



# Your Highlands Ability Profile

## Introvert-Extrovert

This worksample measures the amount and type of people interaction that is energizing and depleting and one's optimal way to think through ideas, problems and plans.

If you scored low on Extroversion it means that you scored high on Introversion. The following description can help you *understand* the types of work roles and career fields that often draw on an Introvert 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 Introverts are employed.

A person scoring in the Introvert range on this continuum prefers academic or work environments in which one can work in solitude, one-on-one, or in structured settings, for example:

1. In organizations and groups where there is also private space and protection from constant contact with others. For example, scheduling, report writing and planning in an organization are often a solitary tasks.
2. Management situations in which most interactions are one-on-one, or in small groups or meetings.
3. Writing that requires limited or structured contact with people, for example certain journalist, free-lance writer, or advertising copy-writer roles.
4. Artistic, creative work that requires solitary practice and work.
5. Legal, medical, or other professional work roles that requires limited interaction with people.