



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 tasks and career fields that often draw on an intermediate 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 the career fields in which those with an intermediate Time Frame are employed.

A person scoring in the intermediate range on this continuum prefers academic or work environments where goals and rewards are cultivated over time, 1-5 years into the future, for example:

1. Jobs/tasks with goals within a one-to-five-year time frame such as earning a college degree.
2. "Relationship" sales where building rapport is more important than a "one shot" success; client development in law, consulting, accounting, and some forms of journalism.
3. Sales of capital equipment or other investment decisions that draw on relationship building.
4. Work roles/tasks that do not provide instant gratification for a longer-range goal, but not TOO far out including those such as building an athletic program, starting a business, conducting research and writing an investigative journalism book, expose' or video, or improving test scores in a public school.