



Do What
You Do
Best

Customized Career Exploration Report

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Highlands Career Exploration Supplement

Prepared for
Michael Burns

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 | V. How You Learn |
| II. Your Personal Style | VI. Vocabulary |
| III. Your Reasoning Abilities | VII. Exploring Occupations & Careers |
| IV. Your Specialized Abilities | VIII. Next Steps |

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

I. Your Ability Profile

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

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

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

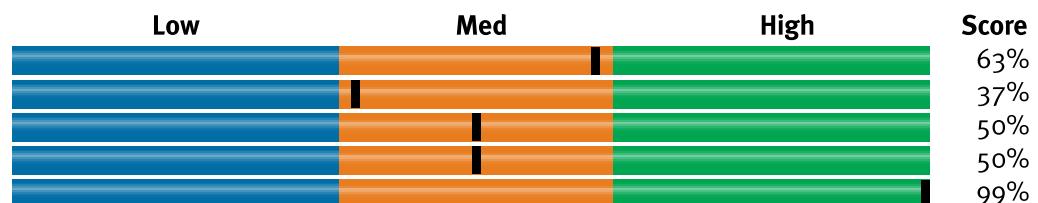


Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations

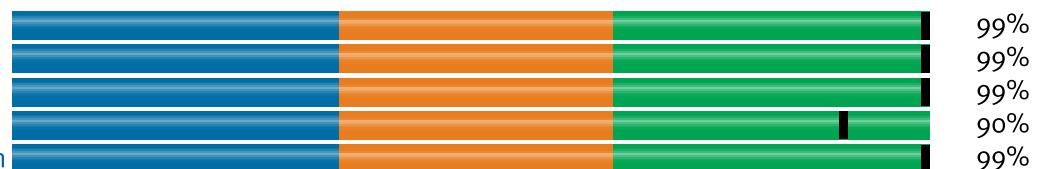
Personal Style

- [Generalist](#)
- [Specialist](#)
- [Extrovert](#)
- [Introvert](#)
- [Time Frame](#)



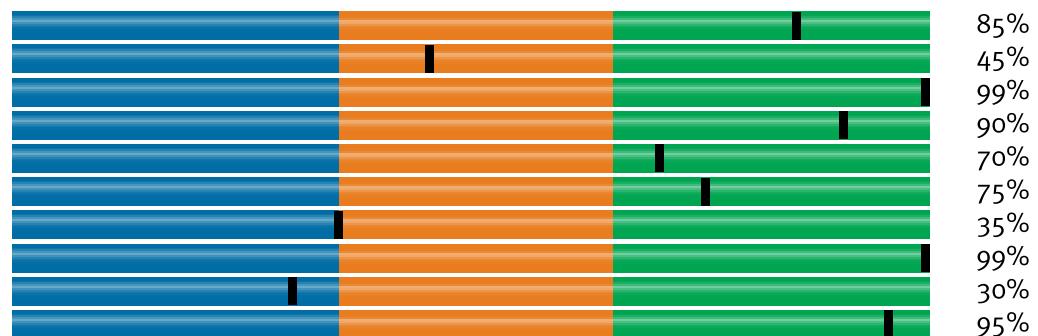
Driving Abilities

- [Classification](#)
- [Concept Organization](#)
- [Idea Productivity](#)
- [Spatial Relations Theory](#)
- [Spatial Relations Visualization](#)



Specialized Abilities

- [Design Memory](#)
- [Observation](#)
- [Verbal Memory](#)
- [Tonal Memory](#)
- [Rhythm Memory](#)
- [Pitch Discrimination](#)
- [Number Memory](#)
- [Visual Speed](#)
- [Visual Accuracy](#)
- Typing Speed



Vocabulary

- [General Vocabulary](#)



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



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

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

III. Your Reasoning Abilities

Problem Solving (Convergent Reasoning)

Consultative

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



Complex problem solving and the opportunity for implementation and monitoring of solutions are significant motivations for you. Delegation of duties in a group setting is an important tool for you to embrace since you maybe more attuned to the advisory function than with carrying out the details of implementation. Examples of work roles include various forms of counseling, consultative work in your area of expertise (law, medicine, accounting, teaching, construction, etc.) financial advising, working with people and businesses in crisis.

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

Spatial Creating/Engineering

Your strong SRT and strong SRV indicate you are naturally able to engineer or create using spatial reasoning in the physical world. You relate well to both the world of spatial concepts and to the physical (concrete) or structural world that results from implementation of those concepts. You work best when concepts and systems can be reduced to concrete examples. In simple terms, you want to know, and can understand, both the “why” and the “how” of space, allowing you to design and build and to trouble-shoot and solve structural problems as they arise.

You are more likely to enjoy working with things you can physically touch (building materials, art supplies, life sciences) or concrete facts (measurements, mathematical rules). You may also enjoy understanding the usefulness of tangible things to others.



IV. Your Specialized Abilities

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

Significant Visual Influences. Visual abilities include Design Memory and Observation. Your combination of scores indicates your visual abilities significantly influence you. You will likely feel productive in work roles that include visual tasks emphasizing the stronger of your two abilities. This may include work roles related to design and layout and/or attentiveness to visual details or cues.

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

Robust 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 **strong** natural ability to learn a foreign language. The combination of using books and hearing the language being spoken can facilitate your learning of other languages and using them when involved in international business transactions or interpersonal relationship building.

Influential 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 a visual image), 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 **strong** natural artistic/creative orientation and you will want to choose work roles and other activities that allow you to express your creative side.

V. How You Learn

<p>Learning By Reading</p> <p>Verbal Memory</p> <table border="1"> <tr> <td>Low</td> <td>Med</td> <td>High</td> </tr> </table>  <p>99%</p>	Low	Med	High	<ul style="list-style-type: none"> • Reading is a very important tool for learning • Utilize text books, magazines, newspapers, internet sites, texts, and social media for learning • Encourage others to communicate with you in writing • Put your thoughts, questions and requests in writing • Work constantly to expand your vocabulary
Low	Med	High		
<p>Learning By Listening</p> <p>Tonal Memory</p> <table border="1"> <tr> <td>Low</td> <td>Med</td> <td>High</td> </tr> </table>  <p>90%</p>	Low	Med	High	<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
Low	Med	High		
<p>Image Learning</p> <p>Design Memory</p> <table border="1"> <tr> <td>Low</td> <td>Med</td> <td>High</td> </tr> </table>  <p>85%</p>	Low	Med	High	<ul style="list-style-type: none"> • Incorporating graphic elements into the information you study is a strong learning tool • You may work comfortably with visual materials such as plans, maps, designs • Use visual presentation software, graphs, maps, and charts in communicating with others • Use show.and.tell when introducing a new topic or project • Use graphics to communicate with others while allowing for other learning styles
Low	Med	High		
<p>Kinesthetic Learning</p> <p>Rhythm Memory</p> <table border="1"> <tr> <td>Low</td> <td>Med</td> <td>High</td> </tr> </table>  <p>70%</p>	Low	Med	High	<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
Low	Med	High		
<p>Learning Numbers</p> <p>Number Memory</p> <table border="1"> <tr> <td>Low</td> <td>Med</td> <td>High</td> </tr> </table>  <p>35%</p>	Low	Med	High	<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
Low	Med	High		

VI. Vocabulary

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

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

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

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

VII. Use Your Abilities to Explore or Change Your Career

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

For Career Explorers

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

[Smart Start](#)

For Experienced Career Changers

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

[Ready for Change](#)

For Personal Vision Coaching

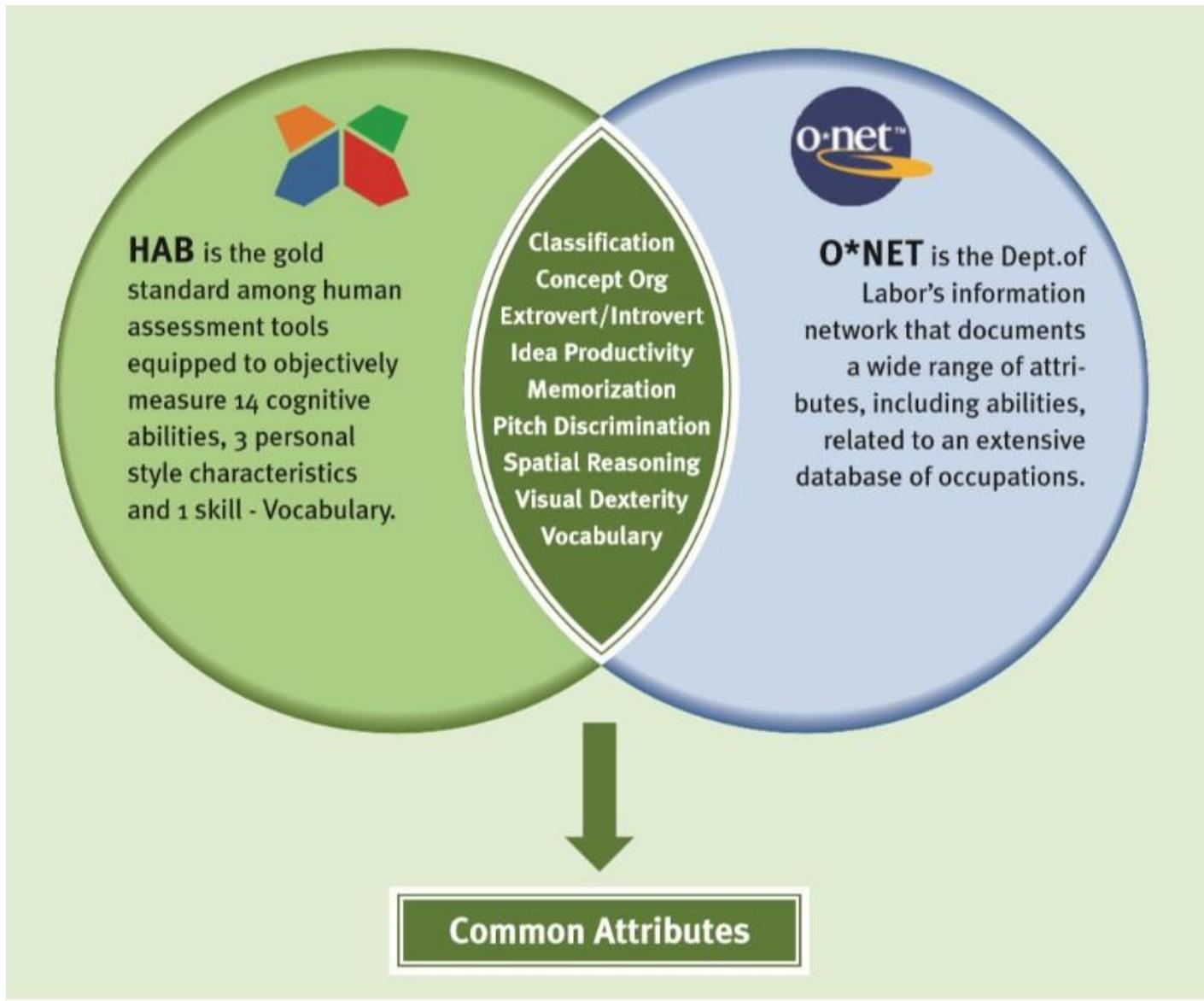
If you're ready to take a deep dive into our Whole Person approach to career and life decision-making, consider working with one of our highly trained Highlands Certified Consultants to explore the other seven essential factors that make up the whole person. Factors such as skills, interests, personal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

[Your Whole Self](#)



Interactive HAB –O*NET Career Exploration Tool

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



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

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

Job Family	Job Family
 <h1>O*NET OnLine</h1>	 <p>Build your future with O*NET OnLine.</p> <p>Welcome to your tool for career exploration and job analysis!</p> <p>O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!</p> <p>What is O*NET?</p>

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

[Automation Engineer](#)
[Manufacturing Engineers](#)
[Chemical Engineers](#)
[Civil Engineers](#)
[Industrial Safety, Health Engineers](#)
[Nanosystems Engineers](#)
[Robotics, Automation Engineers](#)
[Manufacturing Engineering Technologists](#)
[Marine Engineers](#)
[Biomedical Engineers](#)
[Mining, Geological Engineers](#)
[Marine Architects](#)
[Architects](#)
[Automotive Engineers](#)
[Mechanical Engineers](#)
[Biochemical Engineers](#)
[Water/Wastewater Engineers](#)
[Microsystems Engineers](#)

Computer and Mathematical

[Mathematicians](#)

Healthcare Practitioners and Technical
[Surgeons](#)
[Nuclear Medicine Physicians](#)
[Neurologists](#)
[Ophthalmologists](#)
[Pathologists](#)
[Preventive Medicine Physicians](#)
[Hospitalists](#)
[Internists, General](#)
[Oral, Maxillofacial Surgeons](#)
[Radiologists](#)
[Dentists, General](#)
[Physical Rehabilitation Physicians](#)
[Naturopathic Physicians](#)

Life, Physical, and Social Science

[Biochemists, Biophysicists](#)

[Microbiologists](#)
[Bioinformatics Scientists](#)
[Astronomers](#)
[Epidemiologists](#)
[Medical Scientists](#)
[Neuropsychologists](#)
[Molecular, Cellular Biologists](#)
[Biologists, Marine Biologists](#)
[Physicists](#)
[Forensic Science Technicians](#)
[Chemists](#)
[Hydrologists](#)
[Archeologists](#)
[Geneticists](#)
[Anthropologists](#)

Management

[Chief Executives](#)
[Architectural, Engineering Managers](#)

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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

Troubleshooting - Structural Diagnostic

Structural Generalist

Problem Solving - Hands-on Consultative

Problem Solving - Hands-on Diagnostic

Planning - Hands-on

Troubleshooting - Hands-on

Sensing - Creative

Problem Solving - Science/Medical

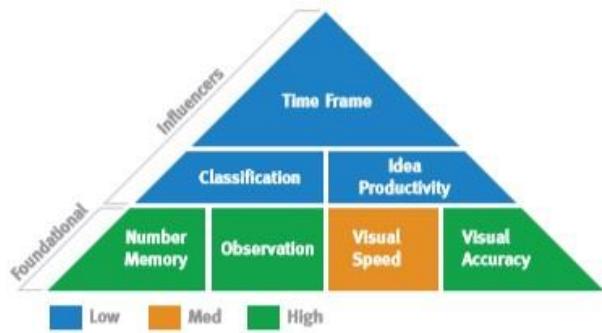
Engineering - Technical Design

Engineering - Technical

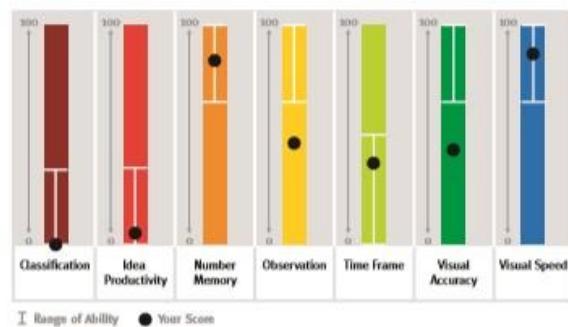
[Click Each Pattern Online for Full Description](#)

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

Click on each Pattern to see a:



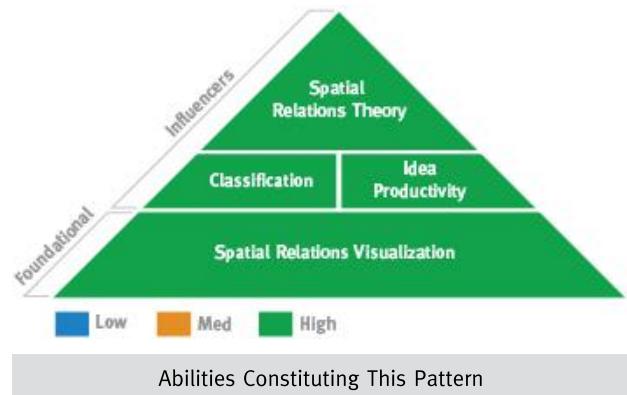
Visual Formula of this Pattern.



Score Graph of your ability scores relative to the Pattern.

Troubleshooting - Structural Diagnostic

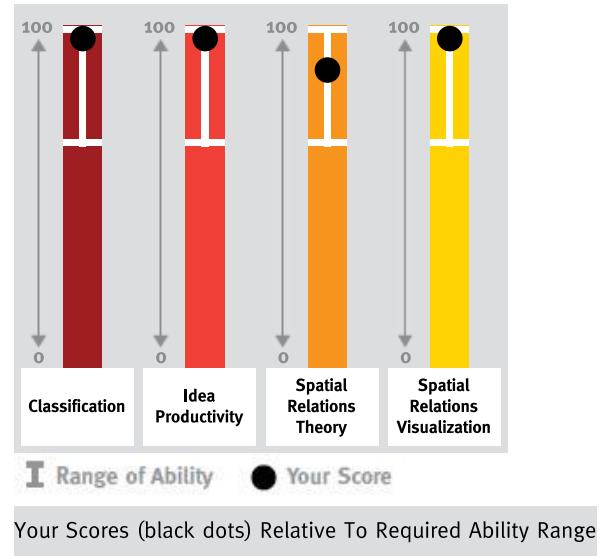
This pattern combines Diagnostic Problem Solving (Classification) and a rich flow of ideas (Idea Productivity) with the spatial abilities (Spatial Relations Visualization and Theory). The combination of several strong driving abilities means that people with this pattern have very powerful abilities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



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

Classification drives people with this pattern to solve problems quickly and well; communicating rationales or ideas to other people may present more of a problem. They often enjoy functioning in a problem solving, or troubleshooting role and thrive on having different types of problems to work on. People with this pattern often 'see' the answer much more quickly than others, and can feel impatient at times unless they consciously make allowances for other people's problem solving styles.

Idea Productivity can help with problem solving, since it allows you to come up with many possibilities, and also with communicating, since you are more easily able to think of different ways to 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.



Spatial Relations Theory reinforces Spatial Relations Visualization. It also allows people with this pattern to understand the interrelationships within systems and groups. You are able to enjoy thinking about the 'why' as well as the 'what' of a problem or situation in systems. This combination of driving abilities is seen quite often in people who operate in fast paced, high-pressure environments that require on the spot decisions, and a sense of certainty about them. Surgeons, engineers who manage large systems, and technicians who do frequent troubleshooting all use this pattern of abilities. In addition, it is often seen in test pilots, nuclear engineers, and people who must come into a troubled situation and 'take over' for a time.

Careers to Explore for Troubleshooting - Structural Diagnostic

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

Architecture and Engineering

- [Agricultural Engineers](#)
- [Biomedical Engineers](#)
- [Computer Hardware Engineers](#)
- [Electrical Engineers](#)
- [Electronics Engineering Technologists](#)
- [Electronics Engineers](#)
- [Energy Engineers](#)
- [Environmental Engineers](#)
- [Ergonomists](#)
- [Geodetic Surveyors](#)
- [Marine Architects](#)
- [Mechatronics Engineers](#)
- [Nuclear Engineers](#)
- [Robotics Technicians](#)
- [Solar Energy Systems Engineers](#)
- [Transportation Engineers](#)
- [Water/Wastewater Engineers](#)
- [Wind Energy Engineers](#)

Arts, Design, Entertainment, Sports, Media

- [Choreographers](#)

Commercial Industrial Designers

- [Multimedia Artists & Animators](#)
- [Set & Exhibit Designers](#)
- [Technical Directors/Managers](#)

Business and Financial Operations

- [Security Management Specialists](#)

Computer and Mathematical

- [Business Intelligence Analysts](#)
- [Computer Systems Analysts](#)
- [Geospatial Information Scientists](#)

Education, Training, and Library

- [Architecture Teachers](#)

Healthcare Practitioners and Technical

- [Allergists & Immunologists](#)
- [Emergency Medical Technicians](#)
- [Neurologists](#)
- [Oral and Maxillofacial Surgeons](#)
- [Orthodontists](#)
- [Orthotists & Prosthetists](#)
- [Podiatrists](#)
- [Radiologists](#)
- [Sports Medicine Physicians](#)
- [Surgeons](#)

Installation, Maintenance, and Repair

- [Automotive Master Mechanics](#)

Life, Physical, and Social Science

- [Biologists](#)
- [Food Scientists & Technologists](#)
- [Neuropsychologists](#)
- [Remote Sensing Technicians](#)
- [Soil and Plant Scientists](#)
- [Transportation Planners](#)

Management

- [Architectural, Engineering Managers](#)
- [Construction Managers](#)
- [Emergency Management Directors](#)
- [Geothermal Production Managers](#)

Office and Administrative Support

- [Bioinformatics Technicians](#)

Protective Service

- [Municipal Firefighters](#)

Transportation and Material Moving

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

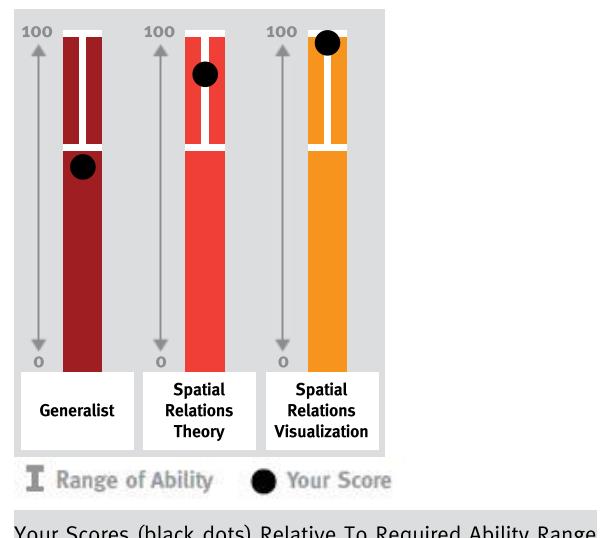
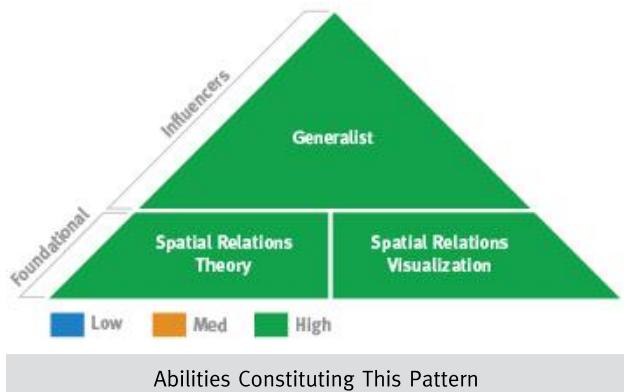
Structural Generalist

People with this pattern have strong Spatial Relations scores, often in both Theory and Visualization and are also Generalists. These basic technical abilities can be utilized in either abstract tasks such as computer programming, or concrete tasks such as engineering mechanics. You will be happiest and will use your abilities most effectively when you can perform a variety of functions and roles.

Many Structural Generalists know they are natural mechanics because they have been tinkering with machines all of their lives. If this is you, one area you might want to explore is military service where opportunities to use this ability pattern are plentiful. The military will most likely perform their own assessment to identify where these mechanical abilities would best be used. This assessment is called the ASVAB, an acronym used for the Armed Services Vocational Aptitude Battery.

Most people who are involved in science, technology or engineering normally become highly involved in one particular area and become an expert in their chosen field. A Generalist, in these same fields, might find greater satisfaction in conducting research as a team member over working individually. The combination of Generalist and high scores in Spatial Relations will pull you in two opposite directions; working with people versus working with things. You will discover that you must manage your own career to ensure a balance of these two. This can be achieved by working with a team within a “hands-on” company or by working in a small technical organization where teamwork is expected.

See next page for CAREERS TO EXPLORE.



Careers to Explore for Structural Generalist

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

Architecture and Engineering

[Human Factors Engineers](#)

Arts, Design, Entertainment, Sports, Media

[Editors](#)

[Technical Director](#)

Business and Financial Operations

[Government Property Inspectors](#)

Computer and Mathematical

[Information Tech Project Manager](#)

[Multimedia Developer](#)

[Network Systems Administrators](#)

Construction and Extraction

[Solar Energy Installation Mgrs](#)

Education, Training, and Library

[Engineering Teacher](#)

[Mathematical Science Teachers](#)

[Museum Technicians, Conservators](#)

[Technical Education Teacher](#)

Life, Physical, and Social Science

[Environmental Restoration Planners](#)

[Soil & Water Conservationists](#)

Management

[Architectural & Engineering Mgrs](#)

[Biofuels Production Managers](#)

[Biomass Power Plant Managers](#)

[Clinical Research Coordinators](#)

[Compliance Managers](#)

[Construction Managers](#)

[Financial Managers](#)

[Geothermal Production Managers](#)

[Investment Fund Managers](#)

[Quality Control Systems Managers](#)

[Regulatory Affairs Managers](#)

[Storage & Distribution Managers](#)

[Supply Chain Managers](#)

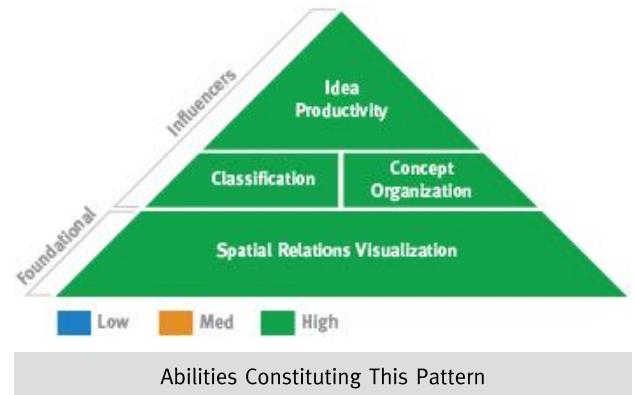
Sales and Related

[Sales Engineers](#)

[Sales Rep, Technical](#)

Problem Solving - Hands-on Consultative

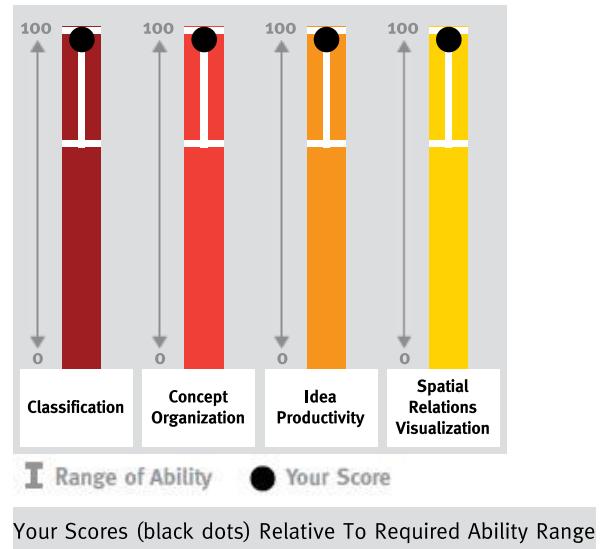
This pattern combines the Consultative Problem Solving abilities (Classification and Concept Organization) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern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



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

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

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Hands-on Consultative

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

Architecture and Engineering

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

Arts, Design, Entertainment, Sports, Media

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

Computer and Mathematical

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

[Video Game Designers](#)

Construction and Extraction

- [Electricians](#)

Healthcare Practitioners and Technical

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

Life, Physical, and Social Science

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

[Biologists](#)

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

Management

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

Office and Administrative Support

- [Bioinformatics Technicians](#)

Protective Service

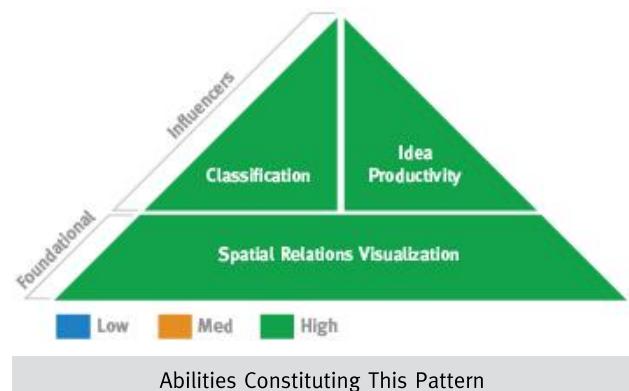
- [Police Detectives](#)

Transportation and Material Moving

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

Problem Solving - Hands-on Diagnostic

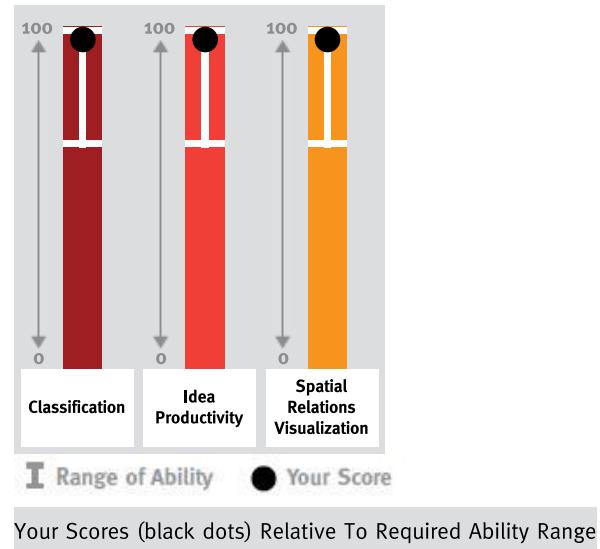
This pattern combines Diagnostic Problem Solving (Classification) and a rich flow of ideas (Idea Productivity) within the structural world (Spatial Relations Visualization). The combination of several strong driving abilities means that people with this pattern have very powerful abilities in many diverse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



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

Classification drives people with this pattern to solve problems quickly and well; communicating rationales or ideas to other people may present more of a problem. They often enjoy functioning in a problem solving, or troubleshooting role and thrive on having different types of problems to work on. People with this pattern often 'see' the answer much more quickly than others, and can feel impatient at times unless they consciously make allowances for other people's problem solving styles.

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



See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Hands-on Diagnostic

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

Architecture and Engineering

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

Arts, Design, Entertainment, Sports, Media

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

Set & Exhibit Designers

Business and Financial Operations

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

Education, Training, and Library

- [Farm & Home Management Advisors](#)

Healthcare Practitioners and Technical

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

Installation, Maintenance, and Repair

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

Life, Physical, and Social Science

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

Neuropsychologists

- [Remote Sensing Scientists](#)

Management

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

Production

- [Ophthalmic Laboratory Tech](#)

Protective Service

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

Transportation and Material Moving

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

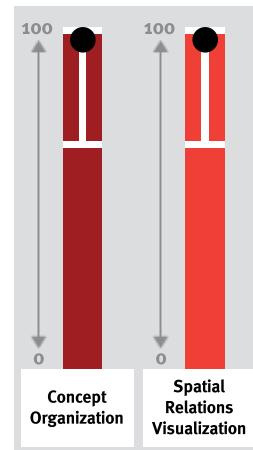
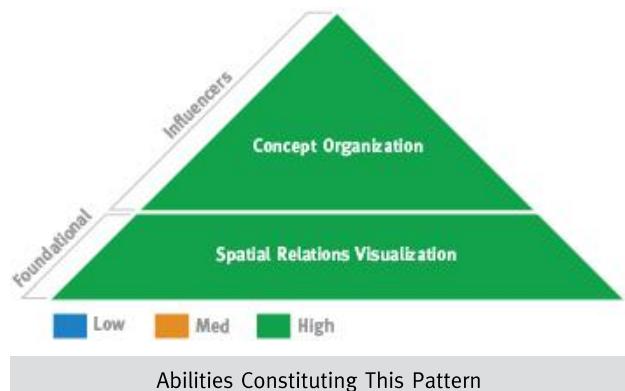
Planning - Hands-on

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.



Range of Ability Your Score
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](#)

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](#)

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](#)

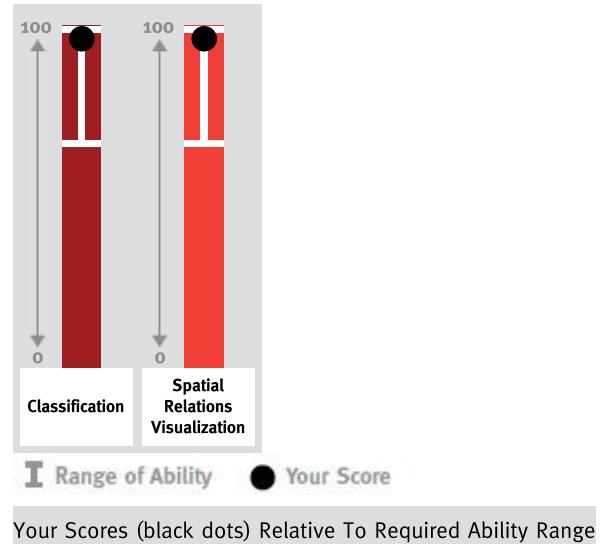
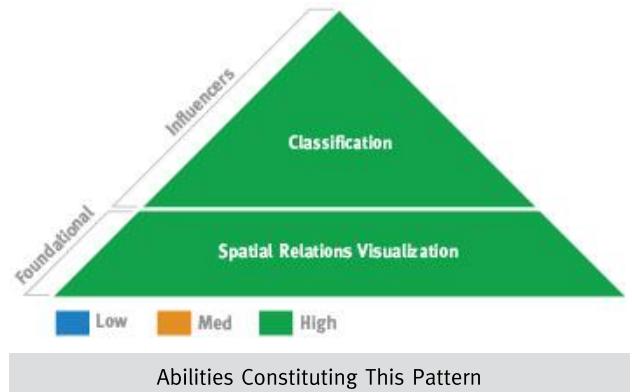
Troubleshooting - Hands-on

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

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

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

See next page for CAREERS TO EXPLORE.



Careers to Explore for Troubleshooting - Hands-on

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

Architecture and Engineering

- [Electronic Drafters](#)
- [Geodetic Surveyors](#)
- [Industrial Engineering Technologists](#)
- [Manufacturing Production Technicians](#)
- [Mechanical Engineering Technologists](#)
- [Microsystems Engineers](#)
- [Robotics Technicians](#)
- [Surveyors](#)

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

- [Coaches and Scouts](#)
- [Commercial Industrial Designers](#)
- [Creative Directors](#)
- [Directors-Motion Pictures, Television](#)
- [Film & Video Editors](#)
- [Graphic Designers](#)
- [Multimedia Artists & Animators](#)

Business and Financial Operations

- [Energy Auditors](#)
- [Environmental Compliance Inspectors](#)

[Government Property Inspectors](#)

- [Insurance Appraisers, Auto Damage](#)
- [Regulatory Affairs Specialists](#)

Construction and Extraction

- [Electricians](#)

Education, Training, and Library

- [Engineering Teachers](#)

Precision Agriculture Technicians

Management

- [Biofuels Technology Managers](#)
- [Biomass Power Plant Managers](#)
- [Construction Managers](#)
- [Quality Control Systems Managers](#)

Office and Administrative Support

- [Bioinformatics Technicians](#)

Personal Care and Service

- [Hairdressers & Cosmetologists](#)

Production

- [Ophthalmic Laboratory Technicians](#)

Protective Service

- [Fire Fighting, Prevention Supervisors](#)
- [Fire Inspectors](#)
- [Police Detectives](#)

Transportation and Material Moving

- [Airline Pilots, Copilots](#)

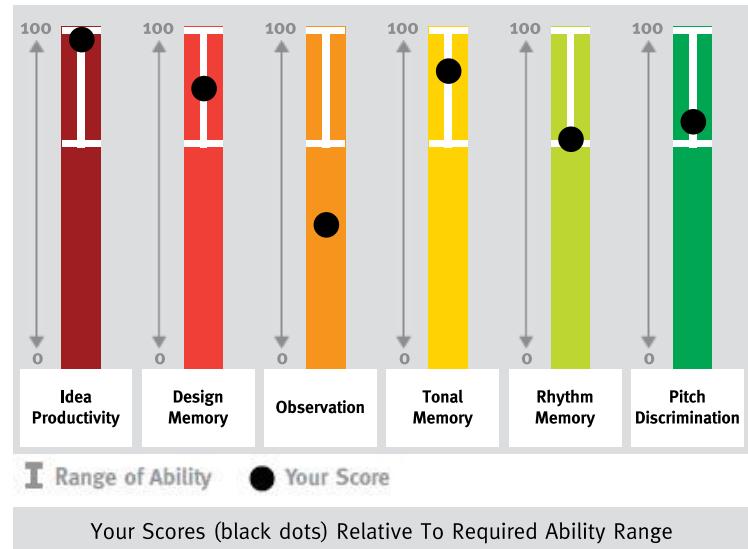
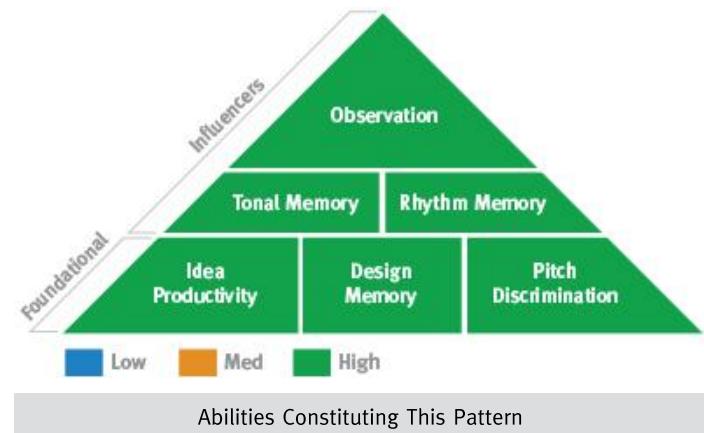
Sensing - Creative

You have many creative abilities, and you will want to pay attention to these talents. Your Idea Productivity, Design Memory, and Pitch Discrimination combine to point you in a creative and artistic direction. You are able to think of many ways of doing something. You can remember the overall pattern of something, and you are sensitive to small nuances of change and the effects of such a change. For example, if you were painting a picture, you could have several ideas for the picture, you could grasp the overall pattern that you were trying to produce, and you would be aware of subtle changes in shape or color. These abilities can be applied in many fields, not just visual art. They allow you to be creative with any kind of task you may wish to do.

Additionally, you have Musical abilities, as reflected by your scores in Tonal Memory, Rhythm Memory, and Pitch Discrimination. Your Musical abilities will press to be used. You might enjoy playing an instrument, singing, dancing, or taking part in other forms of musical expression. Your scores suggest that you would derive great pleasure by including music as a part of your life.

Your Design Memory and Observation scores suggest that you also have good Visual abilities. You may feel quite at home and productive in a field that is strongly visual.

The fact that you possess so many creative abilities has several implications for you. You are very tuned to your sensory experiences. You notice the details and nuances of many situations and these details are important to you. You will enjoy an environment that is aesthetically pleasing, and you will be aware of small differences in many sensory areas. You will want to choose a career field and other activities that give you opportunities to express your highly creative side.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Sensing - Creative

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

Arts, Design, Entertainment, Sports, Media

[Actors](#)
[Art Directors](#)
[Choreographers](#)
[Craft Artists](#)
[Dancers](#)
[Directors- Stage, Motion Pictures](#)
[Fashion Designers](#)
[Film & Video Editors](#)
[Fine Artists, Including Painters, Sculptors](#)
[Floral Designers](#)
[Graphic Designers](#)
[Interior Designers](#)

[Multimedia Artists & Animators](#)
[Music Composers & Arrangers](#)
[Music Directors](#)
[Musicians, Instrumental](#)
[Photojournalist](#)
[Set & Exhibit Designers](#)
[Singers](#)
[Sound Engineering Technicians](#)
[Talent Directors](#)

Healthcare Practitioners and Technical

[Art Therapists](#)
[Music Therapists](#)
[Speech-Language Pathologists](#)

Healthcare Support

[Speech-Language Pathology Assistants](#)

Installation, Maintenance, and Repair

[Musical Instrument Repairers & Tuners](#)

Personal Care and Service

[Animal Trainers](#)
[Hairdressers & Cosmetologists](#)

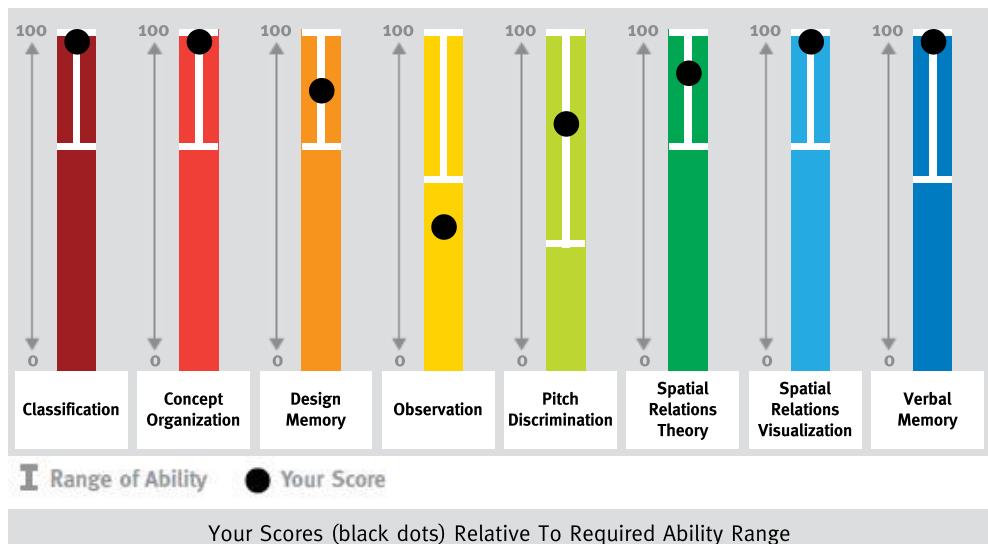
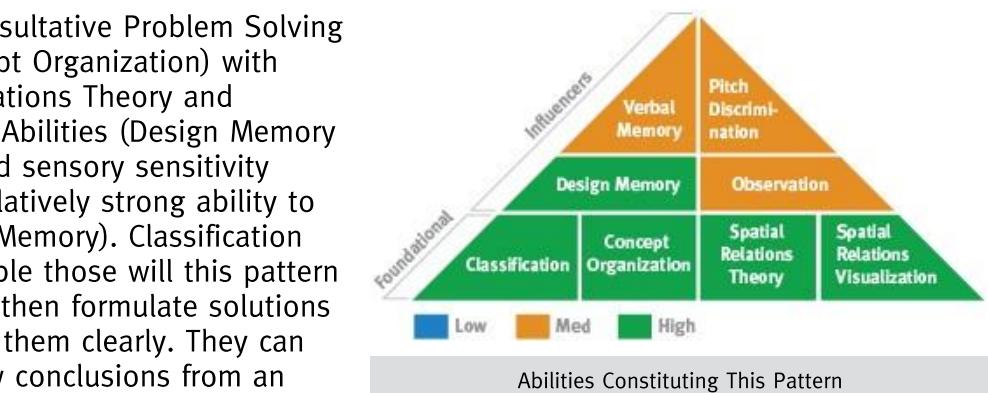
Production

[Jewelers](#)

Problem Solving - Science/Medical

This pattern combines the Consultative Problem Solving style (Classification and Concept Organization) with structural abilities (Spatial Relations Theory and Visualization), powerful Visual Abilities (Design Memory and Observation), a heightened sensory sensitivity (Pitch Discrimination) and a relatively strong ability to learn through reading (Verbal Memory). Classification and Concept Organization enable those with this pattern to solve problems rapidly and then formulate solutions so that others can understand them clearly. They can recognize patterns in and draw conclusions from an assortment of things, ideas, facts or events as well as communicate their findings. The Spatial Relations abilities enable an understanding of the dynamics of any system – from the human body to a forest – and predicting and manipulating outcomes of interventions. With their natural grasp of scientific principles, people with this pattern can excel in structural, scientific fields that have to do with known facts, black and white answers to problems, concrete objects, tangible products, and mechanical or technological systems.

Verbal Memory enhances the attainment of terminology needed in the scientific fields. Visual abilities (Observation and Design Memory) all contribute to success in fields that require the capacity to recall patterns, notice small irregularities or changes, and frequently check and re-check details. Pitch Discrimination heightens general sensitivity to subtle nuances and Number Memory, while not required, can be extremely useful in keeping huge amounts of figures and data at the forefront of the mind. A long Time Frame Orientation, also not required, can be helpful in facing the amount of graduate or professional education required for these fields.



See next page for CAREERS TO EXPLORE.

Careers to Explore for Problem Solving - Science/Medical

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

Architecture and Engineering

[Agricultural Engineers](#)
[Biomedical Engineers](#)
[Chemical Engineers](#)
[Fire-Prevention & Protection Engineers](#)

Healthcare Practitioners and Technical

[Allergists & Immunologists](#)
[Anesthesiologists](#)
[Cytogenetic Technologist](#)
[Diagnostic Medical Sonographer](#)
[Family & General Practitioners](#)
[Internists, General](#)
[Medicine & Rehabilitation Physicians](#)
[Neurologists](#)
[Nurse Anesthetists](#)

Nurse Midwives

[Nurse Practitioners](#)
[Obstetricians & Gynecologists](#)
[Ophthalmologists](#)
[Orthodontists](#)
[Pediatricians, General](#)
[Pharmacist](#)
[Physiatrist](#)
[Physical Therapist](#)
[Podiatrists](#)
[Prosthodontists](#)
[Psychiatrist](#)
[Radiologist](#)

Sports Medicine Physicians

[Surgeons](#)
[Urologists](#)

Life, Physical, and Social Science

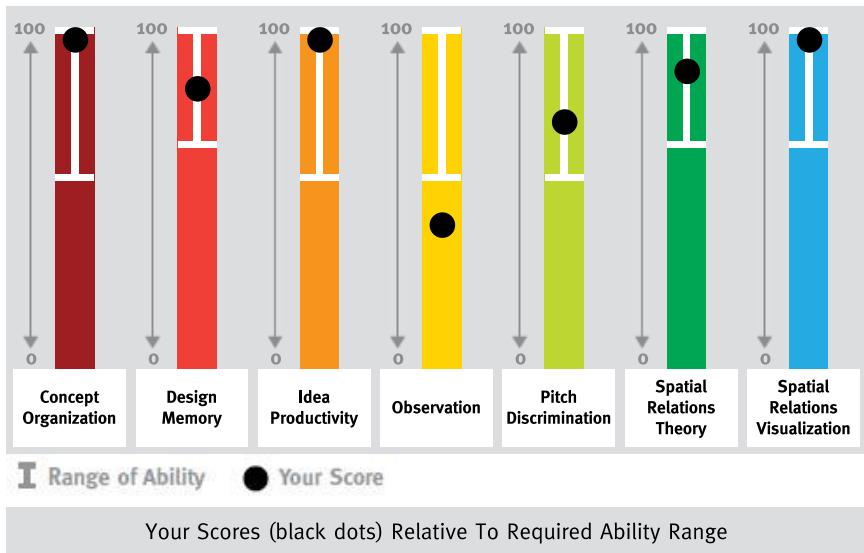
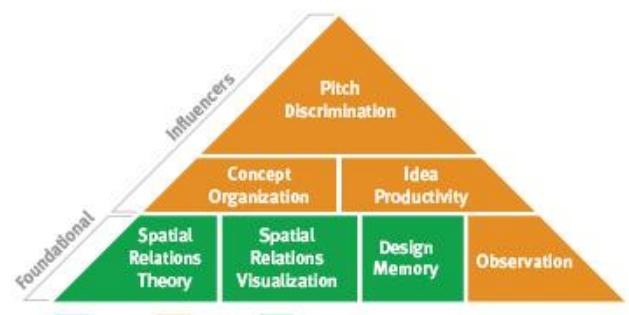
[Biochemists and BioPhysicist](#)
[Medical Scientists](#)
[Microbiologists](#)
[Molecular & Cellular Biologists](#)
[Neuropsychologists](#)

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.



Your Scores (black dots) Relative To Required Ability Range

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](#)

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](#)

Arts, Design, Entertainment, Sports, Media

Sound Engineering Technicians

Computer and Mathematical

[Computer Network Architect](#)

Engineering - Technical

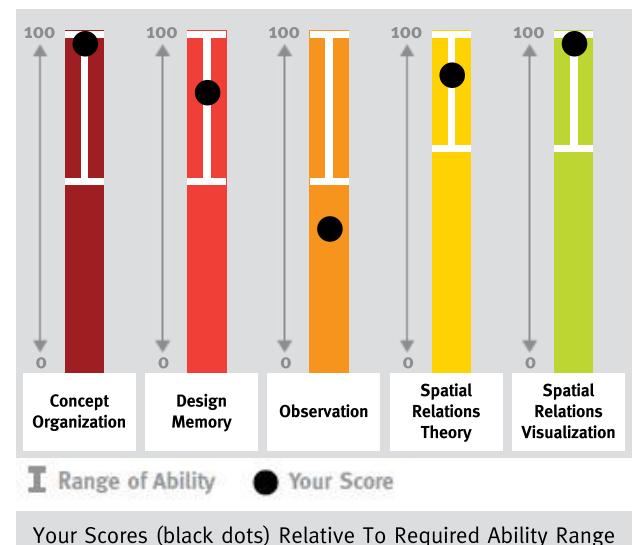
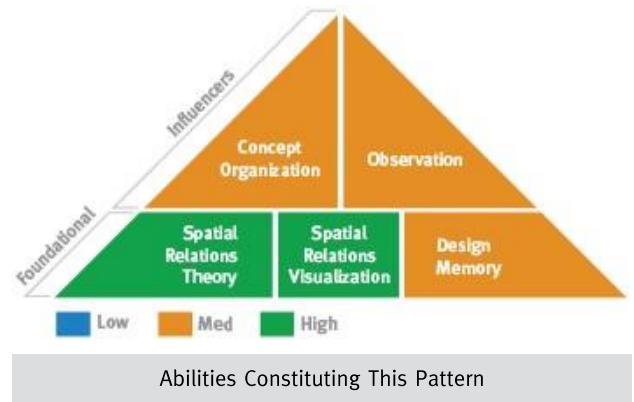
This pattern combines the Analytical Problem Solving style (Concept Organization) with structural or Engineering Spatial Abilities (Spatial Relations Theory and Visualization) and strong Visual abilities (Design Memory, Observation). The spatial abilities are the basic technical abilities. The other 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](#)
[Electro-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](#)

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](#)

Construction and Extraction

[Solar Energy Installation Managers](#)

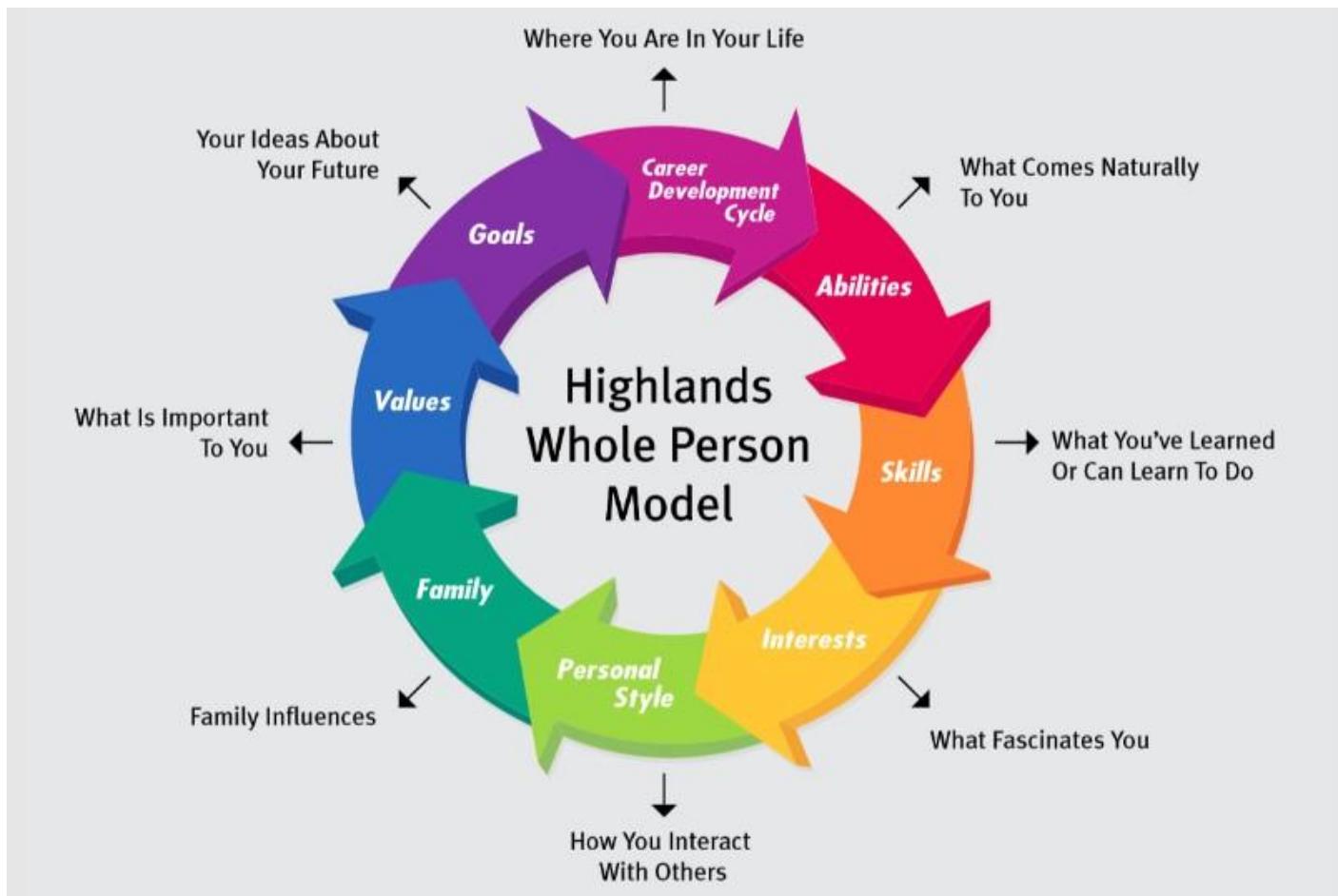
Education, Training, and Library

[Curators](#)

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.



DON'T WASTE YOUR TALENT

The 8 Critical Steps To Discovering What You Do Best
Revised Third Edition
Foreword By Dori Stiles, PhD



BOB MCDONALD, PH. D.
DON E. HUTCHESON

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 in the Personal Vision Coaching Program. Discover the Highlands proprietary Whole Person Method -

Click here for your access to the e-book-

[**Don't Waste Your Talent:
The 8 Critical Steps to Discovering What You Do Best**](#)

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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