



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 a long-range 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 long-range Time Frames are employed.

A person scoring in the long range on this continuum prefers academic or work environments where a connection to long-term developments, plans or outcomes is a priority, for example:

1. Work roles/tasks that require envisioning goals within a five-to-twenty-year time frame, for example city planners.
2. Work roles/tasks that require workers to plan and work toward goals that may take many years to develop or come to fruition, such as architects and environmental-related professions.
3. Work roles that focus on distant targets, such as retirement planners.
4. Work roles/tasks that require works to endure efforts that are largely not rewarded to reap a larger reward later, such as creative careers in music, graphics, and the performing arts.
5. Helpful in work roles that require strategic planning, trend analysis, or extended negotiations.
6. Relates to having a professional degree and to having a degree beyond the Bachelor's degree.
7. Helpful for medical doctors, lawyers, certified public accountants, and for people who develop and then run their own businesses.