



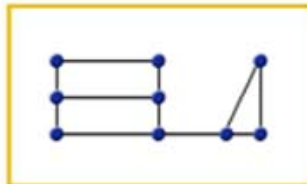
The HIGHLANDS ABILITY BATTERY



Personal Style



Core Abilities



Learning Channels



Vocabulary

Unlike any other assessment test you've ever taken – SAT, ACT, the State-Standardized Tests under the No Child Left Behind Program – the Highlands Ability Battery is an assessment you take on your own computer and on your own time. What's more, the Battery doesn't measure the level of your achievements in specific subjects. Instead, it measures your core intrinsic abilities – the abilities you were born with.

This information about you is more basic and important than your grade in English or Math. Your results will help you to decide on the right college, what curriculum to follow, and what profession or career to aim for.

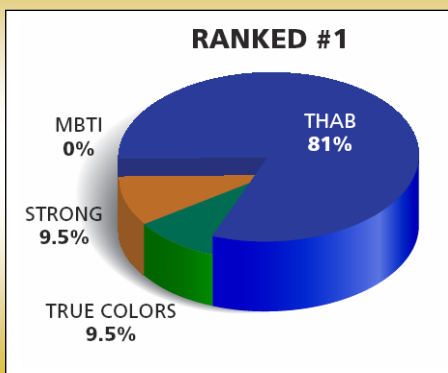
How do we measure all these abilities? By having you perform nineteen different worksamples on your computer screen and keyboard. Each worksample asks you to do something – organize a group of related facts; find a common thread among a group of seemingly unrelated objects; create a flow of new ideas; juggle wiggly blocks in your mind; mentally poke holes in a piece of folded paper, unfold the paper, and find the holes; identify objects which are added or removed from a picture of common objects.

The worksamples are timed, and your results are measured in part by the speed with which you perform them. The Battery takes three hours to finish. It doesn't have to be done at one sitting – you can go in and out after you finish a worksample.

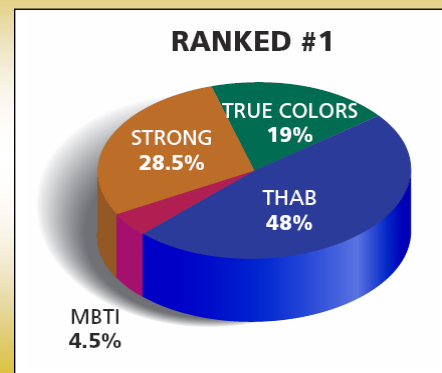
When you finish the Battery, you will get a 32-page Report of your core abilities, including a bar chart showing your scores. Each score is expressed as a percentile which compares your score to the scores of others who have completed the Battery. After you review the Report, you will participate in a feedback session designed to help you understand how you are hard-wired and how to use the information. This will help you link your abilities to the other factors that you should consider when making academic and career choices. This booklet explains the worksamples on the Battery – what they measure and what the results indicate.

In 2003, 21 students in Counseling & Career Development at Colorado State U. were asked to complete four assessments -- Meyers Briggs (MBTI), the Strong Inventory, True Colors and the Highlands Ability Battery (THAB). Here's how they rated the assessments in a survey conducted by their instructor.

List the four assessments in order of their effectiveness in measuring your natural abilities or talents.



List the four assessments in order of their effectiveness in guiding you in future career decisions.



Text by Lazar Emanuel

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PERSONAL STYLE

Generalist/Specialist



We measure your position on this scale by asking you to respond to a word by choosing another word which the first word suggests to you. The words are presented both visually and aurally. If you respond with a word that is the word of choice, you receive points on the generalist side of the scale; if the word you choose is not the word of choice, you receive points on the specialist side. No one is completely a generalist or a specialist – everyone shows some characteristics of both. Generalists make up the majority of our society. They tend to like variety in

their work and are generally more comfortable working with others than alone. They like to share their ideas. Specialists, on the other hand, look at the world in their own unique way. They like to master a body of knowledge and develop a skill of their own. They accomplish more by working alone and pursuing their own goals.

Introvert/Extrovert

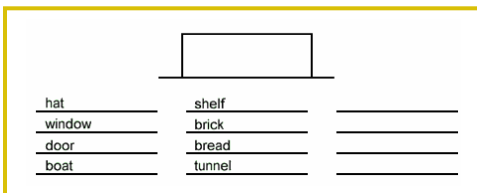
This scale determines how individuals react to the people around them and the people they work with – which contacts energize them and which are draining. Extroverts enjoy working with others; introverts tend to look inward and like structure in their relationships. We measure your position on the scale by asking you to answer questions about your social preferences and your interpersonal behavior. No one exhibits extroversion or introversion

all the time; everyone shows some characteristics of both some of the time. Extroverts get energy from being with and talking to others; they especially like unstructured interactions. They enjoy being visible and interactive. Introverts, on the other hand, get their energy by working alone or in small groups. They prefer structure in their relations with others. They tend to process information in their heads, quietly.

Please answer all of the following questions. Do not spend too much time thinking, just answer to the best of your ability. When you are finished, click Next.

Yes	No	
<input type="radio"/>	<input type="radio"/>	1. Do you tend to introduce yourself to others rather than waiting for them to do so?
<input type="radio"/>	<input type="radio"/>	2. Are you more likely to have one or two closer friends rather than having many broader ones?

Time Frame



This scale tells us how you think about time – the time horizon you are most comfortable with in assessing your objectives, plans, and future. How far into the future do you look? What is your tolerance for the length of time between a decision and a result? What steps will you take if a goal is not reached within the time allotted? While everyone tends to belong to one of the three time frames (immediate, intermediate and long-range), it's important to build the skills that enable you to function in all three when you have to.

VOCABULARY

Although this is not an innate ability but a developed aptitude, it is affected by several of the innate abilities, and it is

IMMURE open **enclose** whisper inhere improve

so important to success in school and the work world that it should not be ignored. Our worksample compares your vocabulary with the vocabulary of the average college student. If you score high, you will be comfortable aiming for such professions as law, medicine and teaching. If you score low, studying any subject that relies on verbal acuity will require effort and dedication. Mastery of the English language – essentially through reading and access to a good dictionary – is the threshold for entry into the world of the mind. And your vocabulary can be improved – but first you need to know where you stand.



CORE ABILITIES

Classification (CL)

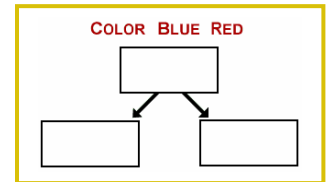


This worksample measures your ability to see relationships among seemingly unrelated objects – to move from the specific to the more general. It tests your ability to find a common link among scattered, discrete and unorganized facts. Years of research have shown that

Classification is a valid measure of inductive reasoning. High CL scores are evidence of a Diagnostic problem-solving style; low CL scores suggest an Experiential problem-solving style.

Concept Organization (CO)

This worksample identifies your ability to arrange ideas, information, and facts in their logical order. It shows your ability to move from the general to the specific to solve problems. CO is an aptitude for the organization of detail, i.e., for planning and doing things logically. This calls upon your ability for deductive reasoning or analytical thinking. High CO scores are evidence of an Analytical problem-solving style; low CO scores indicate an Experiential problem-solving style.



Idea Productivity (IP)

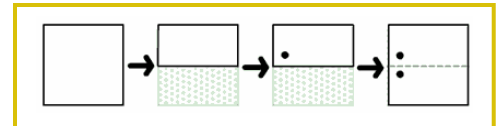
You will see a question about an imaginary situation in this space during the timed Worksample.

Type your response to the question in this space. Type as fast as you can.

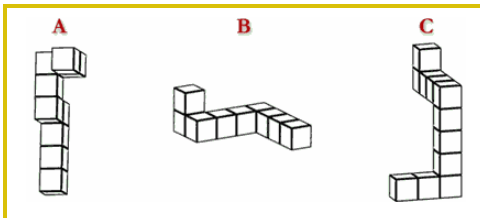
This worksample measures the number of new ideas you are able to generate within a given time in response to an imaginary fact pattern. It shows the volume and flow of your ideas – not their quality or originality. We measure your capacity for idea generation, your ability to stay focused on one task or idea, and your natural response to new ideas. Some leaders prefer to articulate and focus on one idea at a time; others prefer brainstorming sessions in which people are urged to articulate and consider many ideas at once.

Spatial Relations Theory (SRT)

The Spatial Relations abilities are the best understood and most researched of all the abilities. SRT measures the ability to “see” and manipulate three-dimensional objects in space. A nuclear scientist, for example, does not work with his hands to unravel the structure of atomic particles. People with high SRT are able to design a new bridge or building or a new industrial or medical product without necessarily touching any of the materials required in the construction. Professions which utilize this ability are architecture, industrial design, and the medical sciences.



Spatial Relations Visualization (SRV)



This worksample demonstrates the ability to work hands-on with tangible, concrete objects. People who score high in this ability need to see and feel the results of their work. They are most satisfied when they can say, “I built that”, or “I made this.” SRV is one of the abilities most likely to affect job satisfaction. One validation study of medical students found that nearly 90% showed evidence of mid-to-high SRV as compared to 38% of the general population. Dentists, surgeons, engineers, physical therapists, technicians, and mechanics are likely to be strong in SRV.

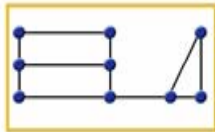
To learn more about the Highlands Ability Battery, contact your local affiliate,
Mel Rosché at #410-494-0720 or Mel@BEINGinorder.com.



LEARNING CHANNELS



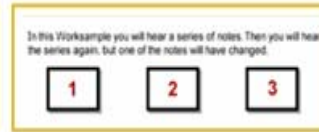
Verbal Memory



Design Memory



Number Memory



Tonal Memory



Rhythm Memory

Music Abilities

The Highlands Ability Battery contains three tests of your musical aptitudes. But these indicate more than whether you can sing or play an instrument. They indicate how you process and understand sounds (what you hear). The Music Memory worksample tests one of your primary learning channels – learning by listening. The worksample in Rhythm Memory measures another primary learning channel – learning through movement and action. The worksample in Pitch Discrimination – whether one note is higher or lower than another – tests your sensory perceptions. It influences how well you deal with a sensitive piece of equipment or a finely tuned instrument.

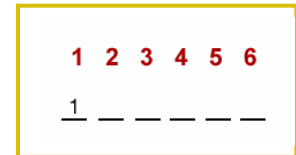
Verbal Memory



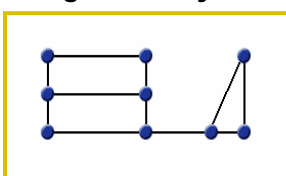
This worksample measures how well and how rapidly you learn from the printed word or other data presented to you visually. Reading is a primary learning channel, and along with material presented aurally, the primary medium for learning in schools. If your score in Verbal Memory shows that reading is your strongest learning channel, continued reference to books, manuals and other printed matter is critical to the process by which you retain knowledge. If your score in Vocabulary is low --- read, read, read.

Number Memory

This is a kind of visual memory. It tells you how well you can recall and reproduce a number with several digits. If you have this ability, you will find it helpful in such work as inventory control, bookkeeping, stock market trading, library work, and sports announcing. When facility with numbers is required in a specific transaction – sales or a real estate transaction – this ability is important. People who score low in Number Memory can compensate by keeping a record of important numbers and preparing for meetings in advance.



Design Memory



This worksample measures your ability to learn from and remember design patterns represented in maps, diagrams, charts, power points, and architectural plans. It is one of the most effective tools for learning and communication. It has many applications in the world of design, architecture, design engineering, commercial art, advertising, dentistry and chemistry. It's important to recognize this ability in a student's early life – if it exists, it should be encouraged and nurtured.

Observation

This is a worksample unique to the Highlands Ability Battery. It measures your ability to see and focus on several objects at one time and then to see and remember changes in what you saw – to see which objects have been removed, which have been added, and which have been replaced. It tells you how well you pay attention to detail, as in facial expressions or body language. It can be very helpful in such fields as forensic medicine, anthropology, police work, etc.



Visual Speed and Accuracy

		Same	Different
J68DB7	J68DB7	<input type="radio"/>	<input type="radio"/>
87PP95	87PP59	<input type="radio"/>	<input type="radio"/>
HP29VX	HP29VX	<input type="radio"/>	<input type="radio"/>
37GN5D	37GN5D	<input type="radio"/>	<input type="radio"/>

This worksample measures both the speed and the accuracy with which you perceive numbers, letters and combinations of both. It is not a test of memory, but of instant perception. The ability is important in accounting and clerical work. High scores indicate a preference for banking, insurance, editorial work, statistics and research; low scores for fields such as geology, agriculture, art, writing, photography and history.

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