



Highlands Career Exploration Supplement

Adult Version



Do ^{What}
You Do
Best

Customized Career Exploration Report

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Highlands Career Exploration Supplement

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

HCES Report Overview

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

I. Your Ability Profile

II. Your Personal Style

III. Your Reasoning Abilities

IV. Your Specialized Abilities

V. How You Learn

VI. Vocabulary

VII. Exploring Occupations & Careers

VIII. Next Steps

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

I. Your Ability Profile

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

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

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



Your Highlands Ability Profile

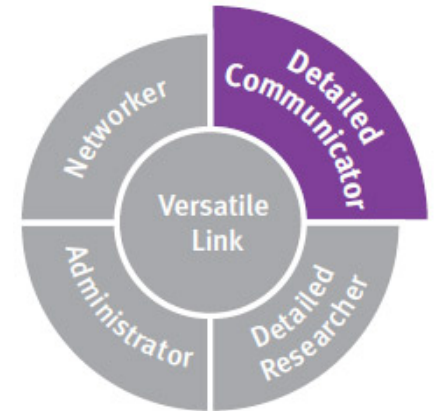
Click On Each Ability For Fuller Explanations



II. Your Personal Style

Detailed Communicator

As a Specialist with Extroversion, your personal style elements may feel slightly inconsistent or even incompatible. As a Specialist, you likely prefer to delve into areas that interest you on your own - you find that you may need or want to know a topic in more detail than others do. Your Extroversion pulls you toward sharing your special knowledge as soon as you have enough information to feel comfortable talking about it - you become energized by the process of sharing what you know with others. You prefer to be in the forefront in order to communicate and explain processes or policies to others.



You will likely find a good fit in tasks that showcase your individuality and specialized knowledge. Your unique perspective will help you succeed in positions where oral communication is necessary. You will be most satisfied with work in an area of extreme interest where you can interact with other specialists in your field or make presentations. Leadership in specialized organizations or projects that schedule group presentations will be appealing to you. You may enjoy teaching or training others in your area of specialization, making presentations to clients or colleagues, performing in musical or theatrical performances, or trial work in the field of law.

Time Frame Orientation



Intermediate: Combined with an intermediate completion date (1-5 years), work that requires relationship building or patience with a 1-5 year process before achieving an ultimate result may feel more motivating and meaningful.

You are drawn to activities that take time to achieve. You may feel that immediate, short-term tasks may hold little meaning to you unless you can see the connection to something you care about in the future. You are naturally able to hold 1-5 year goals in your mind, and you have the patience to work toward and see your activities as helping you achieve that goal. Examples are developing long term clients for a product (sales of large machinery or capital investments for the organization), working on a building project that may take several years to complete, researching and writing a book, working toward an advanced degree to forward your career. Work or educational responsibilities that require patience with a 1-5 year process or building more meaningful relationships will probably feel like a good fit.

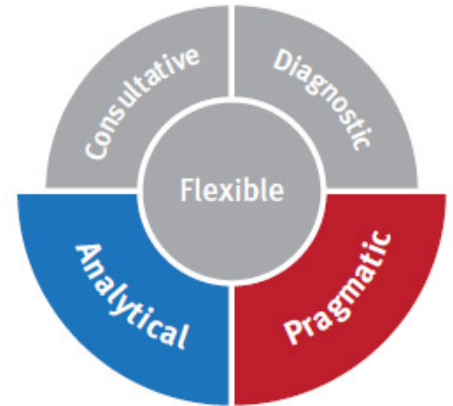
III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Between Analytical and Pragmatic

Your low Classification and mid-range Concept Organization indicate you are able to understand and satisfy the need to impose logical steps in a process. Because you score in the mid-range of CO, you can systematically go from point A to point Z.

You will have the patience necessary to apply solutions to a problem in a methodical manner in order to come to a conclusion. Your logical problem solving skills will be useful in staying on course to complete a project especially if you have influence over the pace. The low score in Classification means that you will ultimately be able to find a logical solution for a problem. You may be a steady influence on a team or in a project. You will not easily be diverted from completing the current project.



Idea Productivity (Divergent Reasoning)

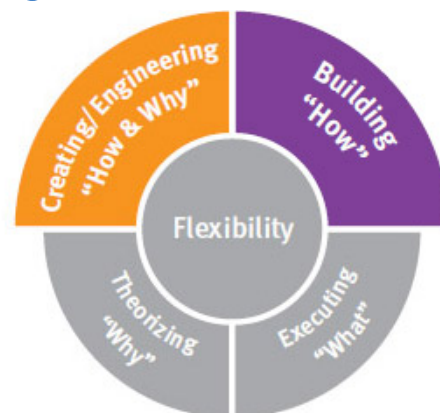
Your strong Idea Productivity, or divergent thinking, results in a continuous stream of sometimes related and frequently unrelated ideas. This type of thinking can contribute to both your ability to solve problems and to communicate. Your continuous, rapid flow of ideas can help you generate multiple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

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

Spatial Reasoning

Between Spatial Creating/Engineering and Spatial Building

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








You will be drawn to work that allows you to physically handle materials. You may be interested in the reason behind the task, but completion of the project in the real world will be your goal. You may enjoy work roles in “hands on” fields such as construction, landscaping, farming, mechanical repair, surgery, dentistry, computer hardware development and construction, architecture, product development, and many others.

IV. Your Specialized Abilities

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

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

V. How You Learn

<p>Image Learning Design Memory Low Med High</p>  <p>55%</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>35%</p>	<ul style="list-style-type: none"> • Reading may be a relatively slow way for you to learn • Give yourself plenty of time when working with written material • Read important documents aloud or manipulate the data to use a stronger learning channel • Supplement your reading with audio books and podcasts • Take good notes and keep them organized
<p>Kinesthetic Learning Rhythm Memory Low Med High</p>  <p>35%</p>	<ul style="list-style-type: none"> • Reproducing body movements or a musical beat may be difficult for you • You are not likely to feel a drive towards physical activity to help you think • Bolster limitations in physical activity by practicing diligently • Request that others demonstrate a technique or activity • If your work requires physical movement to succeed, seek instruction and practice
<p>Learning Numbers Number Memory Low Med High</p>  <p>35%</p>	<ul style="list-style-type: none"> • Retaining numerical data in your mind may be difficult for you • List and memorize the facts and figures you need every day • Record important data in an easily accessible source • Utilize proven techniques to enhance number memory • Seek work roles with low dependence on number memory for success
<p>Learning By Listening Tonal Memory Low Med High</p>  <p>5%</p>	<ul style="list-style-type: none"> • Remembering what you hear may be difficult for you • Take careful notes when you attend classes or meetings • Communicate with others in writing • Ask others to communicate with you in writing • Learning any language through spoken communication alone may be difficult for you

VI. Vocabulary

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

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

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

Your score in General Vocabulary is in the low range. Increasing the number of words that you know, and especially improving the precision with which you know them, can help you build confidence in yourself and your abilities. When people improve their general vocabulary, they often find more opportunity to rise in organizations. You may have the most creative and innovative thoughts of anyone, but if you cannot communicate them effectively, they will not benefit you or anyone else. A precise vocabulary is the single greatest help in communicating your thoughts and ideas. You can build your vocabulary by reading widely and looking up less familiar words that you read or hear in conversation.

VII. Use Your Abilities to Explore or Change Your Career

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

For Career Explorers

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

Smart Start

For Experienced Career Changers

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

Ready for Change

For Personal Vision Coaching

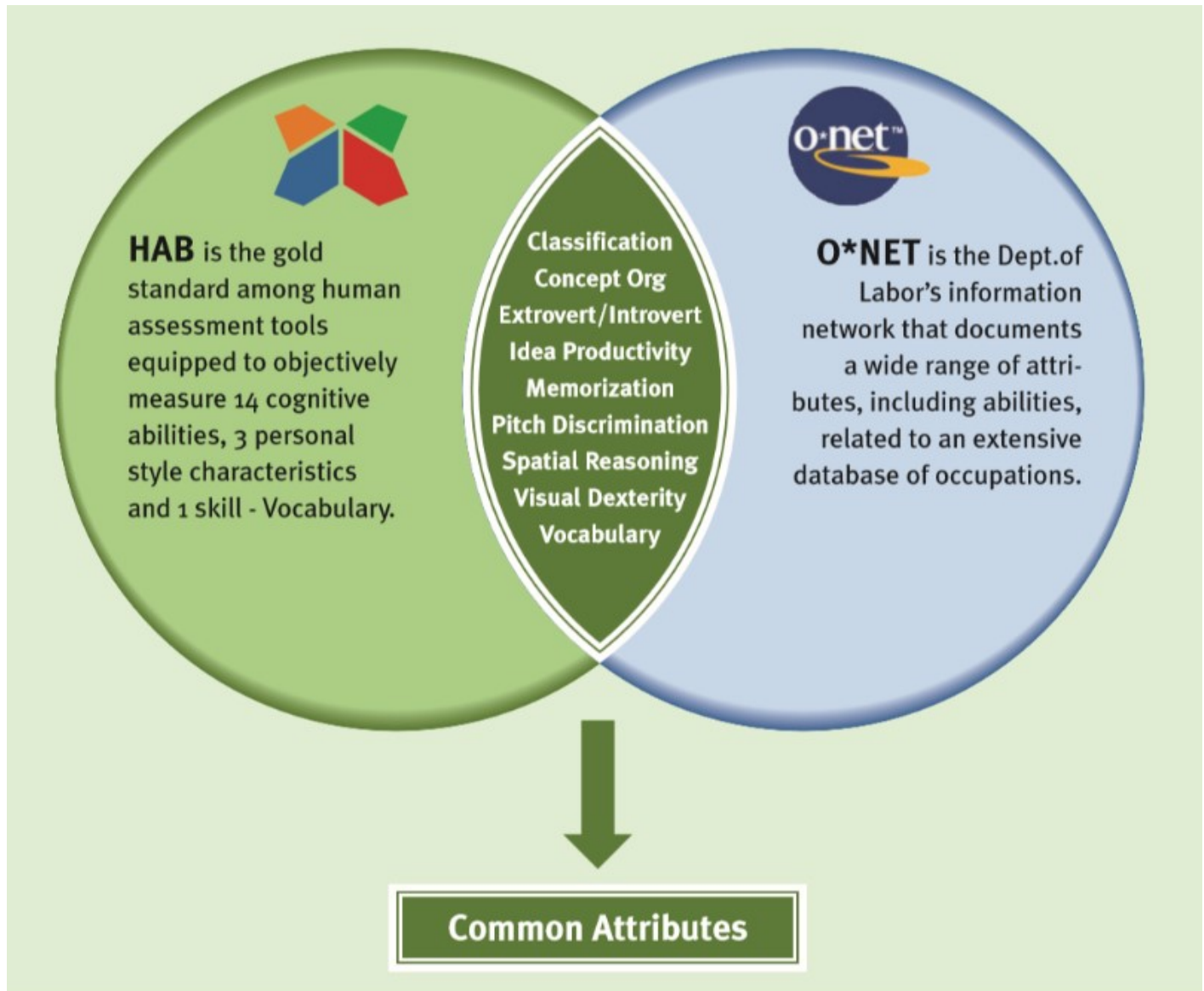
If you're ready to take a deep dive into our Whole Person approach to career and life decision-making, consider working with one of our highly trained Highlands Certified Consultants to explore the other seven essential factors that make up the whole person. Factors such as skills, interests, personal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

Your Whole Self



Interactive HAB –O*NET Career Exploration Tool

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



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

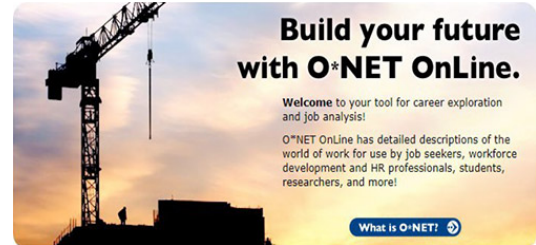
The Interactive HAB –O*NET Career Exploration Tool will sort your list of 50 occupations by **Job Family**, **Career Cluster**, **Interest** and **Rank Order** to enhance your career exploration.

Job Family

Job Family



O*NET OnLine



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

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

Architecture and Engineering

[Automotive Engineering Technicians](#)
[Electrical Drafters](#)

Arts, Design, Entertainment, Sports, and Media

[Broadcast News Analysts](#)
[Fashion Designers](#)
[Talent Directors](#)
[Photojournalist](#)
[Producers](#)

Business and Financial Operations

[Energy Auditors](#)
[Meeting, Convention, Event Planners](#)
[Loan Counselors](#)
[Sustainability Specialists](#)
[Credit Counselors](#)

Community and Social Service

[Community Health Workers](#)

Computer and Mathematical

[Computer User Support Specialists](#)
[Web, UI/UX, Developers](#)

[Telecommunications Engineering Specialists](#)

[Computer Network Support Specialists](#)
[Document Management Specialists](#)

Education, Training, and Library

[Audio-Visual, Multimedia Specialists](#)
[Technical Education Teachers](#)
[Adapted Physical Education Specialists](#)
[Elementary School Teachers](#)
[Museum Technicians, Conservators](#)
[Middle School Teachers](#)
[Special Education Teachers, Preschool](#)
[Kindergarten Teachers](#)

Healthcare Practitioners and Technical

[Occupational Therapists](#)
[Dietetic Technicians](#)
[Art Therapists](#)
[Orthodontists](#)
[Radiologic Technicians](#)
[Athletic Trainers](#)
[Clinical Nurse Specialists](#)
[Mobility, Vision Rehabilitation Therapists](#)
[Psychiatric Technicians](#)
[Nuclear Medicine Technologists](#)

[Practical, Vocational Nurses](#)

Healthcare Support

[Physical Therapist Assistants](#)
[Medical Assistants](#)

Management

[Social, Community Service Managers](#)
[Fitness, Wellness Coordinators](#)
[Wind Energy Operations Managers](#)
[Education Administrators, Preschool](#)
[Lodging Managers](#)
[Industrial Production Managers](#)

Office and Administrative Support

[Computer Operators](#)

Personal Care and Service

[Spa Managers](#)

Production

[Production Workers Supervisors](#)

Sales and Related

[Sales Supervisors](#)
[Solar Sales Assessors](#)

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

Ability Patterns: Manage The Fit Between You And Your Work



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



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



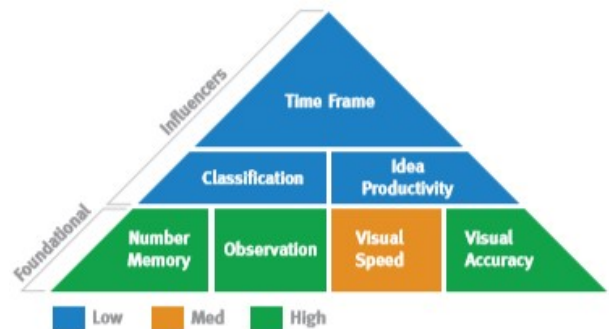
Over time, many satisfied (and dissatisfied) workers look for ways to emphasize and deemphasize particular aspects of their employment. Understanding your Patterns equips you with solid evidence for the changes you might want to make -putting you in the driver's seat of your career.

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

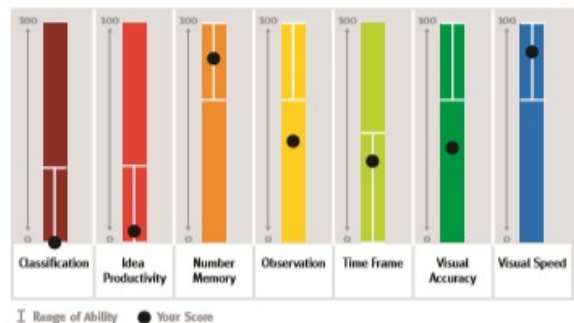
Ability Patterns - Connections to Abilities
Very Clear Connection to Abilities
Brainstorming - Hands-on Pragmatic
Initiating - Pursuing
Creating - Visual Media
Engineering - Technical Design
Engineering - Technical
Specializing - Hands-on
Somewhat Clear Connection to Abilities
Technical - Hands-on
Motivating - Physical
Selling - Specialized
Planning - Hands-on
Click Each Pattern Online for Full Description

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

Click on each Pattern to see a:



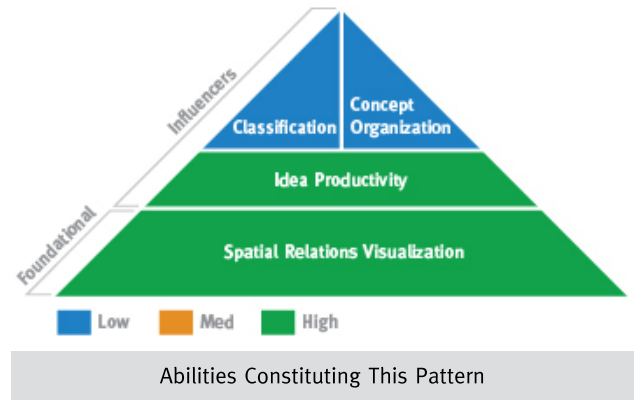
Visual Formula of this Pattern.



Score Graph of your ability scores relative to the Pattern.

Brainstorming - Hands-on Pragmatic

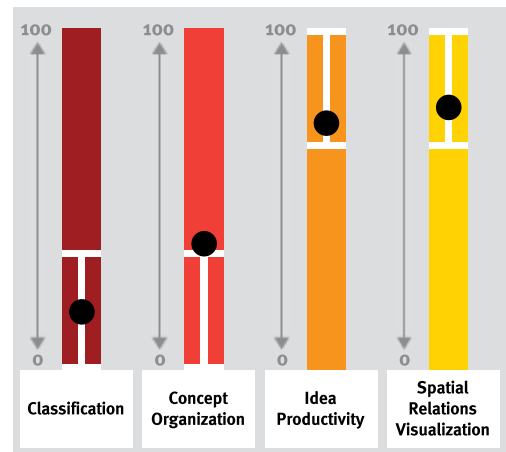
This pattern combines Pragmatic Problem Solving (lower Classification and Concept Organization) and rich idea generation (Idea Productivity) within the structural world. Spatial Relations Visualization is at the foundation of this pattern and is the first ability to take into account. Strength in this 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.



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

Your combination of scores in Classification and Concept Organization means that you are particularly able to learn from your experience of things. You are able to be in the present, and in fact, one of the ways you solve problems best is by paying attention to your experiences. Whenever you have a problem to face, giving yourself time to consult and make use of your experience can prove very helpful to you. Your solution is likely to be pragmatic.

With your combination of abilities, you will in all likelihood be most satisfied and happy when you are using them regularly. This combination of abilities is often seen in people who teach, especially in technical or scientific areas. It is also quite useful for people, such as lobbyists or political planners, who may need to convince others of the correctness of their particular point of view. Salespeople, especially those selling a real product, often have this pattern.



I Range of Ability ● Your Score

Your Scores (black dots) Relative To Required Ability Range

See next page for CAREERS TO EXPLORE.

Careers to Explore for Brainstorming - Hands-on Pragmatic

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

Arts, Design, Entertainment, Sports, Media

[Photographers](#)
[Poets, Lyricists & Creative Writers](#)
[Reporters & Correspondents](#)
[Actors](#)
[Coaches & Scouts](#)
[Public Relations Specialists](#)
[Set & Exhibit Designers](#)

Business and Financial Operations

[Agents & Business Managers of Artists](#)
[Fundraisers](#)
[Labor Relations Specialists](#)

Community and Social Service

[Community Health Workers](#)

Education, Training, and Library

[Art, Drama, & Music Teachers](#)
[Career/Technical Education Teachers](#)

[Curators](#)
[Economics Teachers, Postsecondary](#)
[Education Teachers, Postsecondary](#)
[Museum Technicians & Conservators](#)
[Political Science Teachers](#)
[Self-Enrichment Education Teachers](#)

Life, Physical, and Social Science

[Environmental Restoration Planners](#)
[Political Scientists](#)

Management

[Fitness & Wellness Coordinators](#)
[Green Marketers](#)
[Legislators](#)
[Marketing Managers](#)
[Sales Managers](#)

[Advertising & Promotions Mgrs](#)
[Public Relations & Fundraising Mgrs](#)

Office and Administrative Support

[Patient Representatives](#)

Personal Care and Service

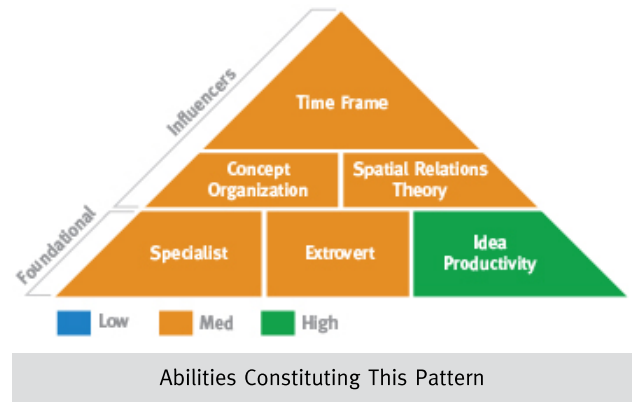
[Fitness Trainers & Aerobics Instructors](#)

Sales and Related

[Advertising Sales Agents](#)
[Real Estate Sales Agents](#)
[Sales Agents, Financial Services](#)
[Sales Agents, Securities & Commodities](#)
[Sales Representatives, Wholesale & Mfg](#)

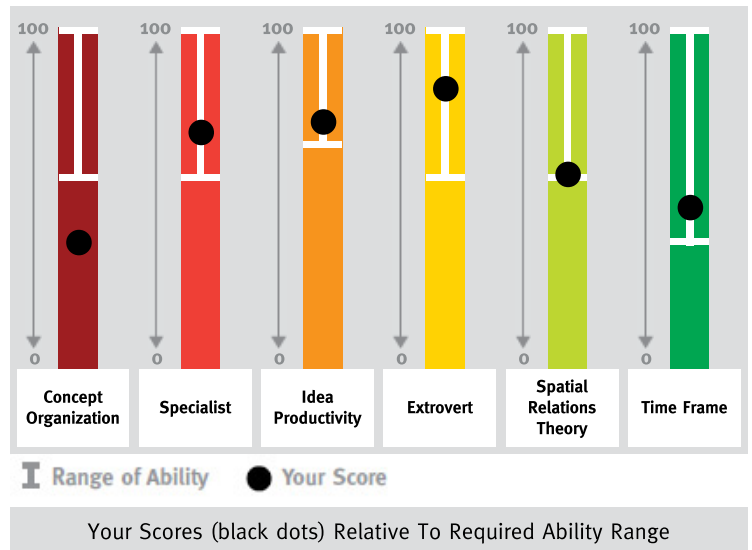
Initiating - Pursuing

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



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

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Initiating - Pursuing

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

Arts, Design, Entertainment, Sports, Media

[Actor](#)

[Public Relations Specialist](#)

Business and Financial Operations

[Agent & Business Manager](#)

[Fundraiser](#)

Legal

[Lawyer](#)

Management

[Advertising & Promotions Mgr](#)

[Education Administrator](#)

[Legislator](#)

[Marketing Manager](#)

Sales and Related

[Advertising Sales Agent](#)

[Insurance Sales](#)

[Real Estate Broker](#)

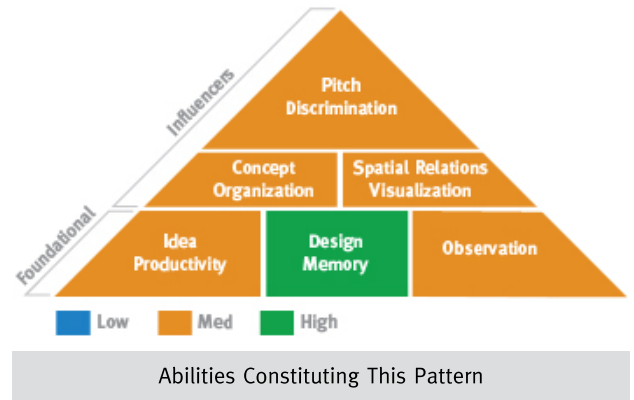
[Real Estate Sales Agent](#)

[Sales Rep, Wholesale & Mfg](#)

[Solar Sales Representative](#)

Creating - Visual Media

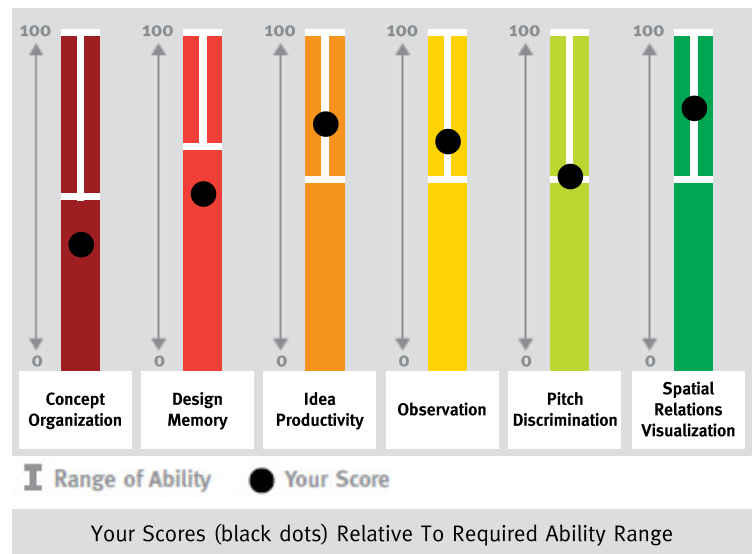
This pattern combines rich idea generation (Idea Productivity) and Analytical Problem Solving (Concept Organization) with powerful Visual abilities (Design Memory, Observation) and a general heightened sensitivity (Pitch Discrimination) in the tangible world (Spatial Relations Visualization). The core of this combination is visual creativity, the combination of Design Memory, Observation and Idea Productivity. In our highly visual world, there is a constant need for new and creative ideas. Outside of the arts, industries everywhere require medium to high Idea Productivity and will reward its use generously. Brainstorming is a regular activity in media oriented industries, and Idea Productivity is one of the best abilities for a fast paced brainstorming session.



In addition to the visual abilities, the musical ability of Pitch Discrimination enhances sensitivity to and comfort with the key elements of media and design.

Concept Organization is the key ability in writing, planning and communication, and provides an advantage in writing copy, planning campaigns, and most importantly communicating any ideas in a logical and clear manner. Although advertising is an abstract and conceptual industry, every project has a tangible outcome that will greatly appeal to a person with Spatial Visualization.

A Specialist orientation, while not necessary, is often rewarded in creative careers as clients are often seeking new, unique, and distinctive ideas to communicate individuality. The clients want to set themselves apart from the herd of competitors, and need a specialist to look beyond the norm to achieve the competitive edge. A Generalist orientation can be helpful in creative industries as an account executive or in managing a team of Specialists.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Creating - Visual Media

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

Architecture and Engineering

[Mapping Technicians](#)

Arts, Design, Entertainment, Sports, Media

[Art Director](#)

[Choreographer](#)

[Commercial & Ind. Designer](#)

[Fashion Designer](#)

[Film & Video Editor](#)

[Fine Artist](#)

[Floral Designers](#)

[Graphic Designer](#)

[Interior Designer](#)

[Multimedia Artists & Animators](#)

[Music Composer & Arranger](#)

[Music Director](#)

[Set and Exhibit Designer](#)

[Sound Engineer Technician](#)

[Talent Directors](#)

[Technical Directors/Managers](#)

Computer and Mathematical

[Telecommunications Engineering](#)

[Video Game Designer](#)

[Web Developer](#)

Education, Training, and Library

[Art, Drama, Music Teacher](#)

[Communications Teachers](#)

[Curator](#)

[Instructional Designer](#)

Healthcare Practitioners and Technical

[Art Therapists](#)

[Music Therapists](#)

Management

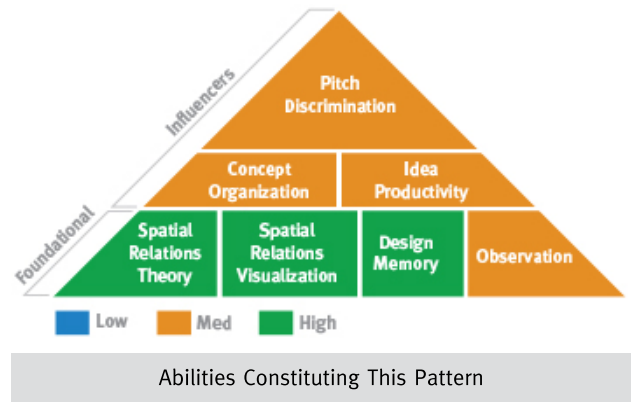
[Advertising](#)

Production

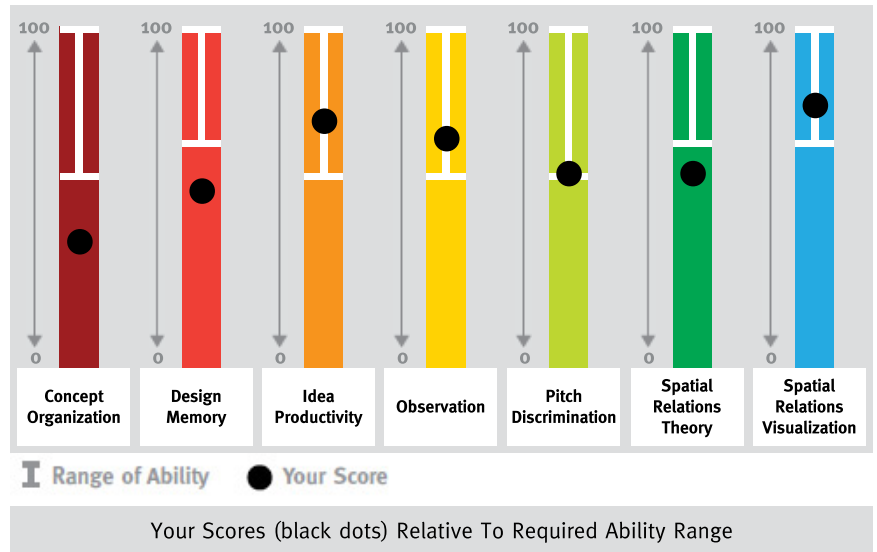
[Jewelers](#)

Engineering - Technical Design

This pattern combines an Analytical Problem Solving style (Concept Organization) with Spatial abilities (Spatial Relations Theory and Visualization), a heightened sensory awareness (Pitch Discrimination) and powerful Visual abilities (Design Memory, Observation). Concept Organization, the most fundamental ability required for science and research plays a prominent role in this pattern; it helps in the communication of ideas to others in papers or books. In order to be successful using this ability pattern it is important to develop an area of technical or design expertise. The most efficient way to do this is through school, formalized training, or specialized training. Sometimes, instead of heading down a traditional engineering route, people with this ability pattern will choose engineering technologies, which tend to be more hands on and concrete in their applications.



This unique combination of relative strength in Design, Observation, Idea Productivity, as well as Pitch Discrimination really point to a specialization in the design sector of engineering or technical design, or the visual careers in medicine like radiology or biomedical engineering. Use your interests to guide you. Some people with this ability pattern are drawn to very concrete, tangible work. Others are interested in the intangibles, such as why people use a product in a certain way. Being able to articulate what you like to think about will help you to settle into a career that will bring you the most satisfaction.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Engineering - Technical Design

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

Architecture and Engineering

[Architectural Drafter](#)

[Aerospace Engineering Technicians](#)

[Automotive Engineers](#)

[Biomedical Engineer](#)

[Computer Hardware Engineer](#)

[Electrical Engineer](#)

[Electronical Drafter](#)

[Industrial Engineers](#)

[Landscape Architect](#)

[Manufacturing Engineers](#)

[Marine Architect](#)

[Mechanical Engineer](#)

[Microsystems Engineers](#)

[Robotics Engineers](#)

[Solar Energy Systems Engineers](#)

[Wind Energy Engineers](#)

[Civil Engineer](#)

[Electrical Engineering Technicians](#)

[Electro-Mechanical Technicians](#)

[Industrial Safety & Health Engineers](#)

[Mapping Technician](#)

[Mechanical Drafter](#)

[Nanosystems Engineers](#)

[Nuclear Engineers](#)

[Petroleum Engineers](#)

[Photonics Engineers](#)

[Transportation Engineers](#)

[Water/Wastewater Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Sound Engineering Technicians](#)

Computer and Mathematical

[Computer Network Architect](#)

[Computer Systems Engineer Architect](#)

[Software Developers, Applications](#)

[Video Game Designer](#)

[Web Developer](#)

[Database Architect](#)

[Software Developers](#)

[Software Quality Assurance Engineers](#)

[Telecommunications Engineering Spec.](#)

Healthcare Practitioners and Technical

[Magnetic Resonance Imaging Tech](#)

[Radiologist](#)

[Diagnostic Medical Sonographer](#)

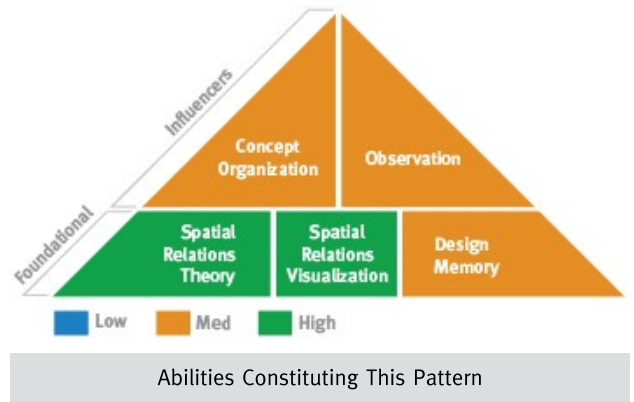
[Physical Therapist](#)

Production

[Photographic Lab Technician](#)

Engineering - Technical

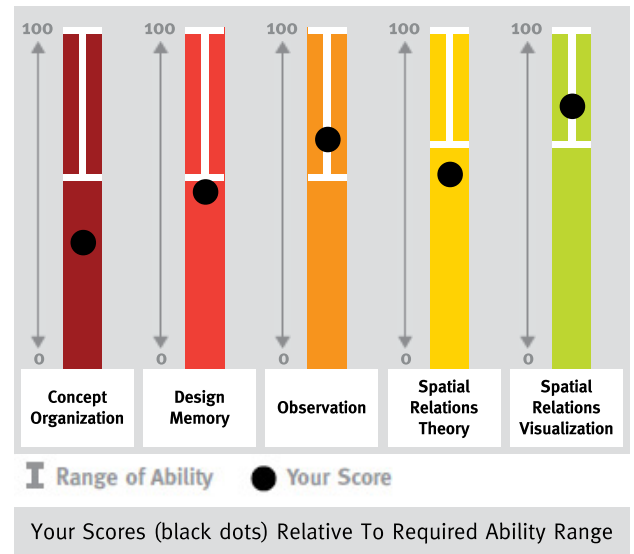
This pattern combines the Analytical Problem Solving style (Concept Organization) with structural or Engineering Spatial Abilities (Spatial Relations Theory and Visualization) and strong Visual abilities (Design Memory, Observation). The spatial abilities are the basic technical abilities. The other abilities support the engineering and technical areas. Specifically, Design Memory is very important to many areas of engineering, design, and architecture. And Concept Organization is the most fundamental ability required for science and research. Concept Organization can also help in communicating your ideas to others in papers, websites, or journals.



Many people with these strong Spatial Relations abilities choose to work in career fields that produce a tangible product. However, this pattern also supports work in more abstract fields such as computer science and game design. Computer programming and system design are other careers to investigate for their strong abstract component.

Review your personal style characteristics for clues about work roles that might be more suited to your natural style. If you are more of a Specialist, you may be interested in conducting in-depth research or providing expertise to a group or team. If you are more of a Generalist, group dynamics and collaboration will be more important to you, especially if you have a preference for Extroversion.

Spending some time job shadowing might influence your thinking about the kind of work environment that is most comfortable for you. Generally people with high interest in communication with others will be very comfortable in a work environment that has few barriers to communication such as walls or office doors. If you tend to be more Introverted, and have a desire to focus on the task at hand, a big noisy workroom with constant interaction might be very frustrating for you.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Engineering - Technical

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

Architecture and Engineering

[Aerospace Engineers](#)
[Agricultural Engineers](#)
[Architect](#)
[Architectural Drafter](#)
[Civil Drafter](#)
[Civil Engineers](#)
[Computer Hardware Engineer](#)
[Electo-Mechanical Technician](#)
[Electrical Engineer](#)
[Electronics Engineer](#)
[Energy Engineers](#)
[Environmental Engineer](#)
[Ergonomists](#)
[Fire-Prevention Protection Engineers](#)
[Industrial Engineer](#)
[Landscape Architect](#)
[Mechanical Drafter](#)
[Mechanical Engineer](#)
[Mining & Geological Engineer](#)

[Nuclear Engineer](#)
[Product Safety Engineers](#)
[Robotics Engineer](#)
[Robotics Technician](#)
[Surveyors](#)

Arts, Design, Entertainment, Sports, Media

[Commercial & Industrial Designer](#)
[Directors-Motion Pictures](#)
[Sound Engineering Technician](#)
[Videographers](#)

Business and Financial Operations

[Government Property Inspectors](#)
[Logistics Engineers](#)
[Security Management Specialists](#)

Computer and Mathematical

[Computer Information Research](#)
[Computer Systems Analyst](#)
[Geographic Information Technicians](#)
[Geospatial Information Scientist](#)
[Video & Game Designer](#)

Construction and Extraction

[Solar Energy Installation Managers](#)

Education, Training, and Library

[Curators](#)

Healthcare Practitioners and Technical

[Clinical Laboratory Technologists](#)
[Radiologist](#)

Installation, Maintenance, and Repair

[Avionics Technicians](#)

Life, Physical, and Social Science

[Archeologist](#)
[Biological Technicians](#)
[Food Scientists, Technologists](#)
[Foresters](#)
[Geographers](#)
[Geoscientist](#)
[Hydrologist](#)
[Precision Agriculture Technicians](#)
[Remote Sensing Technicians](#)
[Urban and Regional Planners](#)

Management

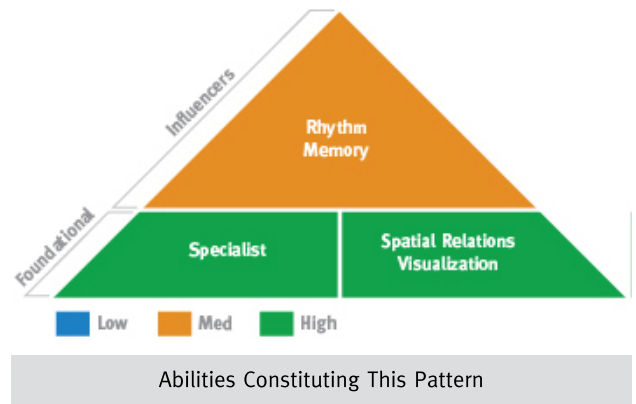
[Architect & Engineering Manager](#)
[Biofuels Technology Managers](#)

Protective Service

[Fire Investigators](#)

Specializing - Hands-on

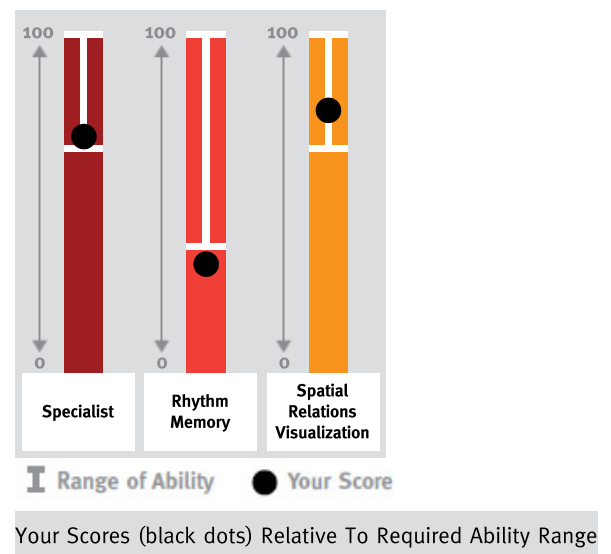
The combination of physical activity (Rhythm Memory), working with tangible items or concrete facts (Spatial Relations Visualization) and the personal style of a Specialist points to the basic pattern of Specializing-Hands-on. People with this pattern find outlets on and off the job and can include leisure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



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

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

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Specializing - Hands-on

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

Architecture and Engineering

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

Arts, Design, Entertainment, Sports, Media

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

Construction and Extraction

[Construction Carpenter](#)
[Plumber](#)
[Weatherization Installers & Techs](#)

Education, Training, and Library

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

Farming, Fishing, and Forestry

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

Food Preparation and Serving Related

[Chef](#)

Healthcare Practitioners and Technical

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

Healthcare Support

[Massage Therapists](#)

Installation, Maintenance, and Repair

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

[Telecommunications Equip. Installers](#)

Life, Physical, and Social Science

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

Management

[Emergency Management Directors](#)

Personal Care and Service

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

Production

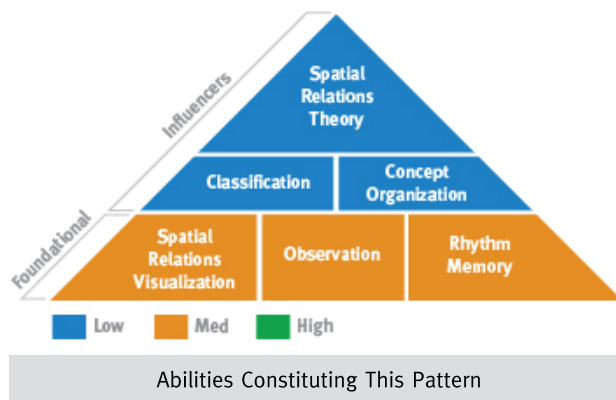
[Biomass Plant Technicians](#)
[Cabinet Maker](#)
[Dental Laboratory Technician](#)
[Electrical Equip. Assemblers](#)
[Gem & Diamond Workers](#)
[Machinist](#)

Transportation and Material Moving

[Automotive Service Attendants](#)

Technical - Hands-on

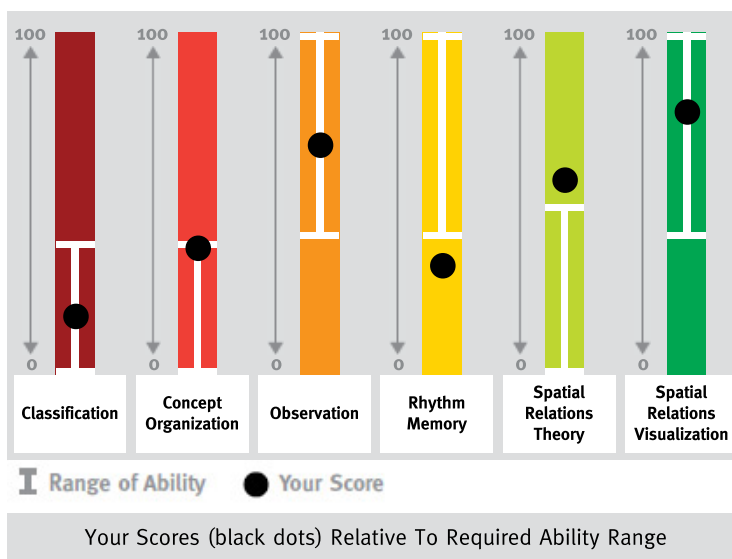
This pattern combines a Pragmatic Problem Solving style (lower Classification and Concept Organization) with stronger physical and hands-on abilities (Rhythm Memory, Spatial Relations Visualization) and the capacity to notice visual details (Observation). If Verbal Memory is relatively low, traditional academic settings are likely challenging and take extra effort to do well in. Instead, capitalizing on more experiential or pragmatic abilities is key. If you choose to pursue a career path that does not require advanced formal education, success will likely result from apprenticeships or technical training. If you choose to pursue a career path where more formal education is required, choose an institution where experiential and directed learning is promoted. Experiential learning is the key to your advancement in any educational setting or industry.



As you think about your past experiences, you may notice that you are naturally drawn to tasks which are hands-on and tangible, rather than idea-oriented or abstract. This is your Spatial Relations Visualization ability at work. In addition, Rhythm Memory and Observation make you a natural in work roles requiring physical movement and making adjustments based on what you see. As a person whose abilities line up with the Technical- Hands-on pattern, you can benefit from relying on your innate ability to see and manipulate physical objects. You will be more comfortable thinking about how work will be completed, and what you will need to complete it, rather than focusing on why it needs to be done.

People with the combination of abilities typically work best when they follow a set of guidelines and have structure in their work. Having to make things up as they go, or facing new or complex tasks to analyze and complete on a regular basis can feel stressful. The key to success for those with this pattern is learning new tasks and responsibilities through on-the-job training and hands-on experience rather than reading a manual or listening to a lecture.

If you are a Generalist with at least mid-range Extroversion, you are well-suited to work on a team in your chosen field, and may make an excellent team leader. If you are a Specialist with mid-to-strong Introversion, you will be more concerned with your individual work and will want to contribute your abilities as an expert.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Technical - Hands-on

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

Architecture and Engineering

[Automotive Engineering Technicians](#)

Construction and Extraction

[Construction Supervisor](#)

[Electrician](#)

[Plumber](#)

[Weatherization Technician](#)

Education, Training, and Library

[Career Tech Education Teacher](#)

[Vocational Ed Teacher](#)

Healthcare Practitioners and Technical

[Magnetic Resonance Imaging Tech](#)

[Pharmacy Technician](#)

[Radiologic Technologist](#)

[Veterinary Technician](#)

Healthcare Support

[Veterinary Assistant & Technician](#)

Installation, Maintenance, and Repair

[Aircraft Mechanic](#)

[Automotive Body & Related Repairers](#)

[Automotive Specialty Technician](#)

[Computer Machine Repairers](#)

[Heating & Air Conditioning Installer](#)

[Home Entertainment Installer](#)

[Medical Equipment Repairer](#)

[Farm Equipment Mechanics](#)

[Maintenance & Repair Worker](#)

[Motorcycle Mechanic](#)

[Radio Mechanic](#)

[Refrigeration Technician](#)

[Wind Turbine Service Technician](#)

Life, Physical, and Social Science

[Food Science Technician](#)

[Remote Sensing Technician](#)

Management

[General & Operations Managers](#)

[Construction Manager](#)

[Storage & Distribution Manager](#)

Office and Administrative Support

[Computer Technician](#)

Personal Care and Service

[Hairdresser, Cosmetologist](#)

Production

[Photo Lab Technician](#)

[Prepress Technician](#)

Sales and Related

[Sales Rep Wholesale & Mfg](#)

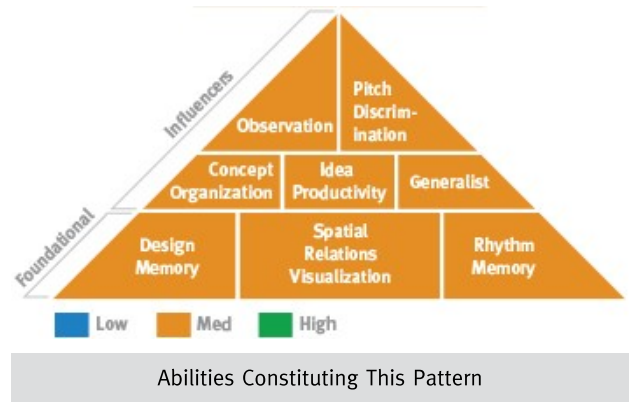
Transportation and Material Moving

[Automotive Service Attendants](#)

[Crane & Tower Operators](#)

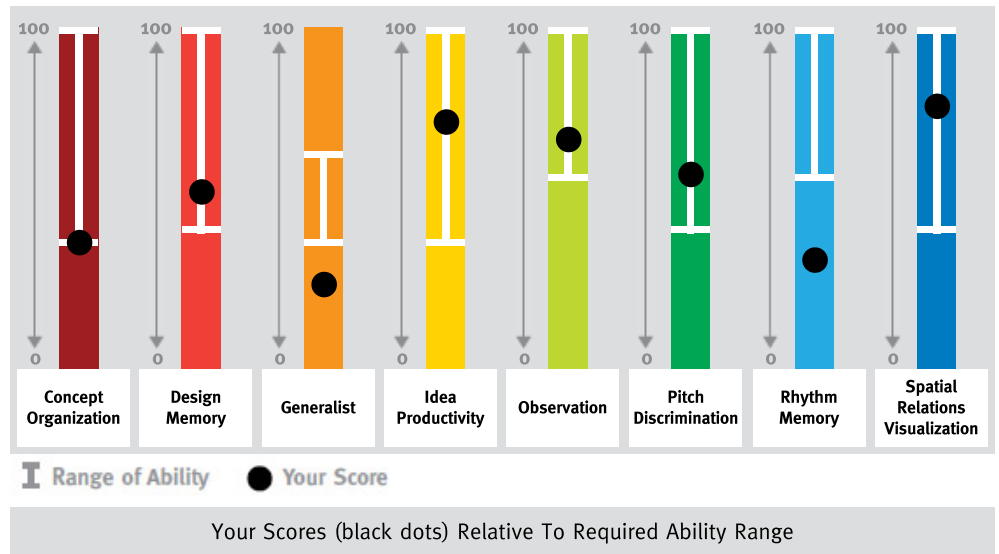
Motivating - Physical

This pattern combines the personal style of a blended Generalist/Specialist with idea-rich planning (Idea Productivity, Concept Organization) and relatively strong Visual abilities (Design Memory, Observation) in the physical, sensory and hands-on world (Rhythm Memory, Pitch Discrimination, Spatial Relations Visualization). Those with a Motivating- Physical pattern are able to develop and/or communicate a flexible plan of action that requires physical energy. Based on what they see and sense, they can modify plans on the spot using Idea Productivity. A mid-range generalist-specialist orientation allows for flexibility in translating specialized information to less knowledgeable participants.



People with this combination of abilities will like to pursue goals by motivating others to achieve. As a physical motivator, you prefer an applied relationship with clients rather than a theoretical or abstract one. This means that focusing on how to change a client’s motivation and helping to implement that change feels more important than theorizing why a client needs motivation.

Other abilities, as well as your interest, will help determine the areas you wish to pursue. If you have moderate to high visual abilities (Design Memory and Observation), you may wish to consider hands-on careers in fields that motivate or help people in expressive ways. If you are stronger in Idea Productivity you may want to teach school, especially in the lower grades where there is more physical movement. Moderate to high scores in Pitch Discrimination could provide the discriminatory senses that are necessary in fields that are more auditory or sensory-oriented such as occupational therapy or physical training.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Motivating - Physical

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

Arts, Design, Entertainment, Sports, Media

[Athletic & Sports Competitor](#)

[Coaches & Scouts](#)

Community and Social Service

[Rehabilitation Counselors](#)

Education, Training, and Library

[Elementary School Teacher](#)

[Instructional Coordinators](#)

[Kindergarten Teacher](#)

[Middle School Teachers](#)

[Preschool Teachers](#)

[Recreation and Fitness](#)

[Teacher Assistants](#)

[Vocational Education Teachers](#)

Farming, Fishing, and Forestry

[Nursery Workers](#)

Healthcare Practitioners and Technical

[Athletic Trainers](#)

[Critical Care Nurses](#)

[Exercise Physiologists](#)

[Midwives](#)

[Nurse Midwives](#)

[Occupational Therapists](#)

[Physical Therapist](#)

[Recreational Therapists](#)

[Respiratory Therapists](#)

Healthcare Support

[Massage Therapists](#)

[Occupational Therapy Assts](#)

Management

[Fitness & Wellness Coordinators](#)

[Preschool & Childcare Center](#)

Personal Care and Service

[Childcare Workers](#)

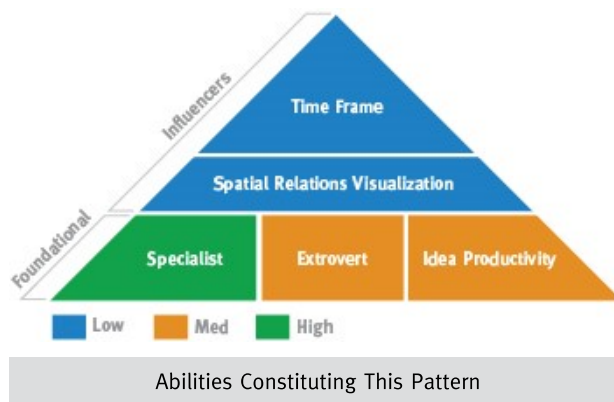
[Fitness Trainers & Instructors](#)

Protective Service

[Lifeguards & Other Service worker](#)

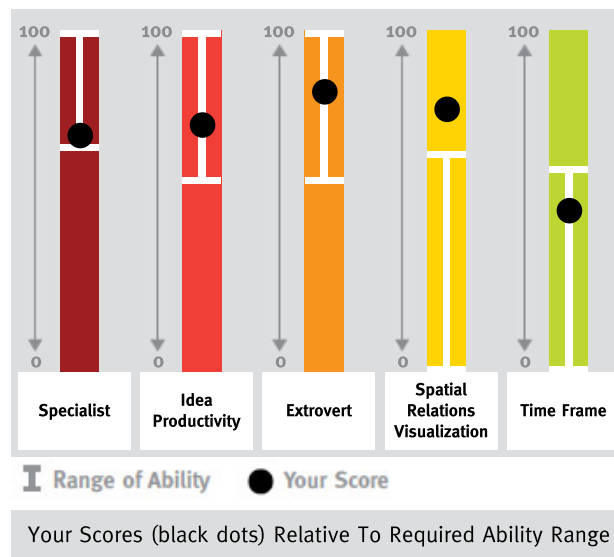
Selling - Specialized

This pattern combines the Detailed Communicator Personal Style (Specialist, Extrovert) with rich idea generation (Idea Productivity) within the intangible world (lower Spatial Relations Visualization) and within a timeframe of no longer than 5 years (Timeframe Orientation). People with this combination enjoy autonomy and independence as well as connecting with people.



Specialists are typically more comfortable when focusing on products within a narrow or specialized scope requiring in-depth product knowledge. For example, a medical salesperson needs to know an extensive amount about their specific product and all of its possible uses as opposed to a clothing supplies salesperson that may have hundreds of products to sell. You are a self-starter who is motivated by having a task and the freedom to do it your way. Your Extroversion enables you to easily connect with others and stay on track. A Timeframe Orientation that extends up to 5 years is helpful to people with this pattern because the sales cycle can be lengthy. In addition, success is often based on developing relationships with customers over a period of time.

Idea Productivity enhances positions requiring “sales”, whether it is selling ideas or tangible products. Even mid-range Idea Productivity demands to be used. Most roles in organizations do not require a high level of it. One exception is a role that requires a direct response to people’s needs and then finding different ways to convince others of a solution. Think of selling in this broad context. Any time you listen to someone’s needs, come up with alternative ideas, articulate those ideas so they are understood, and successfully change their minds, you are using this complex group of abilities. You have persuaded them to agree with your assessment and accept your solution, which means you have sold them.



The lower your Spatial Relations Visualization ability, the better you may function in advising, consulting, and counseling roles where there is a premium placed on intangibles. The more mid-range your ability, the easier it is to facilitate understanding between those who relate best to the tangible world and those who relate best to the intangible world.

See next page for CAREERS TO EXPLORE.

Careers to Explore for Selling - Specialized

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

Business and Financial Operations

[Agent, Business Manager](#)

[Credit Counselor](#)

[Fundraiser](#)

[Loan Counselor](#)

[Personal Financial Advisor](#)

[Insurance Sales Agent](#)

[Real Estate Sales Agent](#)

[Sales Agent, Financial Services](#)

[Sales Engineer](#)

[Sales Mgr, Technical & Scientific](#)

[Sales Rep, Wholesale & Mfg](#)

[Solar Sales Representative](#)

Healthcare Practitioners and Technical

[Medical & Clinical Laboratory Technicians](#)

Management

[Public Relations](#)

Production

[Medical Appliance Technicians](#)

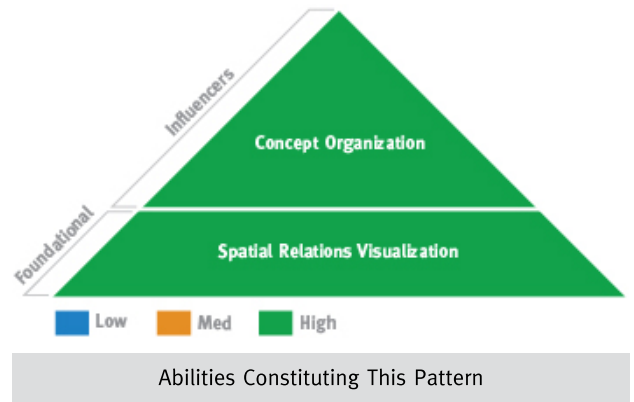
Sales and Related

[Advertising Sales](#)

[Demonstrators & Public Promoter](#)

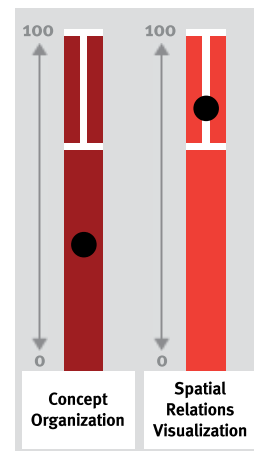
Planning - Hands-on

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



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

With your combination of strong abilities, you will in all likelihood be most satisfied and happy when you are using them regularly. This combination of driving abilities is seen quite often in work roles requiring the anticipation of consequences in the 3-D world. Responsibilities can include planning, communicating/explaining, analyzing, and creating processes. Use your knowledge of your personal style such as your Generalist/Specialist and Extrovert/Introvert nature to guide you to your specific work roles.



See next page for CAREERS TO EXPLORE.

Your Scores (black dots) Relative To Required Ability Range

Careers to Explore for Planning - Hands-on

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

Architecture and Engineering

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

Arts, Design, Entertainment, Sports, Media

[Interior Designers](#)

Business and Financial Operations

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

Computer and Mathematical

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

Construction and Extraction

[Solar Photovoltaic Installers](#)

Education, Training, and Library

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

Farming, Fishing, and Forestry

[Agricultural Inspectors](#)

Healthcare Practitioners and Technical

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

Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)

Life, Physical, and Social Science

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

Production

[Multiple Machine Tool Setters](#)

Protective Service

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

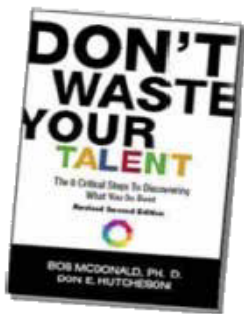
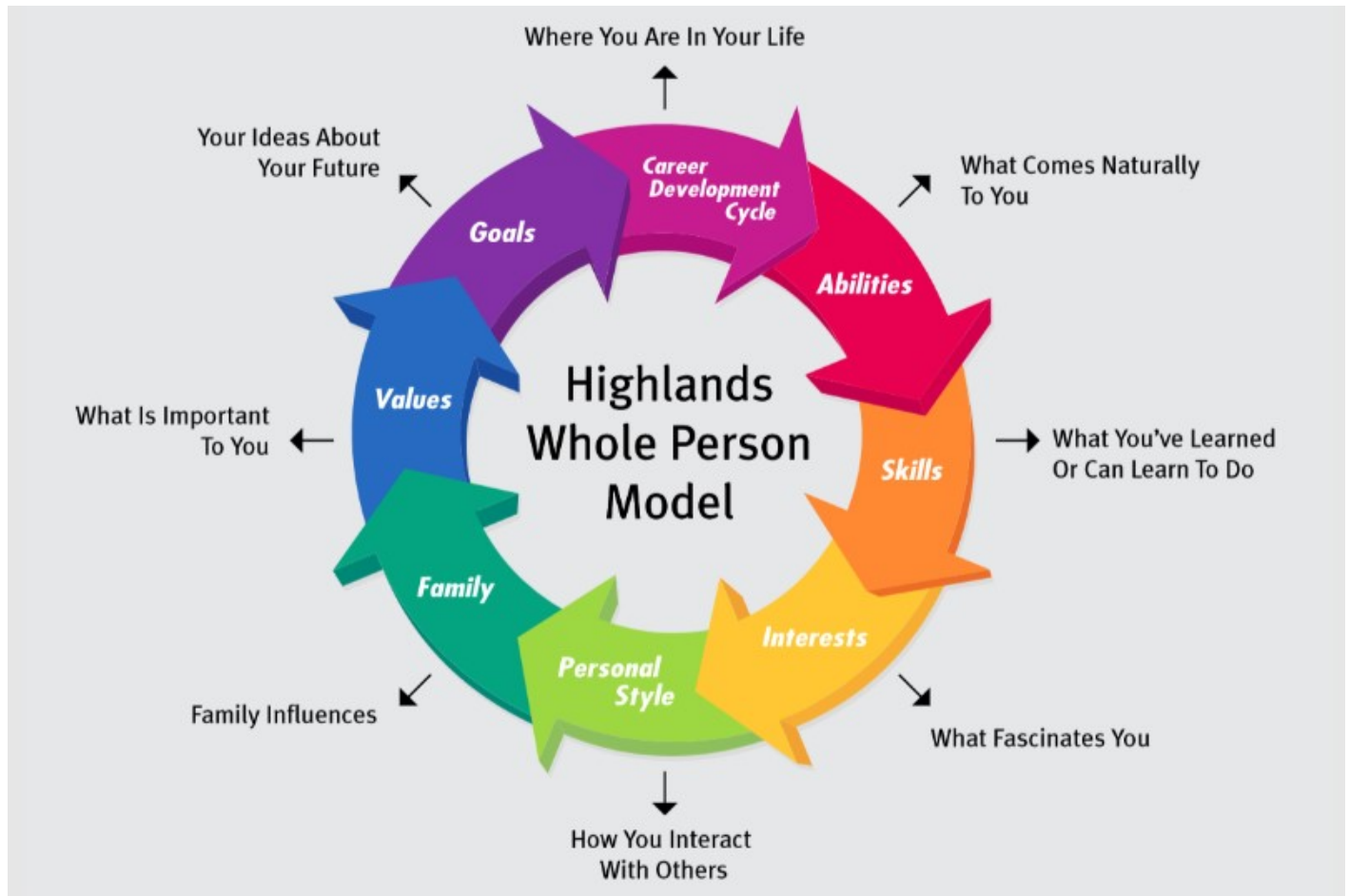
Transportation and Material Moving

[Flight Attendants](#)

VIII. Next Steps

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

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



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

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

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

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

Consult Your Highlands Affiliate

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

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

Explore Your Interests

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

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

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

Seek Out Experiences Or Talk To People With Experience

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

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

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

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

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

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

CREDITS

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