

The Highlands Ability Battery

Real career success is rarely down to money and status and much more to do with finding a job which ties in with your natural talents and abilities. Understanding our natural abilities helps us understand why we find certain situations difficult and where we will gain most career satisfaction.

The Highlands Ability Battery is an objective assessment of your natural ability and consists of 19 work samples. It's extensive, taking around 3 hours (but you don't need to complete it in one session) and the results will help you to really understand yourself.

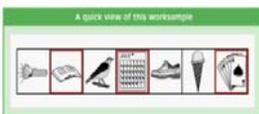
Your results are shown as percentiles on a graph, comparing your scores to other people who have taken the HAB. A high score isn't better than a low, it depends on whether a job requires it, or not. It's frustrating to have an ability and not need it in a job or need an ability you don't have.

The report is divided into driving abilities, specialised abilities and personal style.

The Driving Abilities

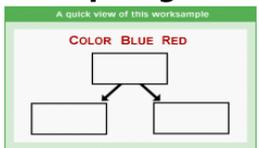
The 5 driving abilities are so important because they drive or influence everything we do. If we ignore them, we run the risk of falling into a role that doesn't use our strongest talents or demands a talent we don't have.

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.

Concept Organisation



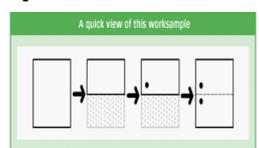
Assesses the ability to arrange ideas, information, or objects in their most

logical order. The ability to move from the general to the specific in solving problems.

Idea Productivity

Measures the ability to develop ideas quickly in response to a set of new facts; measures the quantity of ideas, not the quality.

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.

Spatial Relations Visualization

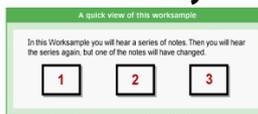


Measures the ability to "see" and follow in three dimensions an object that is represented in two dimensions. The ability is related to the relative preference for hands-on work and experience and the satisfaction in achieving tangible results.

The Specialised Abilities

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

Tonal Memory



The ability to remember through listening.

Rhythm Memory



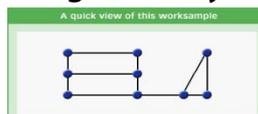
The ease with which we can turn physical movement into a learning process.

Pitch Discrimination



Measures sensitivity to small differences in external stimuli; helpful in detecting subtle changes in speech inflection.

Design Memory



The ability to learn through graphics and to place new data and information into graphic form, e.g. diagrams, drawings.

Finding out your natural abilities is a fundamental step towards a satisfying and successful career.

“Taking the Highlands Ability Battery was a useful, practical way to get some external guidance when you are bogged down in the complexities of identifying career decisions. Definitely helped to re-energise my thinking,,

- Dominic Ball

“A fascinating and valuable insight into one's strengths and abilities, weaknesses and opportunities for improvement. This will serve me well in my career and in my private life. Absolutely worth the money (even though it is a substantial investment),,

- Paula Mason

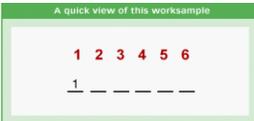
Especially for students: Get the *Learning Strategies for Students* eBook on using the Highlands Ability Battery to enhance the way you learn, which can be of immediate benefit.

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.

Number Memory



The ability to learn, remember and use non-associated material such as raw data and numbers.

Observation



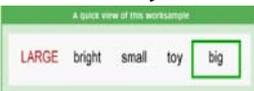
The ability to focus on and remember visual details and to notice changes and irregularities.

Visual Speed & Accuracy



The ease and speed with which you process & interpret new written data; advantageous in fields that require instant recall of statistics and clerical tasks.

Vocabulary



Vocabulary is an acquired skill rather than a natural ability and is included because of its enormous impact in the workplace. It determines the range of people with whom you interact most easily and naturally. You can improve your vocabulary through study and practice.

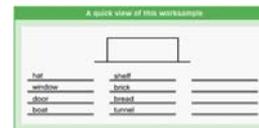
Personal Style

Introvert / Extrovert



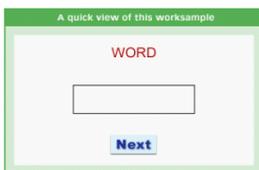
This scale measures where you get your energy from, and to what extent you seek to have contact with others. Extroverts process information by talking about it. Introverts process information by thinking about it.

Time Frame Orientation



This scale will assess your preference for the short, medium and long term. As well as understanding your preference you can also learn how to function in your least preferred terms.

Generalist/Specialist



You respond to a word and based on your response you find your position on this continuum. 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. Specialists prefer to work and solve problems independently. They like to study a project in depth and to contribute from their own perspectives.

Visit the website to order or phone to discuss.

“Most people think that they know what they are good at. They are usually wrong”

- Peter F. Drucker

“Our experience has been that a great deal of dissatisfaction at work can be traced to having strong talents that you never use”

- Bob Donald, PhD



Order the Highlands Ability Battery. Take the in-depth assessment, receive a 31 page report and schedule your in depth feedback discussion. You also get a complimentary additional 39 page booklet, *Highlands Explored*, the most effective reference book for you to get the most out of the assessment.



Plus you get the 17 page e-book, *10 steps to Finding a Job You Love* (worth £10).

How accurate is it? The Highlands Ability Battery is based on over 80 years of research, beginning with Johnson O'Connor. It is psychometrically valid and reliable. The information and suggestions that it makes are highly accurate. The minimum reliability standard for the 19 tests that make up the Highland Ability Battery is $r = .80$. It has been described as the equivalent of getting a CAT Scan for a painful injury instead of a traditional X-ray. As an Associate Fellow of the British Psychological Society, I would not use any test that could not measure what it sets out to measure.



The Highlands Ability Battery is brought to you by Denise Taylor, Chartered Psychologist and award winning career coach. For more information: call Denise on 01684 772 888 visit: www.amazingpeople.co.uk email: denise@amazingpeople.co.uk