

The Driving Abilities

The Highlands Ability Battery identifies five driving abilities. These are crucial in identifying career success and satisfaction. They are measured in separate work samples:

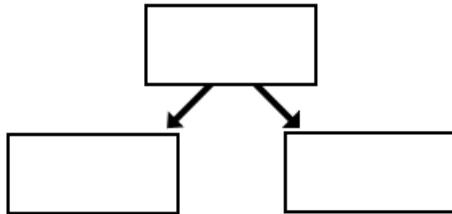
A quick view of this worksample



Classification assesses the ability to see relationships among seemingly unrelated events, situations, or information. The relative ability to move from the specific to the more general, to detect a common thread that joins individual objects into a pattern.

A quick view of this worksample

COLOR BLUE RED



Concept Organization assesses the ability to arrange ideas, information, or objects in their most logical order. The ability to move from the general to the specific in solving problems.

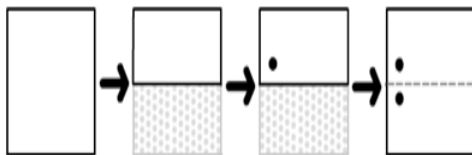
A quick view of this worksample

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.

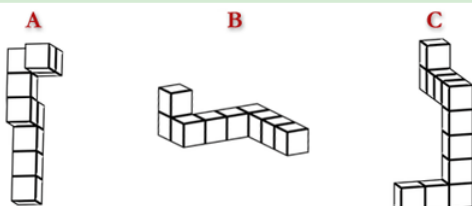
Idea Productivity measures the number of ideas that spring to a person's mind over a particular period of time in response to a set of new facts. The quantity of ideas, not the quality. This ability may be evidenced by the relative contributions of individuals who participate in a brainstorming session.

A quick view of this worksample



Spatial Relations Theory measures the relative ability to see and understand how things work. The ability to conceptualise and understand relationships, whether between abstractions or between tangible objects.

A quick view of this worksample



Spatial Relations Visualization measures the ability to "see" and follow in three dimensions an object that is represented in two dimensions. The ability is related to the relative preference for hands-on work and experience and the satisfaction in achieving tangible results.

The Specialized Abilities

The specialized abilities can be divided into two categories -musical abilities and other specialized abilities. Together and separately, these abilities have an impact on the ways in which an individual takes in and learns new material.

A quick view of this worksample

In this Worksample you will hear a series of notes. Then you will hear the series again, but one of the notes will have changed.



Tonal Memory the ability to remember tunes tonal sequences and linguistic content. An excellent measure of an individual's capacity to learn aurally, e.g. by listening to tapes.

A quick view of this worksample

In this Worksample you will hear pairs of rhythm patterns



Rhythm Memory the ease with which an individual can turn physical movement into a learning process.

A quick view of this worksample

In this Worksample you will hear a pair of musical notes. You will then try to determine whether the second note is higher or lower than the first.



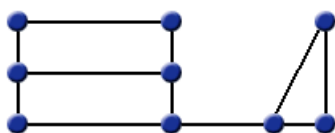
Pitch Discrimination measures sensitivity to small differences in external stimuli; helpful to an individual in detecting subtle changes in the speech inflection of others.

A quick view of this worksample



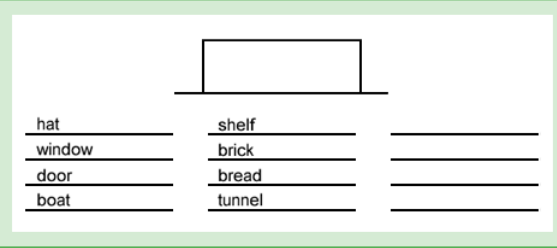
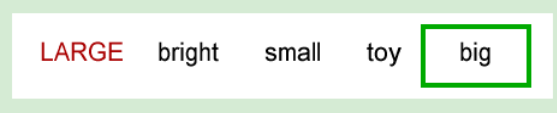
Observation the ability to focus on and remember visual details and to detect changes and irregularities as they occur.

A quick view of this worksample



Design Memory the ability to learn through graphics and to place new data and information into graphic form, e.g., diagrams, drawings, outlines, etc.

<p>A quick view of this worksample</p> <p>NUPA -- COW NUPA _____</p>	<p>Verbal Memory the ease with which an individual learns new words and remembers the content of information presented visually, as in printed text; sometimes called associative memory.</p>																								
<p>A quick view of this worksample</p> <p>1 2 3 4 5 6</p> <p>1 _ _ _ _ _</p>	<p>Number Memory the ability to learn, remember and use non-associated material such as raw data and numbers.</p>																								
<p>A quick view of this worksample</p> <table border="0"> <thead> <tr> <th></th> <th></th> <th>Same</th> <th>Different</th> </tr> </thead> <tbody> <tr> <td>J68DB7</td> <td>J68DB7</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>87PP95</td> <td>87PP59</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>HP29VX</td> <td>HP29VX</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>37GN5D</td> <td>37GN5D</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>24ST97</td> <td>24ST79</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>			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"/>	24ST97	24ST79	<input type="radio"/>	<input type="radio"/>	<p>Visual Speed & Accuracy the ease and speed with which an individual processes and interprets new written data; advantageous in fields that require instant recall of statistics.</p>
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<p>A quick view of this worksample</p> <p>WORD</p> <p>[]</p> <p>Next</p>	<p>Generalist A generalist is an individual in the upper percentiles of the generalist/specialist scale. Seventy-five percent of the general population fall into this range. Generalists derive energy from working in groups and are intuitive about the reactions of others. They like to undertake a variety of tasks and enjoy contributing to the execution of a group project.</p> <p>Specialist Individuals at the lower end of the generalist/specialist scale are called specialists. Specialists make up one in every four individuals. Specialists prefer to work and solve problems independently. They like to study a project in depth and to contribute from their own perspectives.</p>																								
<p>A quick view of this worksample</p> <p>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.</p> <p>Yes No</p> <p><input type="radio"/> <input type="radio"/> 1. Do you tend to introduce yourself to others rather than waiting for them to do so?</p> <p><input type="radio"/> <input type="radio"/> 2. Are you more likely to have one or two closer friends rather than having many broader ones?</p>	<p>Extrovert Extroverts score in the upper percentiles of the extrovert/introvert scale. An extrovert gets energy from interacting with other people. An extrovert may not enjoy a project on which he or she is required to work alone--e.g. writing a long report. Extroverts process information by talking about it.</p> <p>Introvert Introverts score in the lower percentiles in the scale measuring extroversion/introversion. Introverts prefer either to work alone or to work with other people one-on-one or in clearly structured circumstances. Introverts process information by thinking about it.</p>																								

<p>A quick view of this worksample</p> 	<p>Time Frame Orientation Measures the individual's comfort with future projects and goals. People are divided into short-term, Mid-term and long-term time frames. An individual with short-term orientation will want to work with tasks and problems that can be finished within a short period, i.e. In a few months. An individual with mid-term orientation will seek tasks and problems that have implications for other projects over a longer period, i.e. One-four years; an individual with long-term orientation prefers to work on long-term projects that require strategic planning and execution of more distant goals.</p>
<p>A quick view of this worksample</p> 	<p>This is an acquired skill rather than a natural ability. It determines the range of people with whom you interact most easily and naturally. It is considered easier to interact and share ideas with people who are similar to you in vocabulary than almost any other group.</p> <p>Since vocabulary is not ability you can change your vocabulary level with study and concentration. It is an achievement score and is included because of its enormous impact in the workplace</p>

Brought to you by Denise Taylor, Chartered Psychologist.

Denise is a careers expert who specialises in helping individuals achieve career satisfaction and to take a systematic approach to job search.

Do you need help with job search? Whether it's CV preparation, interview practice, increasing your profile or self-marketing, let Denise guide you through the maze so you get a job quicker, make more money & have fun while you do it.

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