability to stay focused on a single goal helps you excel in careers where staying on task and possibly keep others focused on the completion of work or projects is at a premium. 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 Executing

Your low SRT and low SRV indicate you are naturally able to execute using spatial reasoning in the physical world. You operate most comfortably as a custodian of company policies and functions. You are drawn not to the “how” or the “why”, but to the “what”. You want to know what needs to be accomplished, and you can move into action without having to consider in advance how the work will be accomplished or why it needs to be done. You tend not to have any preconceptions and readily entertain and evaluate many different suggestions to get the work accomplished. You think more practically than hypothetically about relationships and systems.

You are more likely to enjoy fields and roles that give you experience in the actual activities without having to be an expert in the mechanics behind it. You may have the tendency to be a keeper of information or a collector of ideas in order to justify the execution of the task at hand.



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.

Some Visual Influences. Visual abilities include Design Memory and Observation. Your combination of scores indicates you have some visual abilities. You may feel productive in roles that allow you to use your visual abilities either on or off the job.

Strong Visual Proficiency. Visual proficiency (or dexterity) includes both Visual Speed and Visual Accuracy. Your combination of scores indicates **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 using books to learn other languages will be more helpful than learning only from hearing the spoken word.

V. How You Learn

| | |
|---|---|
| <p>Learning Numbers Number Memory Low Med High</p>  <p>85%</p> | <ul style="list-style-type: none"> • Relating information to numbers is a strong learning tool for you • Use this learning tool to arrange schedules and time tables for projects • Investigate majors and careers that require instant access to facts and data • Remember that others may be slower at working with numbers • Take time to reduce what you learn to lists |
| <p>Learning By Listening Tonal Memory Low Med High</p>  <p>85%</p> | <ul style="list-style-type: none"> • Listening/hearing is a primary learning tool for you • Relative fluency in a foreign language is likely manageable • Speak with others face-to-face while allowing for differences in learning styles • Read important documents and communications aloud • Listen to audio books, lectures, podcasts, and other auditory sources of information |
| <p>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 By Reading Verbal Memory Low Med High</p>  <p>45%</p> | <ul style="list-style-type: none"> • Reading is a relatively strong means of learning new material • Practice preparing and analyzing reports • Work at increasing your vocabulary • Learning the written portion of a foreign language is relatively moderately strong • Communicating in writing can be a positive experience |

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.

You score in the mid-range in General Vocabulary. Your score is in line with most of the business world, as well as most doctors, lawyers, and college professors. It is also typical of successful people in highly specialized areas, such as engineering, accounting, finance, drafting, or design. You can think of Vocabulary as measuring both the number and precision of categories that you have for taking in, processing, and communicating your experiences. As a result, all of us are usually most at home with others who are at about the same Vocabulary level that we are. The vast majority of jobs require the level of Vocabulary you have. You may find that any work you do to increase the precision of your Vocabulary will give rich rewards to you in your career.

VII. Exploring Occupations & Careers

Ability Patterns

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

You have read about each of your individual abilities in Section I of your HCES report (go to Your [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 along with suggested careers to explore. Open up your report on line, and click on any career listed to explore it on O*NET. As you review the lists of suggestions, take into account your acquired [knowledge](#) and [skills](#) as well as your experience with and preferences for specific [work activities](#).

| Ability Patterns - Connections to Abilities |
|---|
| Very Clear Connection to Abilities |
| Practical Analytical Problem Solving |
| Documenting/Recording- Numerical |
| Somewhat Clear Connection to Abilities |
| Managing |
| Analytical Hands-on Problem Solving |
| Musical Connection |
| Specializing- Connecting/Helping People |
| Passion/Interest Driven |
| Click Each Pattern Online for Full Description |

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.

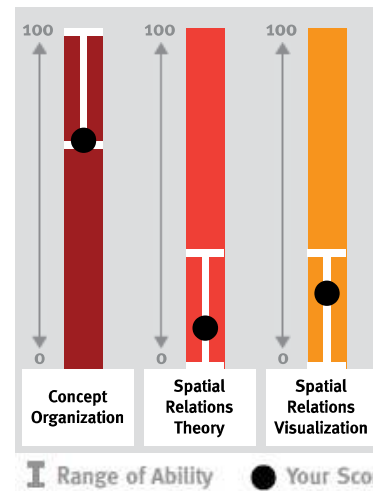
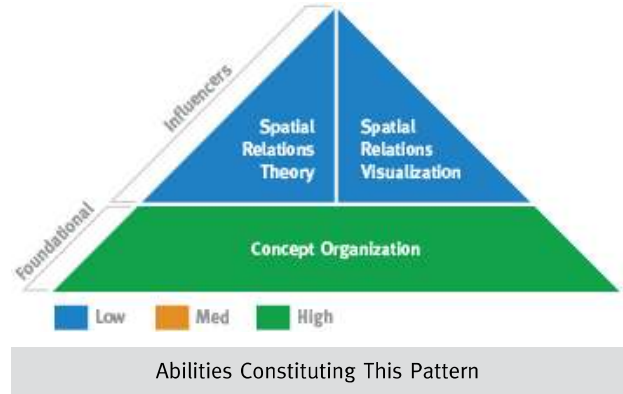
Practical Analytical Problem Solving

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

Additionally, your scores on the two spatial abilities reinforce each other. You are not going to relate well to mathematics or physical, three-dimensional space and objects. You are much more comfortable dealing in the intangible world of people, relationships, and ideas.

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

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Practical Analytical Problem Solving

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

Arts, Design, Entertainment, Sports, Media

[Copy Writers](#)
[Art Directors](#)
[Directors- Stage, Motion Pictures](#)
[Poets, Lyricists & Creative Writers](#)
[Technical Writers](#)

Business and Financial Operations

[Business Continuity Planners](#)
[Insurance Underwriters](#)
[Meeting, Convention, & Event Planners](#)
[Agents & Business Managers of Artists](#)
[Investment Underwriters](#)
[Loan Counselors](#)
[Management Analysts](#)

Community and Social Service

[Directors, Religious Activities & Education](#)

Computer and Mathematical

[Business Intelligence Analysts](#)

Education, Training, and Library

[Anthropology & Archeology Teachers](#)
[Area, Ethnic, & Cultural Studies Teachers](#)
[Business Teachers, Postsecondary](#)

[Communications Teachers, Postsecondary](#)
[Criminal Justice & Law Enforcement Teachers](#)
[Economics Teachers, Postsecondary](#)
[Education Teachers, Postsecondary](#)
[English Language & Literature Teachers](#)
[Geography Teachers, Postsecondary](#)
[History Teachers, Postsecondary](#)
[Political Science Teachers, Postsecondary](#)
[Psychology Teachers, Postsecondary](#)
[Recreation & Fitness Studies Teachers](#)
[Art, Drama, & Music Teachers, Postsecondary](#)
[Computer Science Teachers, Postsecondary](#)
[Farm & Home Management Advisors](#)
[Foreign Language & Literature Teachers](#)
[Law Teachers, Postsecondary](#)
[Philosophy & Religion Teachers](#)
[Secondary School Teachers](#)

[Social Work Teachers, Postsecondary](#)
[Sociology Teachers, Postsecondary](#)
[Special Education Teachers](#)
[Vocational Education Teachers](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

Life, Physical, and Social Science

[City & Regional Planning Aides](#)
[Environmental Restoration Planners](#)
[Urban & Regional Planners](#)

Management

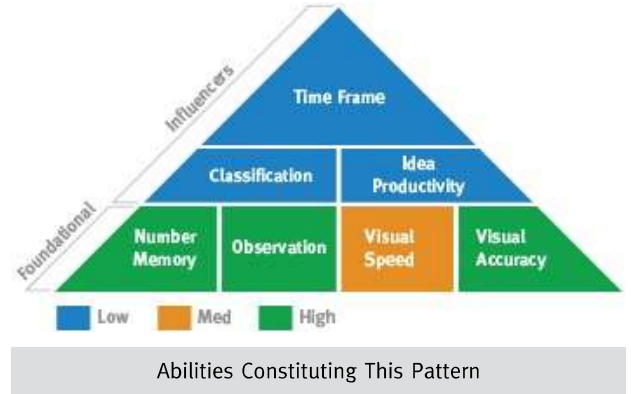
[Education Administrators, Postsecondary](#)
[Quality Control Systems Managers](#)
[Administrative Services Managers](#)
[Education Administrators](#)
[Loss Prevention Managers](#)

Sales and Related

[Travel Agents](#)

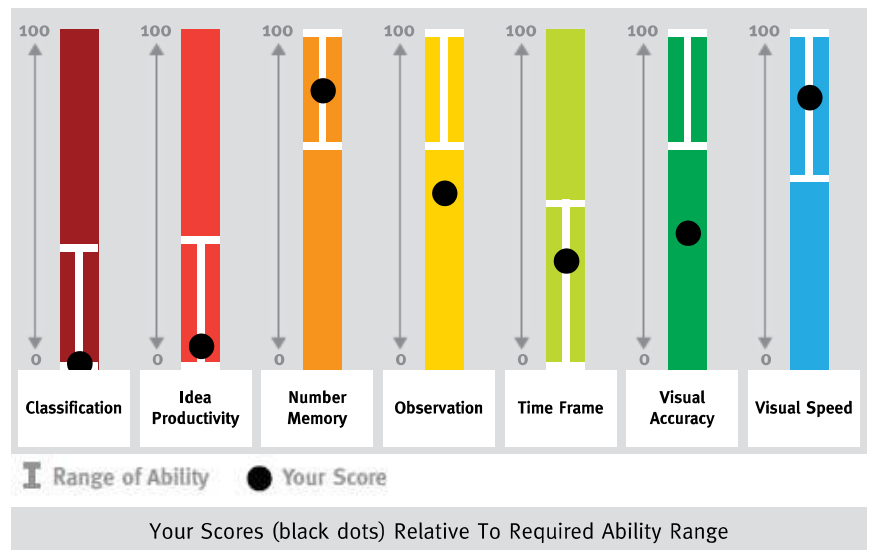
Documenting/Recording- Numerical

This pattern combines strong Visual Proficiency (Visual Speed and Accuracy) with focus (lower Idea Productivity) and a memory for numbers (Number Memory). The combination of Visual Speed, Visual Accuracy and Number Memory suggests ease in working with numbers and factual data. Number Memory measures the ability to recall fairly long series of digits and to manipulate data easily. Visual Speed and Visual Accuracy are the abilities to read and interpret written symbols quickly and accurately. They are used to process words and numbers, both in reading and in arithmetic/accounting tasks.



Relatively low Idea Productivity generates the focus required to stay on task. This allows you to concentrate without distraction and even learn specialized terminology in fields such as accounting. This particular pattern might be understood as a clerk or bookkeeping pattern, but success in these types of jobs often leads to promotion to higher-level positions. Be aware that a good manager or analyst would probably need to learn some additional skills.

Your Personal Style preferences can guide you to the type of work in which you feel the most comfortable and, therefore, most successful. For instance, if you are an Extrovert or a Generalist, you may experience the most comfort in a work environment that has a steady flow of regular clients or coworkers. Introverts or Specialists may experience the most comfort in an environment where they work autonomously or independently, crunching numbers without interruption. Whichever environment suits you, there is an industry out there that needs your numerical recording abilities.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Documenting/Recording- Numerical

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

Business and Financial Operations

[Accountant](#)

[Appraiser, Real Estate](#)

[Assessors](#)

[Auditors](#)

[Budget Analyst](#)

[Compensation, Benefits Spec.](#)

[Cost Estimator](#)

[Financial Examiner](#)

[Loan Officers](#)

[Risk Management Specialists](#)

[Tax Preparers](#)

[Credit Counselors](#)

Computer and Mathematical

[Biostatisticians](#)

[Statistician](#)

Healthcare Practitioners and Technical

[Medical Records & Information Tech.](#)

Life, Physical, and Social Science

[Survey Researcher](#)

[Environmental Economists](#)

Management

[Financial Manager](#)

[Treasurer, Controller](#)

Office and Administrative Support

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

[Bookkeeping, Accounting](#)

[Insurance Policy Clerks](#)

[Payroll & Timekeeping Clerks](#)

[Statement Clerk](#)

[Weighers, Recordkeeping](#)

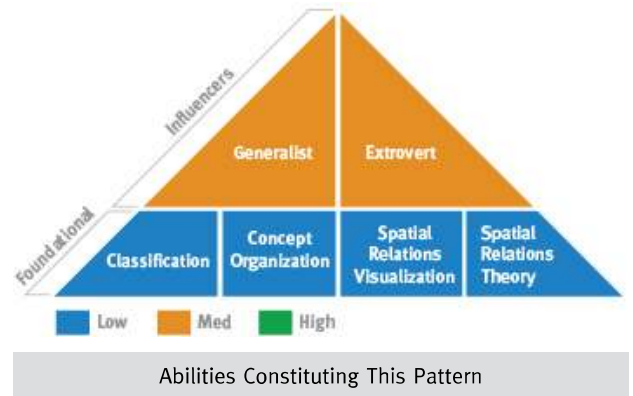
[Bank Teller](#)

[Bill & Account Collectors](#)

[Data Entry Keyers](#)

Managing

This pattern combines the Networker Personal Style (Extroverted Generalist) with Pragmatic Problem Solving (lower Classification and Concept Organization) and practical Spatial abilities (lower Spatial Relations Theory and Visualization). This combination of abilities creates a natural ease with engaging people. As an effective manager it is important to understand that your job is to work with and through the efforts of others to create a sustainable and profitable team. When considering careers, it is advisable to develop a specialty in some area in order to get hired, and then look for opportunities to broaden your contributions.



This combination of abilities allows you to understand people and organizations at an experiential level. You will experiment with how to motivate and encourage people, deal with problems, and get a team to operate efficiently. In this context a lack of defining driving abilities is quite important. As a person with this pattern, you will be able to let others, who may have strong abilities, excel in their respective roles while you pay attention to the operation of the group as a team.

People with this pattern have their own vision of what should happen and are able to hold to that vision. It is also important to be able to make clear and definite decisions. Experience has shown that managers with high Classification can be indecisive because they are able to see a problem in almost every plan and it may be difficult for them to prioritize choices. Conversely, they can also jump to a solution quickly without the patience to let others figure it out themselves. You are better able to pay attention to your actual experience of the process, and apply your experience to a solution.



As a manager, you will understand that your success depends on your ability to recruit the right people for the job, set direction, plan goals and targets, and monitor performance.

See next page for CAREERS TO EXPLORE.

Careers to Explore for Managing

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

Arts, Design, Entertainment, Sports, Media

[Technical Director Manager](#)

[Property, Real Estate Manager](#)

[Purchasing Manager](#)

[Training & Development Manager](#)

Management

[Administrative Services Manager](#)

[Compliance Managers](#)

[General & Operations Manager](#)

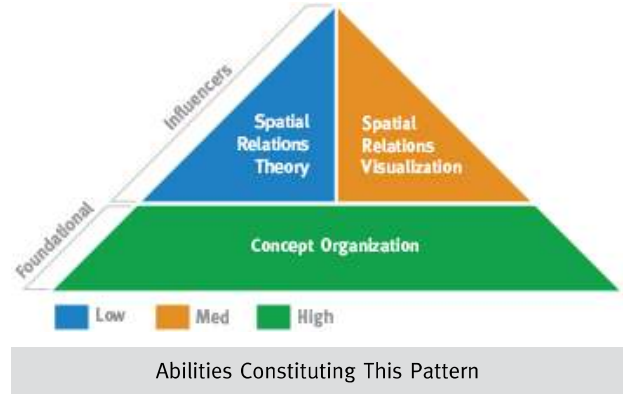
[Human Resource Manager](#)

[Logistics Manager](#)

[Medical & Health Services Manager](#)

Analytical Hands-on Problem Solving

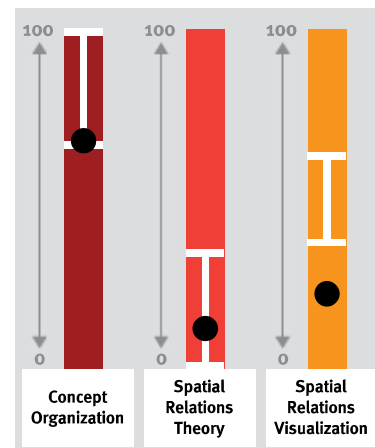
This pattern utilizes Logical Problem Solving (Concept Organization) within the Hands-on world (Spatial Relations Visualization). The first ability to take into account is your high Concept Organization. With strong Concept Organization, you are able to solve problems most easily by projecting logical 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 you 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.

See next page for CAREERS TO EXPLORE.



Your Scores (black dots) Relative To Required Ability Range

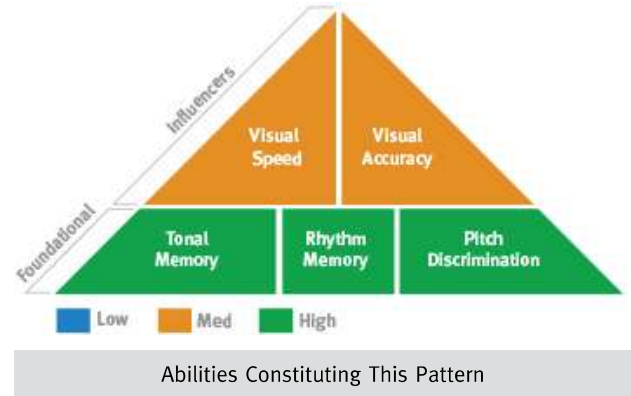
Careers to Explore for Analytical Hands-on Problem Solving

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

| | | |
|---|---|---|
| <p>Arts, Design, Entertainment, Sports, Media</p> <ul style="list-style-type: none"> Copy Writers Technical Directors/Managers Broadcast News Analysts Technical Writers | <p>Market Research Analysts & Marketing Spec.</p> <p>Life, Physical, and Social Science</p> <ul style="list-style-type: none"> Environmental Restoration Planners Quality Control Analysts Urban & Regional Planners | <p>Loss Prevention Managers</p> <p>Marketing Managers</p> <p>Medical & Health Services Managers</p> <p>Public Relations & Fundraising Mgrs</p> <p>Sales Managers</p> <p>Security Managers</p> |
| <p>Business and Financial Operations</p> <ul style="list-style-type: none"> Budget Analysts Business Continuity Planners Credit Analysts Fraud Examiners, Investigators Meeting, Convention, & Event Planners Tax Examiners & Collectors Accountants Agents & Business Mgrs of Artists Buyers & Purchasing Agents, Farm Products Logistics Analysts | <p>Management</p> <ul style="list-style-type: none"> Administrative Services Managers Compliance Managers General & Operations Managers Human Resources Managers Social & Community Service Managers Supply Chain Managers Training & Development Managers Compensation & Benefits Managers Construction Managers Food Service Managers | <p>Protective Service</p> <p>Criminal Investigators</p> <p>Sales and Related</p> <ul style="list-style-type: none"> Travel Agents Advertising Sales Agents Real Estate Sales Agents |

Musical Connection

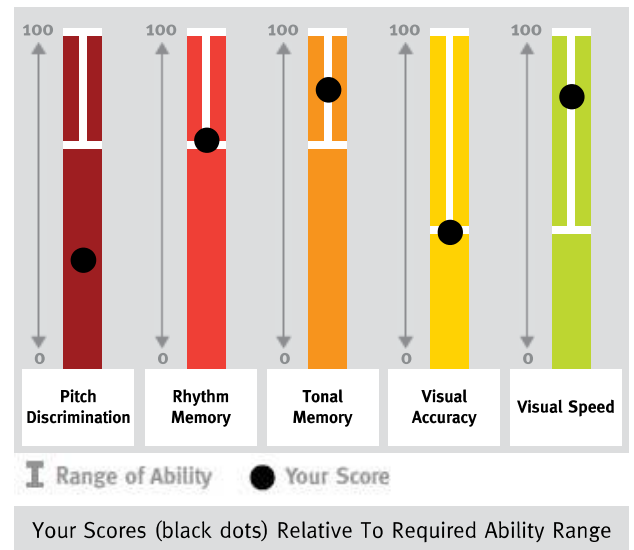
The Musical Connection pattern combines natural Musical ability (Tonal Memory, Rhythm Memory, Pitch Discrimination) with relatively strong Visual Proficiency (Visual Speed and Accuracy). While this pattern can accommodate any personal style, Specialist/Introverts may have an edge in the highly competitive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



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

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

See next page for CAREERS TO EXPLORE.



Careers to Explore for Musical Connection

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

Arts, Design, Entertainment, Sports, Media

[Art, Drama, Music Teacher](#)

[Dancers](#)

[Multimedia Artists & Animators](#)

[Music Composer](#)

[Music Directors](#)

[Musicians, Instrumental](#)

[Singer](#)

[Sound Engineer](#)

[Talent Directors](#)

Healthcare Practitioners and Technical

[Music Therapists](#)

Installation, Maintenance, and Repair

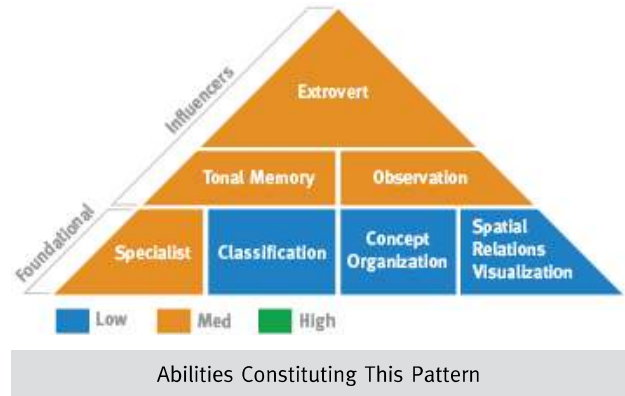
[Musical Instrument Repairer](#)

Personal Care and Service

[Fitness Trainers & Instructors](#)

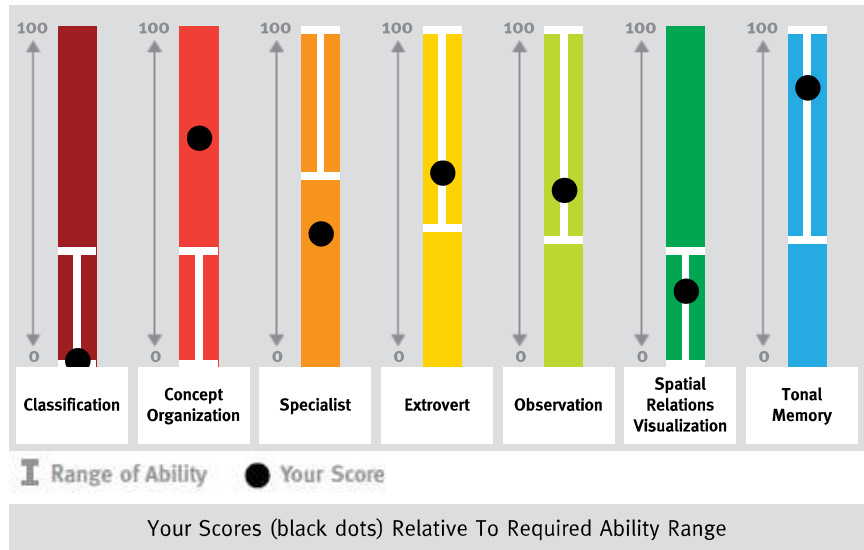
Specializing- Connecting/Helping People

This pattern combines the Detailed Communicator Personal Style (Extroverted Specialist) with Pragmatic Problem Solving (lower Classification and Concept Organization), a comfort with working with intangibles (lower Spatial Relations Visualization) and attentiveness to what is seen and heard (Observation, Tonal Memory). Naturally driven to understand specific areas of interest in great detail, they are patient and less likely to jump to conclusions when faced with new situations. In addition, people with this pattern have a natural comfort working in the intangible world of ideas, relationships and thoughts.



Specialists are most comfortable when they develop a specific area of expertise and deliver services from the perspective of an expert or specialist in the field. An Occupational Therapist, for instance, works in a very specific field, but may work with many different types of patients. Observation enables people with this pattern to notice changes in people’s faces, expressions, and moods, and Tonal Memory indicates an ability to listen and focus on people as they speak. Being conscious of your preference for Introversion or Extroversion will help you evaluate careers where interaction with people is almost constant or careers with a combination of interaction and solitary time. These interactive careers would be more taxing for you if you are more in the mid-range on the Introvert/Extrovert scale. Seeking a career with a combination of interaction and solitary time might be more satisfying for you.

As a Pragmatic Problem Solver you are able to draw on your own experiences as well as those of others to build a powerful database of information, solutions, and positive outcomes. Mastering a set of skills first will provide you with experiences from which you will select your solutions. Once you develop an area of competence and experience, you will be capable of moving to influential positions in almost any industry. As long as you stay in your chosen field and learn from your experiences, you can become the quickest problem solver in the organization, because you are able to cut through the distractions of too much information and get right to the point.



You benefit from getting to know people and enjoy building on those relationships. You work well in the intangible world and are comfortable dealing with emotions, ideas, theories, feelings and relationships. This powerful pattern makes you well-equipped to concentrate and focus on the problems that are presented to you. You have an understanding of the people involved, and will patiently work towards the best outcome for all. Direction for this pattern is related to your unique interests, before you review the suggested careers below, click this link, <http://www.mynextmove.org/explore/ip>, to explore your interests on ONET's free, 10-minute Interest Profiler.

Careers to Explore for Specializing- Connecting/Helping People

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

Business and Financial Operations

[Loan Counselor](#)
[Loan Officer](#)

Community and Social Service

[Child, Family & School Social Worker](#)
[Community Health Worker](#)
[Educational Guidance Counselor](#)
[Healthcare Social Worker](#)
[Marriage & Family Therapist](#)
[Mental Health Counselor](#)
[Probation Officer](#)
[Rehabilitation Counselor](#)
[Health Educator](#)
[Social & Human Service Assistant](#)
[Substance Abuse Counselor](#)

Education, Training, and Library

[Career Tech Education Teacher](#)

[Kindergarten Teacher](#)

[Preschool Teacher](#)

[Self Enrichment Ed Teacher](#)

[Special Ed Teacher](#)

[Vocational Teacher](#)

Healthcare Practitioners and Technical

[Art Therapist](#)
[Athletic Trainer](#)
[Family & General Practitioner](#)
[Occupational Therapist](#)
[Physical Therapist](#)
[Registered Nurse](#)
[Music Therapist](#)
[Recreational Therapist](#)

Healthcare Support

[Home Health Aide](#)

Life, Physical, and Social Science

[Counseling Psychologist](#)
[Environmental Specialists](#)

Management

[Education Administrators School](#)
[Legislator](#)

Office and Administrative Support

[Dispatchers](#)
[Receptionist & Information Clerk](#)

Personal Care and Service

[Childcare Worker](#)
[Personal Care Aide](#)

Protective Service

[Recreational Protective Services](#)

Sales and Related

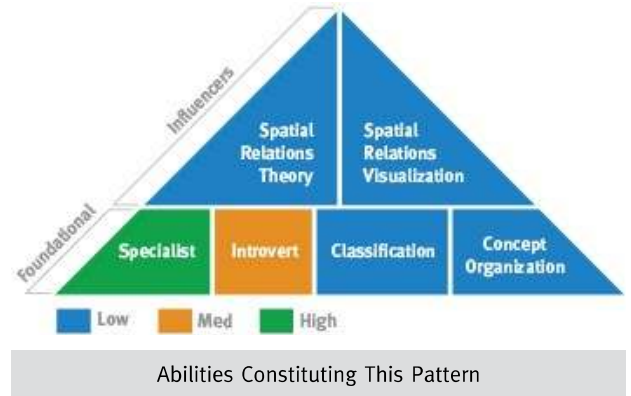
[Advertising Sales Agent](#)
[Real Estate Broker](#)

Transportation and Material Moving

[Ambulance Drivers & Attendants](#)

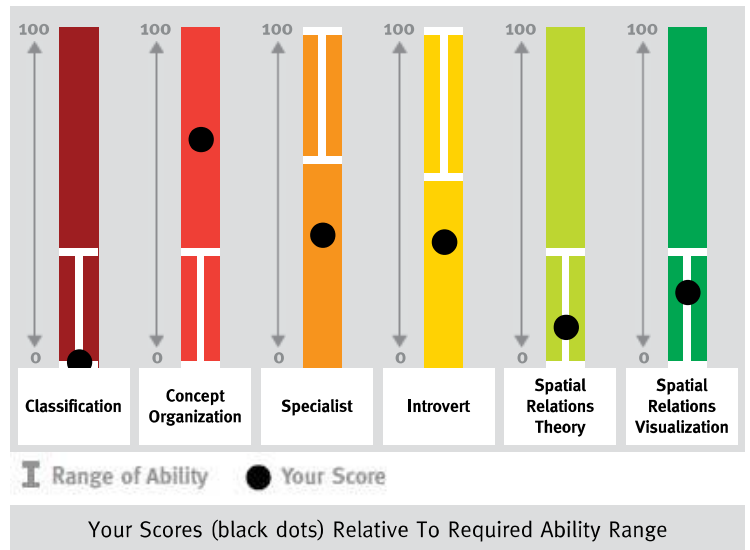
Passion/Interest Driven

This pattern is the combination of a Detailed Researcher (Introverted Specialist) with a Pragmatic Problem Solving style (lower Classification and Concept Organization) and a deeper connection with the practical world (lower Spatial Relations Theory and Visualization). People with this pattern naturally apply their previous experience to new situations. Finding an area of focus or a specific niche will be based on your direct experiences. The sooner you begin your exploration, the more situations you will experience and the more likely you will find work roles that will fulfill your deep interest or passion. Keep in mind that learning what you don't like is just as important as finding what you do.



Take some time to think about what your interests have been in your life. Do you have a passion, or something you love thinking about or doing? Are any of these interests or passions something you could turn into a job or a business? Your Specialist orientation will drive you to become an expert or authority in your field of choice and your natural drive to succeed will lead you to develop the skills required to competently do any job. In this pattern, your interest or passion becomes your driving ability, and provides the focus and energy to make your career a fulfilling and financially rewarding experience. Your specialized abilities will help you think about where you best fit in an organization or within your own business. Do you have medium to high visual design abilities such as Design Memory or Observation? If so, begin your search in industries with high design needs. Do you have medium to high musical abilities in Tonal Memory, Rhythm Memory, or Pitch Discrimination? These specialized abilities might create an interest or passion for working in a music oriented industry.

Your pragmatic, practical driving abilities mean that you are a natural at capitalizing on your experiences and that you have the necessary patience to develop the skills required to become an expert or authority. You will want to seek out opportunities that help you gain experience such as internships or apprenticeships. You work well in the intangible world and are comfortable dealing with emotions, ideas, theories, feelings and relationships. Having this ability will help you understand yourself and others in your industry and to create and sustain a network of clients or partners. There is a good chance you will eventually be drawn to open your own business, or become an independent consultant, because you probably have an interest in being autonomous. You will do well to develop a depth of experience before setting out, so that your expertise will be easily validated. Direction for this pattern is related to your unique interests,



before you review the suggested careers below, click this link, <http://www.mynextmove.org/explore/ip>, to explore your interests on ONET's free, 10-minute Interest Profiler.

See next page for CAREERS TO EXPLORE.

Careers to Explore for Passion/Interest Driven

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

Arts, Design, Entertainment, Sports, Media [Health Educator](#)

[Art Director](#)

[Athlete & Sports Competitor](#)

[Choreographer](#)

[Film & Video Editor](#)

[Audio & Video Equipment Tech.](#)

[Business & Talent Manager](#)

[Craft Artist](#)

[Dancers](#)

[Directors- Stage, Motion Pictures](#)

[Fashion Designer](#)

[Photographer](#)

[Poet, Lyricist, Creative Writer](#)

Business and Financial Operations

[Compensation Benefits Analyst](#)

Community and Social Service

[Community Health Worker](#)

[Rehabilitation Counselor](#)

Education, Training, and Library

[Adult Education Teacher](#)

[Archivist](#)

[Criminal Justice Teachers](#)

[Curator](#)

[Art Drama & Music Teacher](#)

[Audio Visual Multimedia Spec.](#)

Food Preparation and Serving Related

[Chef](#)

Healthcare Practitioners and Technical

[Athletic Trainer](#)

[Dietitians & Nutritionists](#)

[Midwives](#)

[Nurse Practitioner](#)

[Acupuncturist](#)

[Exercise Physiologist](#)

[Music Therapist](#)

Healthcare Support

[Vet Assistant /Animal Caretaker](#)

Life, Physical, and Social Science

[Political Scientist](#)

[Foresters](#)

Personal Care and Service

[Animal Trainer](#)

[Fitness Trainer](#)

[Hairdresser, Cosmetologist](#)

[Make Up Artist, Theatrical](#)

Production

[Fabric & Apparel Pattern Maker](#)

[Jeweler](#)

Transportation and Material Moving

[Flight Attendant](#)

VIII. Next Steps

Highlands' Whole-Person™ Approach

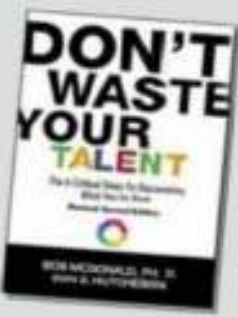
Highlands considers natural abilities *one* of 8 important factors you need to take into account while exploring your work options. In fact, we do not recommend making work-related decisions based on your abilities alone. We recommend you consider *your*:

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



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

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



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

www.HighlandsLifeandCareerCenter.com

Consult Your Highlands Affiliate

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

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

Explore Your Interests

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

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

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

Seek Out Experiences 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.