



Your Highlands Ability Profile

Time Frame Orientation

This worksample measure the Time Frame within which a person naturally plans, the length of time comfortable to wait for results and still feel motivated, the length of time comfortable between accomplishments and rewards, and one's natural Time Frame for expectations.

The following description can help you *understand* the types of work roles and career fields that often draw on an immediate Time Frame 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 of the career fields in which those with an immediate Time Frame are employed.

A person scoring in the immediate range on this continuum prefers academic or work environments that focus on the here and now, a few months out, even up to a year into the future, for example:

1. Work roles/tasks with an immediate outcome and payoff/reward.
2. Long-range tasks that have short-range milestones.
3. Work roles/tasks that enables worker to move from project to project easily without being encumbered by a fixed, long-term view of things.
4. Helpful in work roles which demand closure or completion, such as sales, public speaking, newspaper reporting, and accounting.
5. Helpful in work roles requiring immediate action including help desks and emergency workers.