



Your Highlands Ability Profile

Specialist-Generalist

This worksample measures the breadth and depth of information with which a person is comfortable, a person's preference for assuming singular or shared responsibility for work outcomes, and one's response to group dynamics.

The following description can help you *understand* the types of work roles and career fields that often draw on a mid-range Generalist-Specialist orientation, independent of all other dimensions measured by the HAB. It is not intended to suggest a specific job nor is it a comprehensive list of all the career fields in which mid-range Generalist-Specialists are employed.

A person scoring in the mid-range on the Generalist-Specialist continuum prefers academic or work situations in which one can have an area of expertise or specialization, *and* use it in group projects and situations, for example:

1. Lawyers who might become real estate developers or the heads of companies.
2. Study situations in which one can become expert and contribute knowledge to a group.
3. Curricula in which one can get both specialized training and the breadth of the liberal arts and the humanities.
4. Roles in which one is an information/communication conduit or hub.
5. Professionals who may prefer group settings or shared responsibilities.